

GUIDE TO CONSTRUCTION CAREERS

MASSACHUSETTS CONSTRUCTION
ADVANCEMENT PROGRAM
(MCAP)

COLANTONIO INC.

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CONTENTS

[Introduction](#)

[Glossary of Terms](#)

[Occupations - Summaries, Education Requirements](#)

[What Trades Should I Explore](#)

[Trade Hourly Wage Rates](#)

[Apprenticeable Jobs](#)

[Registered Pre-Apprentice Programs](#)

[MA Apprenticeship Handbook](#)

[Directory of Joint Apprenticeship Training Centers](#)

[All Active Approved Sponsors](#)

[Related Instruction Providers](#)

[Related Video Links](#)



INTRODUCTION

INTRODUCTION

The construction industry in Massachusetts, like the rest of the country, is booming! We are working on:

- ▲ Schools
- ▲ Town halls
- ▲ Police and fire stations
- ▲ DPWs
- ▲ College campus facilities
- ▲ Commercial office buildings
- ▲ Shopping centers
- ▲ Parking garages
- ▲ Bridges
- ▲ Highways

The problem? There is a severe shortage of skilled workers in the construction industry. Twenty percent of the workforce will retire over the next five years. We need you!!



Are you a self-starter? A creative thinker? A person who takes charge? If so, a construction career may be perfect for you. First, let's debunk the 6 biggest myths about the industry, which are:

1. *They are dead-end jobs.*
2. *They do not pay well.*
3. *They are for below-average students.*
4. *They are only for men.*
5. *They are not rewarding.*
6. *There is limited training or education available.*

INTRODUCTION

MYTH #1: They are dead-end jobs.

False! There are plenty of ways to advance from entry-level positions to a CEO/company owner, as shown below.



MYTH #2: Construction jobs do not pay well.

Not true! Check out the sample salary comparison chart* below. *Note that these construction jobs do not require a Bachelor's degree.*

CONSTRUCTION	SALARY RANGE	OTHER INDUSTRIES	SALARY RANGE
Heavy Equipment Operator	\$46,843 - \$88,813	Social Worker	\$53,457 - \$79,580
Crew Foreman	\$42,436 - \$93,948	Public School Teacher	\$44,686 - \$84,458
Elevator Installer/Repairer	\$49,402 - \$107,697	Staff Nurse	\$61,995 - \$97,898
Project Superintendent	\$49,371 - \$122,895	Tax Accountant	\$46,514 - \$130,285

*Salaries are based in Boston as of August 2016, do not include bonus and benefits and were sourced from salary.com. The lower end of the range is entry-level pay; the higher end is with at least ten years of experience.

- ▲ See the **Sample List of Occupations Section** of this guide for more salaries and job descriptions.
- ▲ See the **Trade Hourly Wage Rates Section** of this guide for rates paid to union apprentices.

INTRODUCTION

MYTH #3: Construction careers are for “below-average” students.

False! Things have changed dramatically in the past twenty years; we now live in a technology- and knowledge-based society. Craft workers and professionals must have the brains, skills, training and talent to use the software, tools and methods needed to design and perform high-quality construction work. The requirements vary widely among occupations, from on-the-job experience to apprenticeship programs to bachelor's and graduate degrees.

- ▲ See the **Sample List of Occupations Section** of this guide for job descriptions and entry-level education requirements.
- ▲ Visit <http://byf.org/professions> for more job descriptions, education options and qualifications. Note that the salaries quoted there are **25% less than Boston salaries**.

MYTH #4: Construction careers are only for men.

Not true at all. The facts are:

- ▲ Physically fit women can perform the majority of construction work
- ▲ There is considerable demand for women in leadership roles and on the job site as most companies now focus on diversification
- ▲ Women bring powerful skills and talents to the work site, such as communication and relationship building, which lead to greater innovation and improved teamwork
- ▲ The talent shortage and the potential for high salaries attract women who previously held managerial positions in other industries
- ▲ Nationally, the gender pay gap is **10% narrower** in construction than in all other industries



Learn about education resources, scholarships and opportunities for women from the National Association for Women in Construction at <http://www.nawic.org/nawic/default.asp> and <http://www.nawicboston.org/index.html>.

