



New York State
Registered Apprenticeship Training Program

Sponsor Information Sheet and Instructions

Form AT 9 is used to collect data regarding sponsors and signatories for the New York State (NYS) Registered Apprenticeship Training Program. Please read the instructions on pages 3 and 4 before completing this form.

NYS Department of Labor
Registered Apprenticeship Training

FEB 08 2022

Section I

- A. Sponsor name: New Castle Paving LLC
- B. Trade(s): SKILLED CONSTRUCTION CRAFT LABORER Central Office
- C. Type of Apprenticeship Training Program (check one):
 1. ☒ Individual Non-Joint 2. ☐ Individual Joint 3. ☐ Group Non-Joint* 4. ☐ Group Joint (JAC/JATC)*
 *For sponsors of group programs only (3 and 4) – See instructions for signatory list submission information.
- D. Name of entity completing this form: New Castle Paving LLC
- E. Entity completing this form (check one):
☒ Individual Employer/Sponsor ☐ Union ☐ JAC/JATC ☐ Association
☐ Employer/Signatory company serving on the JAC/JATC, Board of Directors, or other governing body
- F. Mailing address: Street: 1 Madison Street
 City/Town: Troy State: NY Zip Code: 12180
- G. Email: [REDACTED] H. Phone: (518) 275-0226 I. Fax: (518) 273-1605
- J. Federal Employer Identification Number (FEIN): [REDACTED]
- K. NYS Unemployment Insurance Employer Registration (ER) Number: [REDACTED]
- L. Is this entity required to report any employee wages under this FEIN to the NYS Department of Tax and Finance? ☒ Yes ☐ No
- M. Type of Entity (check one and provide attachments as noted in the instructions):
☐ Corporation ☐ Partnership ☐ Sole-Proprietor ☒ LLC ☐ LLP ☐ Other
- N. How many years has your organization been in business? 7
- O. Within the past five (5) years, have you done business under a different name? ☐ Yes ☒ No
 If 'Yes', provide attachments as noted in the instructions.
- P. If this is part of a new program application or if your entity is new to an existing program, within the past five (5) years, has your organization, any substantially owned-affiliated entity,** any predecessor company or entity, any owner of 10% or more of the entity's shares, any director, any officer, any partner, or any proprietor been a sponsor of, or signatory to, a NYS Registered Apprenticeship Program? ☒ Yes ☐ No
 If 'Yes', provide attachments as noted in the instructions.

Section II

Complete all questions, (1 – 10), in this section and provide attachments as noted in the instructions.

Within the past five (5) years, has your organization, any substantially owned-affiliated entity,** any predecessor company or entity, any owner of 10% or more of the entity's shares, any director, any officer, any partner, or any proprietor been the subject of:

1. Any conviction for a crime under state or federal law? ☐ Yes ☒ No
2. Any indictment or pending indictment for conduct constituting a crime under state or federal law? ☐ Yes ☒ No
3. Any grant of immunity for conduct constituting a crime under state or federal law? ☐ Yes ☒ No

** For the definitions of a 'substantially owned-affiliated entity' see the end of Section I in the instructions.

4. Any suspension, bid rejection, or disapproval by any governmental entity of any proposed contract or subcontract for lack of responsibility, or denial or revocation of pre-qualification for any bid in any state or municipality, or a voluntary exclusion agreement?..... ☐ Yes ☒ No
5. Any federal, state, or municipal debarments, including Workers' Compensation or Public Work?..... ☐ Yes ☒ No
6. Any pending or open investigation of a possible violation, or determination of a violation of any federal law or regulation including, but not limited to, investigations by the National Labor Relations Board (NLRB) or the United States Department of Labor (USDOL) Wage and Hour Division?..... ☐ Yes ☒ No
7. a. Any pending or open Occupational Safety and Health Administration (OSHA) investigation?..... ☐ Yes ☒ No
b. Any OSHA citation that resulted in a final determination classified as serious, willful, or repeat?..... ☐ Yes ☒ No
8. a. Any pending or open investigation of a possible violation, or determination of a violation of New York State law or regulation, any other state law or regulation, or any municipal law or regulation including, but not limited to, investigations by the Bureau of Public Work, the Division of Safety and Health, or the Division of Labor Standards?..... ☐ Yes ☒ No
b. If 'Yes', was the violation determined to be willful?..... ☐ Yes ☐ No
9. Any investigations, claims, or lawsuits before the US Equal Employment Opportunity Commission (EEOC), USDOL Office of Federal Contract Compliance Program (OFCCP), NYS Division of Human Rights, federal or state courts, or local Civil Rights Commissions?..... ☐ Yes ☒ No
10. Any stipulations, settlement, consent order, or like agreement involving any state, municipal, or federal enforcement action (judicial or regulatory) **other than those covered above**?..... ☐ Yes ☒ No

After completing Sections I and II, you must sign Section III, and have it notarized.

