
PROBATIONARY WELDER PROGRAM (Pro Jo)

Rules and Policies governing Probationary Journeymen enrolled in the Boilermaker Lodge 359 Probationary Journeyman Evaluation Program(s):

1. Each application must have attached; letters on School and Employer letterhead(s) relative to trade-related training/upgrading courses successfully completed and relative to trade-related work experience (listing specific work duties). Applicant(s) may have to submit written results or a medical physical examination showing their capability to perform all duties of a Journeyman Boilermaker.
2. Welders – minimum B level for at least one year, and have at least one procedure of Tig (PWP 9A or equivalent) and SS Wire Feed and upon completion of Pro Jo Program show proof of having acquired both procedures.
3. Applicants are required to have Confined Space and Fall Arrest certification. Fall Arrest certification must be done in a class room setting NOT online (generally a 6-7 hour course). It is the responsibility of the individual to get this training and pay for it themselves.
4. Eligible applicants will write the Boilermaker Evaluation Exam at the discretion of Pro Jo Coordinator after becoming eligible for the Pro Jo Program. Individuals are not given reference material to study prior to writing the Evaluation Exam. This ensures that Boilermaker's Lodge 359 gets a true picture of training and experience that the individual has. Further at this time those applicants should have WHIMIS generic training and acquire an up to date hearing test.
5. Records showing wage rate, address, phone number, etc, will be placed on the probationary journeyman out-of-work board after the contract is signed and qualifications are recorded. Individuals are dispatched off the Pro Jo board only to jobs not filled by field members. It is very important to realize from the beginning that all dispatching is done by phone (usually cell phone) and all Pro Jos are

required to answer their calls from the dispatcher. If we can't contact a person several times in a row then he or she will be removed from the Out of Work List.

6. Probationary Journeyman shall accept all employment offered. Should situations arise where a Probationary Journeyman feels he or she cannot remain on a job, prior to leaving the jobsite they must contact the Business Manager or one of the Union Representatives stating the reason(s) for leaving. Such reason(s) may or may not be acceptable. Each case will be dealt with on its own merits.
7. Progress Reports - Minimum 2,000 hours worked with the majority of it worked hours in BC. Each Pro Jo must submit a minimum of ten (10) of their own Job Site Progress Reports prior to being given consideration for membership in Lodge 359. Additionally, a minimum of ten (10) Job Site Progress Reports must be submitted relative to each Pro Jo applicant. Two additional reports will be submitted by:
 - 1) Job steward(s)
 - 2) Foremen (immediate supervisors) or Quality Control Technician.Such reports (all 3) must be submitted after each job prior to the individual being given consideration for membership in Lodge 359. All reports must be signed and dated and forwarded to the union office. They can be mailed, emailed, faxed or dropped off personally. These reports can be obtained from our website at - <http://www.boilermakers359.org/pages/membershipservices.htm>
8. Pro Jo's are required to keep in touch with Pro Jo coordinator, the business representative looking after the Program. If there has been no contact for over 3 weeks or if the dispatcher cannot contact the Pro Jo's for work, after several attempts, that Pro Jo will be tagged out, pending an explanation as to why he or she was not available for work.
9. If a Pro Jo will not be available for dispatch for whatever reason he or she must contact the coordinator to explain the circumstances before tagging themselves out. This also applies to pulling Travel Cards as we need welders in B.C. when it's busy.
10. All decisions of Boilermakers Lodge 359, relative to the Probationary Journeyman Welder Program are final and binding; it being understood that all decisions of the Boilermaker's Union are subject to appeal by written request.
11. Each Applicant must ensure that Lodge 359 be notified immediately upon any address or phone number change and likewise notify the Health and Welfare Plan Administrators to any change in Medical coverage. Each applicant must also ensure that Lodge 359 has a current phone number and address of next of kin that may be contacted if and when required.

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