



LIUNA Chicagoland Laborers' District Council Training and Apprenticeship Fund

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Experienced Worker Exemption Requirements

Under the terms of the LIUNA Chicagoland Laborers' District Council Training & Apprenticeship Fund's ("the Training Fund") Mandatory Apprenticeship Program, all inexperienced employees hired on or after January 2, 2020, must be registered as an Apprentice. Signatory Employers wishing to sponsor an individual into the Laborers' Apprenticeship Program must apply through the Training Fund's website at www.chicagolaborers.org/apprentice-program. Applicants are registered into the Apprenticeship Program upon successful completion of the onboarding process at the Training Fund.

Experienced employees are eligible to be exempt from the Mandatory Apprenticeship Program if they can document that they meet any of the following requirements:

1. Became a member of LIUNA before January 2, 2020 (not required to submit an Exemption).
2. Performed a total of 2,400 hours or more of construction work.
***Please note that work for a signatory contractor in the jurisdiction of the Chicago Laborers' District Council does not count toward this requirement**
3. Completed any other LIUNA apprenticeship program or other Building Trades apprenticeship program.

If you think an individual qualifies for an Experienced Worker Exemption, you must submit the required documentation through the Training Fund's website. The JATC, or its subcommittee, will then determine whether the documentation shows that the employee meets the requirements for the Exemption. Laborers who meet at least one of the Exemption requirements will be considered Journeyworkers and are not required to register in, or complete, the Apprenticeship Program.

Required Documentation:

- a) Check stubs are required to verify the total number of working hours (vacation or time off hours are not considered working hours)
- b) A Pension Credit Hours Report from any other building trades union is acceptable in lieu of check stub hours.
- c) W-2's may be accepted only when verifiable evidence of hourly pay scale is provided and divided accordingly to identify the total number of work hours.
- d) Should you require to add further information to explain the reasons for the exemption, a separate letter can be uploaded along with the required documents.

****Calculations used to arrive at the total number of working hours must be clearly presented**

Submit an Exemption Request Form and Documentation Here:

www.chicagolaborers.org/apprenticeship-exemption-program/apply

Prior to the institution of the Mandatory Apprentice Program, all contractor associations were notified of the program's terms and were invited to the LIUNA Chicagoland Laborers' District Council Training Fund to address any additional questions or concerns. Accordingly, please contact your contractor association if you have any additional questions.

Any disputes regarding the Mandatory Program must be submitted in writing to the Joint Apprenticeship Training Committee at: jatc@liunacltaf.org. If you have any additional questions, please feel free to contact John Retondo, Director of Apprenticeship, at jretondo@liunacltaf.org.