Section III

Certification – I, the undersigned, recognize that I submit this questionnaire to permit the New York State Department of Labor to review the background of the applicant, sponsor, union, or signatory employers and association(s) serving as a member of the JAC/JATC or other governing body at the time of new program application, during program probation, at recertification, or as otherwise deemed appropriate by the Department.

I certify:

- That the Department may use its sole discretion to choose the means to determine the truth and accuracy of all statements made herein.
- That intentional submission of false or misleading information may constitute a Class A misdemeanor under Penal Law (PL § 210.35), and may be punishable by a fine of up to \$1,000 (PL § 80.05(1)) and/or imprisonment of up to one year (PL § 70.15(1)).
- That the information submitted in this questionnaire and any attachments is true, accurate, and complete.

The undersigned recognizes that any adverse information uncovered regarding any applicant, sponsor, signatory, or union participating in a Joint Apprenticeship Committee, or other sponsoring association, may adversely affect the sponsor's application request or program. Signing this document constitutes permission to release this information (including UI information) concerning the entity completing this form to the program sponsor.

Signature of CEO, Chair, or representative granted legal authority to bind the Entity

1-25-22

Date

Print name and title: Dale Swadlow Manager

Sworn to me this: 25th day of January

Signature of Notary Public or Commissioner of Deeds



NYS Department of Labor
Apprentice Training

FEB 08 2022

Central Office

AMY R. BEVEVINO
NOTARY PUBLIC-STATE OF NEW YORK
No. 01BE6381830
Qualified in Rensselaer County
My Commission Expires 10-09-2022



Apprentice Training Program Registration Agreement

Revision ☐

Nature of Change: New Program

State Use Only	
AT Sponsor No.	<u>22242</u>
ATP Code	<u>18-514</u>
Effective Date of AT Program	

- Name of Sponsor: New Castle Paving LLC
- Mailing Address: 1 Madison Street Troy NY 12180 Rensselaer
(number & street) (city) (state) (zip code) (county)
- Actual Address: 1 Madison Street Troy NY 12180 Rensselaer
(number & street) (city) (state) (zip code) (county)
- Telephone No.: 518-275-0226 Ext. _____ Fax No.: 518-273-1605
- E-mail Address: [REDACTED]
- Trade/Occupation: SKILLED CONSTRUCTION CRAFT LABORER
- No. Employees: 15 No. Apprentices: _____ No. Journeyworkers: 3 8. Ratio: 1:1,1,3
- DOT Code: 824-261-010 10. Length of Program: 24 months
- Apprentice Probationary Period: 6months 12. Work process: Standard ☒ or Revised ☐
- Minimum Journeyworker Rate: \$ 22.00 per hour 14. Effective Date of Wages: 12/31/2021
- Apprentice wage progression for each period – in months (M) or hours (H)

1	2	3	4	5	6	7	8	9	10
M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>
H <input checked="" type="checkbox"/>	H <input checked="" type="checkbox"/>	H <input checked="" type="checkbox"/>	H <input checked="" type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>
1000	1000	1000	1000						
65%	70%	75%	80%						

16. The sponsor agrees to comply with the provisions on this side and on the reverse of this agreement.

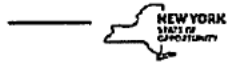
17. [Signature] 1/25/22 18. _____
Signature of Official Sponsor Representative Date Signature of Union Representative Date
Pat Swackhamer Manager _____
Print Name and Title Print Name, Title, and Union Name

19. _____
Signature New York State Department of Labor Date

**NYS Department of Labor
Apprentice Training**

FEB 03 2022

Central Office



Apprenticeship Training Program

Related Instruction Availability

Trade: SKILLED CONSTRUCTION CRAFT LABORERSponsor Name: New Castle Paving LLC

Sponsor Representative: _____

Sponsor Address:

No. & Street: 1 Madison StreetCity: TroyCounty: RensselaerState: NYZip Code: 12180Sponsor Telephone No.: 518-275-0226Proposed Number of Apprentices: 1

AT Office

Name: NYS DOL AlbanyNo. & Street: W. Averell Harriman State Office Campus Building 12, Room 455/459City: AlbanyState: NYZip Code: 12240

Apprentice Training Representative: _____

Date Prepared: _____

☐ Related instruction is not available.☒ Related instruction is available at:

School

Name: ~~ABG Empire State - NCCER~~ CTSCNYS - ENYNo. & Street: 878 Old Albany Shaker RoadCity: LathamState: NYZip Code: 12110

School Representative Contact Information:

Name: Jamie CampisiTelephone No.: 585-301-6005 / 585-455-0293

Email: _____

NYS Department of Labor
Apprentice Training

School

FEB 08 2022

Name: _____

No. & Street: _____

Central Office

City: _____

State: _____

Zip Code: _____

School Representative Contact Information:

Name: _____

Telephone No.: _____

Email: _____

DLEA

Name: _____

No. & Street: ~~588~~ 900 Watervliet - Shaker Rd.City: AlbanyState: NYZip Code: 12205

Signature of DLEA _____

Date Prepared: 1/17/22



Department
of Labor

New York State Department of Labor

Apprentice Training Recruitment Notification and Minimum Qualifications

Sponsor Code 22242

Trade Code 18-514

New Castle Paving LLC, located at

(Sponsor)

1 Madison Street Suite 100, Troy NY 12180

(Address)

is presently accepting applications for an estimated _____ apprentice training positions in

(No. of Openings)

the occupation of SKILLED CONSTRUCTION CRAFT LABORER

(Trade)

If you are interested in taking advantage of this training opportunity and meet the following qualifications, you are eligible to apply.

Minimum Qualifications

Minimum Age: 18

Minimum Education: High School Diploma or Equivalent

Physical Condition: Be physically able to perform the work required as determined by

(Note: Costs for medical examination, if required, are at the expense of the sponsor. Additionally, any testing fees and permitted application fees charged to an applicant may not result in a profit for the sponsor.)

Other:

Must have reliable transportation to various jobsites and related Instruction classes.

Other:

**NYS Department of Labor
Apprentice Training**

FEB 08 2022

Other:

Central Office

Application Forms May be Obtained From:

Name: New Castle Paving LLC

Address:

1 Madison Street Suite 100, Troy NY 12180

Phone Number: (518) 275 - 0226

Special Instructions:

n/a

All Applications Must be (please check) ☐ Received ☐ Postmarked no Later Than: _____

Dates: From: _____ To: _____

Days: _____

Times: _____

Email Address: _____



Department of Labor

New York State Department of Labor

Sponsor Code 22242

Trade Code(s) 18-514

Selection Standards and Evaluations

Name of Candidate	Trade SKILLED CONSTRUCTION CRAFT LABORER		
Address	City	State	Zip

Only those checked apply.		Maximum Points Allowable	Number of Years Credited	Score	
Educational Achievement	Total	16			Total
<input checked="" type="checkbox"/> <u>2</u> Points for Each Year of Education Past Grade <u>12</u> or Equivalent as Recognized by Local Educational Authorities		8			
<input checked="" type="checkbox"/> <u>2</u> Points for Each Year of Related Technical Education Past Grade <u>12</u> or Equivalent as Recognized by Local Educational Authorities		8			
<input type="checkbox"/> Points for Each Trade Related Adult or Continuing Education Course Completed					
<input type="checkbox"/> Other _____					
Work Experience	Total	34			Total
<input checked="" type="checkbox"/> <u>4</u> Points for Each Year of Trade Related Work Experience		8			
<input checked="" type="checkbox"/> <u>2</u> Points for Each Year of Active Military Experience		8			
<input checked="" type="checkbox"/> <u>3</u> Points for Each Year of General Work Experience		18			
<input type="checkbox"/> Other _____					
Seniority	Total	10			Total
<input checked="" type="checkbox"/> <u>5</u> Points for Each Year of Employment With The Sponsoring Firm		10			
<input type="checkbox"/> Other _____					
Job Aptitude	Total				Total
<input type="checkbox"/> SATB (Specific Aptitude Test Battery) # _____					
<input type="checkbox"/> Points for High _____ Medium _____ Low _____					
<input type="checkbox"/> Name of Alternative Aptitude Test _____					
<input type="checkbox"/> Administered by _____					
<input type="checkbox"/> Other _____					
Oral Interview: Not to Exceed 40% of Total Score	Total	40			Total
<input checked="" type="checkbox"/> 0-10 Ability to Communicate		10			
<input checked="" type="checkbox"/> 0-10 Willingness to Accept Obligation of Apprenticeship		10			
<input checked="" type="checkbox"/> 0-10 Ability to Reason and Comprehend		10			
<input checked="" type="checkbox"/> 0-10 Interest and Motivation		10			
<input type="checkbox"/> Other _____					
<input type="checkbox"/> Other _____					