Learn about life as female member of a local carpenter's union by watching <https://www.youtube.com/watch?v=FmIhVESVcyA>

MYTH #5: Construction careers are not rewarding.

Just the opposite is true. In fact, they allow you to:

- ▲ Earn good money to train for your career in apprenticeship programs
- ▲ Be challenged on a variety of projects in all kinds of locations
- ▲ Use your hands AND your brain
- ▲ Work outside, if you prefer
- ▲ Feel a sense of pride working on a team
- ▲ Work hard and have something to show for it, every day
- ▲ Feel a sense of accomplishment when a job is completed
- ▲ Learn to master a trade; become an expert
- ▲ Potentially avoid college debt

INTRODUCTION

MYTH #6: There is limited training or education available.

In fact, many Massachusetts colleges and universities offer degrees in construction-related fields.

To become a **skilled worker** in many construction trades, students must learn through an apprenticeship program, which typically runs from two to five years. As an apprentice, you will be paid to work on the job under a highly skilled tradesman and attend classroom hours of training. Your pay will increase in each year of your apprenticeship. Once you complete your apprenticeship, you become a Journeyman, earning Journeyman's wages.

Acceptance into an apprenticeship program remains competitive for many trades. The best way to make your application stand out is to work as a helper for a couple months in a trade you are interested in, join a pre-apprentice program and/or do some coursework before you apply.

- ▲ See the **What Trade(s) Should I Explore Section** to see how your skills and interests match up with various trades.
- ▲ See the **Massachusetts Apprenticeable Jobs Section** to find out what careers offer apprenticeship programs or visit <http://www.mass.gov/lwd/labor-standards/das/apprenticeship-program/apprenticeable-occupations/>.
- ▲ See the **MA Apprentice Handbook** to learn what is expected of an apprentice or visit <http://www.mass.gov/lwd/docs/dat/apprentice-handbook-508.pdf>.
- ▲ See the **MA Joint Apprenticeship Directory** for more details on the trades and union apprenticeship requirements or visit <http://www.mass.gov/lwd/docs/dat/apprenticeprogdir03192016.pdf>.
- ▲ See the **Registered Pre-Apprentice Programs Section** for opportunities to gain experience before applying for an apprenticeship program or visit <http://www.mass.gov/lwd/labor-standards/das/registered-programs.pdf>.
- ▲ See the **All Active Approved Sponsors Section** for a list of Massachusetts companies that offer non-union apprenticeship programs or visit <http://www.mass.gov/lwd/labor-standards/das/>.
- ▲ See the **Related Instruction Providers Section** to find schools, training centers and online certificate programs or visit <http://www.mass.gov/lwd/labor-standards/das/apprenticeship-program/related-instruction.html>.



GLOSSARY OF TERMS

GLOSSARY OF TERMS

Apprentice

A person who is learning a trade from a skilled employer, having agreed to work for a fixed period at low wages.

Apprenticeship Program

A combination of on-the-job training (OJT) and related classroom instruction under the supervision of a journey-level craft person or trade professional in which workers learn the practical and theoretical aspects of a highly skilled occupation.

Benefits

Employee **benefits** include various types of non-wage compensation provided to employees in addition to their normal wages or salaries. Examples include: group insurance (health, dental, life etc.), disability income protection, retirement plan, daycare, tuition reimbursement, sick leave, vacation, social security and profit sharing.

Foreman

The worker or tradesman who is in charge of a construction crew. This role is generally assumed by a senior worker.

Industrial Arts

A course of study aimed at developing the manual and technical skills required to work with tools and machinery.

Journeyman

An individual who has completed an apprenticeship and is fully educated in a trade or craft, but not yet a master. A journeyman is certified to work in that trade assisting or under another person.

Open Shop

A place of work where employees are not required to join a labor union.

Salary

A person receiving a salary is not paid a smaller amount for working fewer hours, nor is he paid more for working overtime.

