

**L.I.U.N.A.  
INNOVATION AT WORK**

Primary Training is Provided by:  
Construction Industry Laborers Training  
Fund of Western Missouri & Kansas,  
Willard R. Wilkinson Training Center  
21201 S. Mullen Road  
Belton, MO 64012  
Michael S White, Training Director.

REMEMBER

- A. The Training Center will need a Letter of Intent to Hire on company stationery stating that the contractor intends to hire that person as an apprentice and the location of the job
- B. The applicant will then sign the Apprenticeship Agreement.
- C. The applicant will be given a letter of introduction and a copy of the Letter of Intent to Hire to take to the assigned local union office.
- D. Employment and training follow.
- E. From your indenture date you will be on a 6 Month Probation. Quitting a job without permission, failing to submit work report forms on time, not paying your Union initiation fee & dues, not attending scheduled class, or being terminated by your employer for work ethics are all grounds for immediate dismissal from your Apprenticeship.

*A workingman sure of his skill goes leisurely about his job, and accomplishes much though he works as if at play. On the other hand, the workingman who is without confidence attacks his work as if he were saving the world, and he must do so if he is to get anything done.*

The Passionate State of Mind  
**Eric Hoffer (1955)**

**Western Missouri and Kansas  
Laborers' Apprenticeship Program**

**GENERAL INFORMATION**

The Construction Craft Laborers' Apprenticeship Program is a "Letter of Intent Program" consisting of a minimum 4,800hrs on the job training (OJT) and a minimum of 480 classroom training hrs.

This is achieved by attending scheduled week long training classes, 8hr certification refresher classes and Union Meeting attendance.

The training curriculum includes classroom and hands on training in all phases of the Construction Craft Laborers' jurisdiction, from new entry through leadership training, with safety keyed into all training sessions.

**Apprentices are registered by the Kansas  
Apprenticeship Council.**

Apprentices start out at 50% of the journey person scale for the area they are employed unless they earn and advance placement credit. It is possible for a new Apprentice to start out at up to 80% of Journey person scale

**APPRENTICE WAGE RATES**

(OJT = On the job training hours)

0 - 960	OJT 50% of Scale
961 - 1,920	OJT 60% of Scale
1,921 - 2,880	OJT 70% of Scale
2,881 - 3,840	OJT 80% of Scale
3,841 - 4,800	OJT 90% of Scale
Over 4,800	OJT 100 % of Scale

The exception to this is in areas where the Journey person Wage rate is less than \$15.50 per hour. If it is incorporated into the collective bargaining agreement in the area, Apprentices would start at 80% of Journey person scale.

0 - 3,840	OJT 80% of Scale
3,841 - 4,800	OJT 90% of Scale
Over 4,800	OJT 100 % of Scale

Starting percentages are dependent upon applicable journey person scale.

**WESTERN MISSOURI  
AND  
KANSAS  
LABORERS' DISTRICT  
COUNCIL  
APPRENTICESHIP  
PROGRAM**



**CONSTRUCTION INDUSTRY  
LABORERS' TRAINING FUND  
of WESTERN MO & KS**

**21201 S. Mullen Road  
Belton, MO 64012  
(816) 331-6862**

**Fax: (816) 322-3796  
Email: [director@ciltf.org](mailto:director@ciltf.org)  
Website: [www.ciltf.org](http://www.ciltf.org)**

## ***"Who are Construction Craft Laborers and What Do They Do?"***

The 500,000 members of the Laborers' International Union of North America (LIUNA) that work in building construction, highway and utility construction, and environmental remediation play an important role in the industry. On nearly every phase and area of these job sites, laborers work independently and assist other craft workers to complete projects. Laborers often are some of the first workers hired on a project and the last to leave it.

Skilled craft laborers use numerous skills as they move between many varying tasks with equal ability. Further, they follow detailed instructions as well as problem solve for themselves. This unique combination of skill, knowledge and decision making requires considerable technical and mental skills.

Women and minorities make up approximately 50% of the skilled construction laborers work force. Flexible work schedules are often necessary due to the varying lengths and locations of jobs. A laborer may be paving a highway for weeks in one county, then working only a few days on a masonry project in another county. The unpredictability of each project can be both frustrating and exciting. While some laborers may specialize in one type of work such as environmental remediation, often it is difficult to rely on just that one work classification to provide steady work. Cross training, therefore, is a way to become more "marketable" for future jobs, and it provides experience and skills necessary to stay on jobs longer. Many laborers because of their ability, versatility, and productivity in performing their work tasks, have been asked by their project supervisor or foreman to move on to the contractor's next project.

Apprenticeship training is a major arena for laborers' training as more areas draft and register apprenticeship programs modeled after the standards approved by the US Department of Labor's Bureau Apprenticeship and Training. Even the title "Construction Craft Laborer" is a recent update to the Dictionary of Occupational Titles. Under this new title, laborers enjoy a much needed, more accurate description of the skills and tasks performed. Below are a few examples of the thousands of identified tasks laborers may be called on to perform every day.

- ❖ Install pipe for sanitary and storm sewer, drainage projects, filter beds and water lines
- ❖ Set up and use LASER equipment to ensure grade and alignment accuracy
- ❖ Build trenching protection systems and analyze for safety hazards
- ❖ Assemble scaffolding systems and analyze for safety hazards
- ❖ Concrete placement and/or vibrate concrete
- ❖ Environmental Worker:
  - Asbestos or Lead Abatement
  - Hazardous Waste Removal
  - Underground Storage Tank Removal
- ❖ Analyze and identify existing and predictable hazards in the surroundings

Because laborers need to work productively with other craft workers including carpenters, brick layers, iron workers, operating engineers, plasterers, plumbers, and on their own, their cross-functional skills and job-specific skills are critical.

### **Construction Craft Laborers are unique, proficient, and very valuable to the industry.**

*The Construction Industry Laborers' Training Fund admits trainees and apprentices of any race, color, sex, religion, age, handicap, national or ethnic origin to all the rights, privileges, programs and activities generally accorded or made available to the apprentices. The Training Fund does not discriminate in any way in administration of its educational policies, admission policies, or other school-administered programs.*

## **APPLICATIONS**

**Applications are taken at:**

### **Construction Industry Laborers Training Fund of Western Missouri & Kansas**

**Willard R. Wilkinson Laborers Training  
Center, 21201 S. Mullen Rd.,  
Belton, MO 64012 - Telephone(816) 331-6862**

Mondays only between 10 a.m. and 2 p.m.  
(Holidays excluded).

Applications must be completed at the Training Center or applicable local Union office. Each applicant must have the following documents before they can fill out an application:

- Birth certificate (minimum 18 years of age)
- High school diploma, transcript or GED.
- Social Security card.
- Veterans need to provide a copy of their DD-214

### **WHAT HAPPENS AFTER I APPLY?**

After completing the application, each applicant is provided with a letter of introduction and a list of participating contractors for use when soliciting jobs with contractors. Applicants can request advance placement testing at the time the initial application is completed.

Once an applicant provides a Letter of Intent to Hire from a participating contractor, they will return to where they filled out the initial application and sign the apprenticeship agreement. Exceptions to this are if an applicant finds a job in another Laborer Local Unions jurisdiction. For example, an individual completes the initial application in Joplin, but provides a Letter of Intent from a participating contractor and starts their first job working in Springfield. In that case, the applicant would take the Letter of Intent to Hire to the Local Union of jurisdiction. All completed applications are good throughout the jurisdiction of the Western Missouri & Kansas District Council.