Total Allowable Points



100	Total Score →	
-----	---------------	--

Rank _____

Evaluated by _____ Date _____
(Name)

Sponsor Name New Castle Paving LLC

Sponsor Address 1 Madison Street suite 100, Troy NY 12180

AT 508 (5-16)

NYS Department of Labor
Apprentice Training

FEB 08 2022

Central Office



FEB 08 2022

Central Office

**Non-Discrimination Plan
(Short Form)**

- A. **Equal Opportunity Pledge:** Our company recognizes that all persons shall have equal opportunity in employment and apprenticeship training, and agrees to adhere to the following:

The recruitment, selection, employment, and training of apprentices during the apprenticeship shall be without discrimination because of race, creed, color, religion, national origin, age, sex, disability, veteran status, marital status, or arrest record. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30; Title 12 of the Official Compilation of Codes, Rules and Regulations of the State of New York, Part 600; and the Americans with Disabilities Act of 1990.

- B. **Sexual Harassment Prevention Policy:** Our policy is that sexual harassment is **prohibited**. This policy applies to internal activity towards employees, interaction between employees and actions and treatment directed towards employees, from any person or persons at the worksite whether or not they are employees of this organization.

Equal Employment Opportunity Commission (EEOC) guidelines provide that verbal or physical conduct of a sexual nature may constitute sexual harassment when:

- Submission to such contact is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to, or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; and/or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

When an employee has a complaint of sexual harassment, the complaint should be brought promptly to the attention of his/her immediate supervisor, or to the next level of supervision. These persons have the authority and responsibility to resolve the complaint. If the complaint is not satisfactorily resolved, the employee has the right to contact the NYS Division of Human Rights and the Federal Equal Employment Opportunity Commission. The complaint will be investigated; if substantiated, prompt action will be taken to stop the harassment immediately and prevent recurrence.

If an employee is an **apprentice**, the program's apprenticeship administrator and the NYS Apprenticeship Director **must** be notified of the complaint.

- C. **Minimum Qualifications and Selection Standards:** It is agreed that the minimum qualifications and selection standards utilized will be those listed on form AT 505, Apprentice Training Recruitment Notification and Minimum Qualifications, and form AT 508, Selection Standards and Evaluations, on file with the Department.

- D. **Recruitment:** It is agreed that the sponsor will recruit applicants for apprenticeship by (Check One):

- ☒ Listing all apprentice openings with the NYS Job Bank (www.newyork.us.jobs/) for a minimum of five full working days before selections are made.
- ☐ Limiting recruitment to present employees of the sponsor and/or union members of the union sponsoring the apprenticeship program. Resulting vacancies will be listed with the NYS Job Bank (www.newyork.us.jobs/).
- ☐ Recruiting apprentices by methods other than those above. A detailed statement of the recruitment method must be attached and approved by the Commissioner of Labor prior to being used.

On behalf of the sponsor, I certify that it is our intent to fulfill these Equal Opportunity Standards.

Signature of Sponsor: _____

The above signature must be the employer's Chief Executive Officer or the Chair of the Joint Apprenticeship Committee or their authorized representative.

1/25/22
Date

Date Swartout

Manager

Print Name and Title

Approved by: _____

New York State Department of Labor

Date

Sponsor Name New Castle Paving, LLC

Sponsor Code 22242

No. of Apprentices _____

Trade(s) skilled construction craft laborer

Trade Code(s) 18-514