Union

An organized group of workers who come together to make decisions about the conditions of their work. It serves as an intermediary between the employer and the employees. Through union membership, workers can impact wages, work hours, benefits, workplace health and safety, and other work-related issues. Under U.S. law, workers of all ages have the right to join a union.

Union “Local”

A locally-based group of organized employees holding a charter from a national or international labor organization. A local may be confined to union members in a particular geographic area or company, or it may cover multiple contracts with various employers in the same business sector. They are often numbered to distinguish each local from each other. For example, IBEW (International Brotherhood of Electrical Workers) Local 96 represents members in the Worcester area.

Union Shop

The employer agrees to either only hire labor union members or to require that any new employees who are not already union members become members within a certain amount of time.

Wages

Someone who is paid wages receives a pay rate per hour, multiplied by the number of hours worked.



OCCUPATIONS - SUMMARIES, EDUCATION REQUIREMENTS

Sample List of Construction Occupations, Educational Requirements and Salary Ranges

Boston, MA, as of August 2016

Occupation	Description	Education (Entry Level)	Salary Range (not including bonus & benefits)
Architect	Designs structures, including residential houses, commercial buildings, and bridges. Architects can work independently as consultants or work for an architectural or engineering firm.	Bachelor's degree	\$42,600 - \$120,000+
Brickmason, Stonemason	Works with concrete blocks, bricks and other stone-based construction materials to build decorative buildings, veneers, fences, walls and walkways.	High school diploma	\$41,170 - \$118,710
Carpenter	Works with wood to build various structures, including furniture, building frameworks, doorframes, rafters, partitions, cabinetry and siding. Specialized carpenters can develop elaborate interiors for buildings and homes.	High school diploma, on-the-job training / apprenticeship	\$33,416 - \$73,850
Carpet, Floor, and Tile Installer and Finisher	Installs and repairs tile, vinyl flooring, carpet, decorative stone flooring and wood flooring.	High school diploma	\$30,474 - \$53,778
Cement Mason, Concrete Finisher	Works with concrete in the process of construction. Creates foundations for buildings, lay patios, build concrete floors, help build dams and roadways.	High school diploma	\$31,750 - \$74,260
Construction and Heavy Equipment Operator	Drives and operates heavy equipment and machinery used in excavation, transportation of materials, construction of buildings, roadways and bridges.	High school diploma	\$46,843 - \$88,813
Construction and Building Inspector	Inspects buildings and structures to make sure they are safe and meet all federal and state building codes, contract specifications and local ordinances.	Bachelor's degree	\$40,538 - \$72,513
Construction Foreman	Leads a construction crew to ensure all work is completed on time and in compliance with building codes.	On-the-job training	\$42,436 - \$93,948
Construction Estimator	Collects and analyzes data in order to estimate the time, money, materials, and labor required to construct a building.	Bachelor's degree	\$39,242 - \$140,000

Sample List of Construction Occupations, Educational Requirements and Salary Ranges

Boston, MA, as of August 2016

Occupation	Description	Education (Entry Level)	Salary Range (not including bonus & benefits)
Construction Project Manager	Manages the construction process for buildings, bridges, roads and other structures. Responsible for all aspects of construction including planning, coordinating, budgeting and supervising construction projects.	Bachelor's degree	\$91,884 - \$118,785
Construction Project Superintendent	Oversees the daily construction activities at a work site. Responsible for the overall progress of the project as well as the scheduling of workers and the delivery of equipment and materials.	Bachelor's degree or years of on-the-job experience	\$49,371 - \$122,895
Drafter	Uses specialized software and designs programs to convert designs developed by engineers and architects into plans that are used by construction workers and managers.	Associate's degree	\$41,088 - \$100,000
Electrician	Designs, installs and repairs electrical systems that control lighting and control systems in homes, buildings, cities, businesses and factories.	High school diploma	\$44,000 - \$103,675
Elevator Installer and Repairer	Assembles, installs, maintains, and replaces elevators, escalators, chairlifts, moving walkways, and similar equipment in buildings. Usually specializes in installation, maintenance, or repair work.	On-the-job training / apprenticeship	\$49,402 - \$107,697
Engineer- Civil	Designs and supervises construction projects such as airports, bridges, channels, dams, railroads, and roads.	Bachelor's degree	\$59,371 - \$135,026
Engineer - Mechanical	Designs, develops, and tests all aspects of mechanical components, equipment, and machinery. Applies knowledge of engineering principles to design products such as engines, instruments, controls, robots, machines, etc.	Bachelor's degree	\$61,687 - \$167,661
Engineer - Structural	Designs load-bearing structures or structural elements, such as buildings, bridges, or roadways. Determines cause of structural failures, damages, and defects through site investigations.	Bachelor's degree	\$43,627 - \$119,959

Sample List of Construction Occupations, Educational Requirements and Salary Ranges

Boston, MA, as of August 2016

Occupation	Description	Education (Entry Level)	Salary Range (not including bonus & benefits)
Landscape Architect	Designs and develops plans for outdoor landscapes including parks, homes, buildings, campuses, and other recreation areas. Focuses on both landscape function and aesthetics.	Bachelor's degree	\$41,098 - \$117,000
Plumber	Inspects, repairs, installs, modifies, and maintains plumbing fixtures in heating, water and drainage systems. Identifies electrical, plumbing and safety problems applicable to the installation and takes necessary corrective action.	High school diploma, on-the-job training / apprenticeship	\$33,000 - \$75,000
Roofer	May work in commercial and residential settings to assess, repair, or build roofs. Must be able to perform accurate, occasionally intricate work, as well as be able to work safely.	On-the-job training / apprenticeship	\$22,870 - \$61,100



WHAT TRADES SHOULD I EXPLORE

WHAT TRADE(S) SHOULD I EXPLORE

To succeed as skilled worker in any construction trade, you must:

- Have a willingness and aptitude for learning
- Be able to work on a team
- Enjoy working with your hands
- Have basic math skills
- Be able to understand and follow instructions
- Have good manual dexterity
- Have strong hand-eye coordination
- Be in good physical condition

The chart on the following page shows additional interests and skills that are well suited for specific trades.

Once you have chosen a trade to explore, you need to get some hands-on experience to determine whether you enjoy the work or not. Contact local tradesmen to see if they will take you on as a helper for a couple months. If you do like that particular trade, you will need to that experience for your apprenticeship application.

WHAT TRADE(S) SHOULD I EXPLORE?

Interests/Skills	Craft Laborers	Operating Engineers	Carpenters	Iron Workers	Bricklayers, Stone & Cement Trades	Roofers	Plasterers & Cement Masons
Mechanically inclined		✓	✓	✓	✓		✓
Enjoys working with their hands	✓	✓	✓	✓	✓	✓	✓
Desire to create			✓	✓	✓		✓
Interest in electricity							
Not afraid of heights			✓	✓	✓	✓	✓
Good artistic ability			✓		✓		✓
Competitive nature			✓	✓	✓		✓
Willingness & aptitude for learning	✓	✓	✓	✓	✓	✓	✓
Can focus on high-concentration tasks			✓				✓
Neat and precise			✓				✓
Willing to work outside	✓	✓	✓	✓	✓	✓	✓
Ability to understand & follow directions	✓	✓	✓	✓	✓	✓	✓
Able to work in a team	✓	✓	✓	✓	✓	✓	✓
Good driver		✓					
Computer skills							
Basic math skills	✓	✓	✓	✓	✓	✓	✓
Good manual dexterity	✓	✓	✓	✓	✓	✓	✓
Good hand/eye coordination	✓	✓	✓	✓	✓	✓	✓
Good physical condition	✓	✓	✓	✓	✓	✓	✓
Physically fit & able to climb on board large equipment		✓					

WHAT TRADE(S) SHOULD I EXPLORE?

Interests/Skills	Insulators	Plumbers & Pipefitters	Electricians	Boilermakers	Elevator Constructors	Tile, Marble & Terrazo Setters
Mechanically inclined			✓	✓	✓	✓
Enjoys working with their hands	✓	✓	✓	✓	✓	✓
Desire to create						✓
Interest in electricity			✓		✓	
Not afraid of heights				✓	✓	✓
Good artistic ability						✓
Competitive nature						
Willingness & aptitude for learning	✓	✓	✓	✓	✓	✓
Can focus on high-concentration tasks			✓		✓	
Neat and precise				✓	✓	✓
Willing to work outside	✓	✓	✓			
Ability to understand & follow directions	✓	✓	✓	✓	✓	✓
Able to work in a team	✓	✓	✓	✓	✓	✓
Good driver						
Computer skills		✓	✓			
Basic math skills	✓	✓	✓	✓	✓	✓
Good manual dexterity	✓	✓	✓	✓	✓	✓
Good hand/eye coordination	✓	✓	✓	✓	✓	✓
Good physical condition	✓	✓	✓	✓	✓	✓
Physically fit & able to climb on board large equipment						



TRADE HOURLY WAGE RATES

Trade Hourly Wage Rates as of 1/13/16

PLEASE NOTE: The hourly wage rates below are averaged from prevailing wage rates from different zones. While they represent an average hourly wage rate for the corresponding trades and skill levels, they are not exact hourly wage rates and should not be interpreted as such.

Trade	Apprentice 1 rate per hour	Apprentice 2 rate per hour	Apprentice 3 rate per hour	Apprentice 4 rate per hour	Apprentice 5 rate per hour	Journeyman rate per hour
Boilermaker	\$42.66	\$46.43	\$50.20	\$53.97	N/A	\$55.85
Masonry	\$50.99	\$55.64	\$60.29	\$64.95	\$69.60	\$76.75
Carpenter	SEE ATTACHED					
Cement Masonry/Plastering	\$49.05	\$54.90	\$60.76	\$65.61	N/A	\$72.49
Electrician	\$31.31	\$44.04	\$49.15	\$54.26	\$59.37	\$74.55
Elevator Constructor	\$35.01	\$44.59	\$49.83	\$52.46	\$57.70	\$68.19
Floorcoverer	\$32.83	\$46.24	\$51.89	\$57.54	N/A	\$65.12
Glazier	\$30.99	\$35.19	\$48.85	\$55.16	N/A	\$62.96
Hoisting Engineer	\$48.47	\$52.52	\$56.57	\$60.62	N/A	\$64.67
HVAC*	\$32.56	\$42.82	\$48.09	\$54.39	\$61.60	\$78.24
<i>*Pipefitter, Sheetmetal, or Electrician apprentice programs</i>						
Ironworker	\$54.90	\$58.98	\$63.07	N/A	N/A	\$67.15
Laborer	\$37.41	\$40.50	\$43.58	\$46.67	N/A	\$51.25
Marble/Tile Finisher	\$45.57	\$49.28	\$52.99	\$56.70	\$60.41	\$66.58
Terrazo Mechanic	\$52.66	\$57.53	\$62.39	\$67.26	\$72.12	\$80.06
Millwright	\$33.99	\$46.40	\$50.80	\$55.19	N/A	\$63.70
Painter**	\$32.03	\$36.41	\$50.26	\$55.80	N/A	\$65.22
<i>** Bridges/Tanks; New & Repaint Spray/Sandblast; New & Repaint Brush</i>						
Pile Driver	\$52.93	\$59.17	\$61.25	\$65.41	N/A	\$71.07
Pipefitter & Steamfitter	\$34.99	\$45.34	\$52.74	\$57.68	\$62.61	\$72.48
Plumber/Gasfitter	\$32.25	\$35.76	\$45.30	\$51.66	\$58.02	\$76.92
Roofer	\$33.49	\$44.73	\$46.69	\$50.61	\$54.53	\$64.01
Sheetmetal Worker	\$31.38	\$39.09	\$42.38	\$51.22	\$62.83	\$78.24
Sign Erector	\$23.72	\$26.30	\$33.48	\$36.06	\$37.35	\$39.93
Sprinkler Fitter	\$37.85	\$43.21	\$48.57	\$53.93	\$59.28	\$79.70
Telecommunications Tech.	\$26.59	\$37.88	\$41.66	\$45.46	\$49.26	\$61.18
Lineman	\$38.60	\$44.07	\$49.80	\$56.02	N/A	\$63.25

Union Carpenter Hourly Wage Breakdown

PLEASE NOTE: Like other unions, the Carpenters Unions in Massachusetts deduct money from wages for benefits - including pension and insurance - and union dues. Below is a breakdown of the wage deductions for Union Carpenters. All dollar values are per hour. These amounts are as of 1/13/16.

Local Carpenter Union 108 Berkshire, Franklin, Hampshire, Hampden Counties in MA and Windham and Bennington Counties in VT											
Apprentice level	Dues*	Health	Pension	Annuity	NECTF	Carp L/M	UBC Int'l Training Fund	NECTF	WMIAF	BENEFIT COST	HOURLY PAY AFTER DEDUCTIONS (INCREASE EVERY 6 MONTHS IN YEAR 1 & 2)
1st Year	\$0.77	\$8.55	N/A	\$1.20	\$0.50	\$0.47	\$0.10	\$0.40	\$0.15	\$11.64	6mo: \$16.20 6mo: \$19.43
2nd Year	\$1.15	\$8.55	\$8.37	\$2.36	\$0.50	\$0.47	\$0.10	\$0.40	\$0.15	\$21.60	6mo: \$22.67 6mo: \$24.29
3rd Year	\$1.24	\$8.55	\$8.39	\$3.54	\$0.50	\$0.47	\$0.10	\$0.40	\$0.15	\$22.89	\$25.91
4th Year	\$1.35	\$8.55	\$8.41	\$4.72	\$0.50	\$0.47	\$0.10	\$0.40	\$0.15	\$24.20	\$29.15
Journeyman	\$1.46	\$8.55	\$8.43	\$5.90	\$0.50	\$0.47	\$0.10	\$0.40	\$0.15	\$25.51	\$32.39

*Dues are after tax payroll deductions

Local Carpenter Unions 26, 107, 111, 275, 424, 475, 535, 624, & 1305 Eastern Massachusetts											
Apprentice level	Dues	Health	Pension	Annuity	Carp L/M	NECTF	UBC Int'l Training Fund	MCAP	Vacation	BENEFIT COST	HOURLY PAY AFTER DEDUCTIONS (INCREASE EVERY 6 MONTHS IN YEAR 1 & 2)
1st Year	\$0.87	\$9.80	N/A	\$1.63	\$0.57	\$0.40	\$0.10	\$0.10	\$0.59	\$14.06	6mo: \$18.20 6mo: \$21.84
2nd Year	\$1.28	\$9.80	\$8.64	\$3.20	\$0.57	\$0.40	\$0.10	\$0.10	\$0.59	\$24.68	6mo: \$25.48 6mo: \$27.30
3rd Year	\$1.39	\$9.80	\$8.67	\$4.80	\$0.57	\$0.40	\$0.10	\$0.10	\$0.59	\$26.42	\$29.12
4th Year	\$1.52	\$9.80	\$8.70	\$6.40	\$0.57	\$0.40	\$0.10	\$0.10	\$0.59	\$28.18	\$32.76
Journeyman	\$1.65	\$9.80	\$8.73	\$8.00	\$0.57	\$0.40	\$0.10	\$0.10	\$0.59	\$29.94	\$36.40

*Dues and Vacation are after tax payroll deductions

Union Carpenter Hourly Wage Breakdown

Local Carpenter Unions 33, 40, 67, & 218 Metro Boston											
Apprentice level	Dues	Health	Pension	Annuity	NECTF	Carp L/M	UBC Int'l Training Fund	MCAP	Vacation	BENEFIT COST	HOURLY PAY AFTER DEDUCTIONS <i>(INCREASE EVERY 6 MONTHS IN YEAR 1 & 2)</i>
1st Year	\$0.97	\$9.80	N/A	\$1.63	\$0.85	\$0.57	\$0.10	\$0.10	\$1.47	\$15.49	6mo: \$21.56 6mo: \$25.87
2nd Year	\$1.41	\$9.80	\$8.64	\$3.20	\$0.85	\$0.57	\$0.10	\$0.10	\$0.59	\$26.14	6mo: \$30.18 6mo: \$32.33
3rd Year	\$1.53	\$9.80	\$8.67	\$4.80	\$0.85	\$0.57	\$0.10	\$0.10	\$0.59	\$27.89	\$34.49
4th Year	\$1.68	\$9.80	\$8.70	\$6.40	\$0.85	\$0.57	\$0.10	\$0.10	\$0.59	\$29.87	\$38.80
Journeyman	\$1.83	\$9.80	\$8.73	\$8.00	\$0.85	\$0.57	\$0.10	\$0.10	\$0.59	\$31.45	\$43.11

*Dues and Vacation are after tax payroll deductions



APPRENTICEABLE JOBS



Labor and Workforce Development

[Home](#) > [Labor Standards](#) > [Division of Apprentices Standards](#) > [Apprenticeship Program](#) > [Apprenticeable Occupations](#) > [Air Conditioning to Firefighter](#)

Apprenticeable Jobs: Air Conditioning Mechanic to Firefighter - EMT

Air Conditioning Mechanic

Aircraft Engine Mechanic

Airframe Mechanic

Airframe and Power Plant Mechanic

Air Transportation Pilot

Asbestos Removal Worker

Automobile Mechanic

Automobile Mechanic (Truck)

Automobile Repair Service Estimator

Blacksmith

Boilermaker I

Bricklayer I

Bricklayer (Pointer, Cleaner, Chaulker)

Building Maintenance Repairer

Canvas Worker

Carpenter

Cement Mason

General Clerk (Clerical)

Computer Operator

Construction Craft Laborer

Cook (Chef - Hotel & Restaurant)

Correction Officer (2000 hours)

Correction Officer (6000 hours)

Diesel Mechanic

Dispatcher

Dispensing Optician

Drafter - Mechanical

Electric Motor (Magneto) Repairer

Electrician

Emergency Medical Technician (EMT)

Firefighter 

FireFighter Paramedic

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[Home](#) > [Labor Standards](#) > [Division of Apprentices Standards](#) > [Apprenticeship Program](#) > [Apprenticeable Occupations](#) > [Gunsmith to Pile Driver](#)

Apprenticeable Jobs: Gunsmith to Pile Driver

Gunsmith

Gunsmith -- Small Arms Repairer

Inspector, Quality Assurance (QA)

Instrument Technician

Insulation Worker

Iron Worker (Outside)

Landscape Technician

Line Erector

Line Erector (Light & Power)

Line Installer and Repairer

Machinist

Maintenance Mechanic

Materials Handler

Mechanical Engineering Technician

Millwright

Mold Maker

Office Manager

Operating (Hoisting & Portable Eng.)

Painter

Paramedic 



Labor and Workforce Development

[Home](#) > [Labor Standards](#) > [Division of Apprentices Standards](#) > [Apprenticeship Program](#) > [Apprenticeable Occupations](#) > [Pipe Fitter to Welder](#)

Apprenticeable Jobs: Pipe Fitter to Welder

Pipe Fitter (Steam Fitter)

Plasterer

Plumber

Police Officer

Precision Grinder (Machine Shop)

Press Operator

Purchasing Agent

Re-entry Counselor (Govt. Service)

Refrigeration/Air Conditioning Mechanic

Resilient Floor Layer

Roofer

Sheet Metal Worker (Bench Hand)

Sign Painter (Commercial)

Sprinkler Fitter (Pipe Fitter)

Stationary Engineer

Taper

Teacher Aide

Telecommunications Technician

Terrazzo Finisher

Tile (Layer) Setter

Tool and Die Maker (Machine)

Truck Driver, Heavy

Tool Maker

Truck Mechanic

Turbine Operator

Universal Equipment Operator

Vibration Analysis Specialist

Welder (Arc)

Did you find the information you were looking for on this page? *

☐ Yes

☐ No

Send Feedback



REGISTERED PRE-APPRENTICE PROGRAMS

Registered Pre-Apprentice Programs (Union)

Date Signed	Name	Address			Phone	Contact	Occupations
8/24/2011	Building Pathways	12A Everdean Street	Dorchester	MA	617-282-2242	Tyrone Kindell	Building Trades
1/23/2012	YouthBuild Boston	504 Dudley Street	Roxbury	MA	617-445-8887	Greg Mumford	Building Trades
7/26/2012	MLK Jr. Empowerment Center	237 Chandler Street	Worcester	MA	508-756-6330	Robert Thomas	Carpentry
12/17/2012	Community Works	256 Freeport Street	Boston	MA	617-282-2242	Tyrone Kindell	Building Trades
12/26/2012	ROCA Inc.	101 Park Street	Chelsea	MA	617-889-5210	Molly Baldwin	Carpentry
10/14/2014	MassCCD Program	811 North Street	Northhampton	MA	413-582-0549	Ann O'Neill	Heavy & Highway
11/22/2014	BEST Corp.	33 Harrison Street	Boston	MA	617-542-1177	Marie Downey	Housekeeping



MASSACHUSETTS APPRENTICESHIP HANDBOOK

Welcome!

Welcome to the Massachusetts Apprenticeship System. **EARN AS YOU LEARN.** You are officially recognized as an apprentice in the State of Massachusetts and have embarked on what will be one of the most rewarding opportunities of your life. During your period of training, you will receive some of the finest training and education available. Once you are registered as an apprentice, you have certain rights under the Apprenticeship Law. However, with those rights come responsibilities. In order for you to fully benefit from your apprenticeship, you must take ownership of your training.

Periodically review your recorded hours in your progress report with the work schedule for your craft to ensure you are being trained in all work processes listed and attend all classroom training required as part of your apprenticeship.

The purpose of this handbook is to inform you generally of your rights and responsibilities as an apprentice. Please read it and use it for future reference when questions surface.

This handbook is not intended to be a complete explanation of the laws pertaining to apprenticeship or employment. The laws and regulations pertaining to apprenticeship are contained in M.G.L. c. 23, §§ 11E-11W, and 453 CMR 7.01-7.12.

Background

Apprenticeship is a Massachusetts tradition that combines supervised structured on-the-job training with classroom instruction. The purpose of the program is to provide you with a comprehensive knowledge of your selected occupation. Apprenticeship is a formal training program registered with the State of Massachusetts, Department of Labor Standard's Division of Apprentice Standards.

Apprenticeship in Massachusetts began in the 1600s when the idea of indentured servitude came to the colonies from Europe. The earliest apprentice agreement entered into in America, was signed here in Boston on July 23, 1771. Boston also had many famous Americans as apprentices such as Benjamin Franklin and Paul Revere.

In the beginning, apprenticeship was primarily for the trades of blacksmith, silversmith, etc. As the world changes and evolves so do the trades that are apprenticeable. Today we are expanding into new occupations such as biotech, medical, childcare and security, as well as maintaining a strong presence in the construction industry.

Apprenticeship has come a long way since the days where an apprentice was bound body and soul to his or her master. Many laws have been passed since those days to ensure apprentices safe working conditions, fair wages, proper training, etc. For example, in 1937, President Roosevelt signed into law the Fitzgerald Act, also known as the National Apprentice Act. The Fitzgerald Act issued labor standards and enlarged the federal committee on apprenticeship. Adoptions of national standards were formed for various trades under this law, and to this day continue to be amended for the welfare of apprentices.

As an apprentice, you will learn on-the-job under the supervision of a journeyman, while working for an approved sponsor (sole employer or joint labor/management organization). You will also attend related instruction classes at an approved training site.

You will be paid according to a progressive schedule for wage increases over the term of your apprenticeship as listed on your Apprenticeship Agreement.

Apprenticeship 101

1. Apprenticeship Basics

The Massachusetts Department of Labor Standards is the state agency that has the responsibility for the development, implementation and monitoring of apprenticeship programs in Massachusetts. Specific responsibility for administering apprenticeship program standards is housed in the Division of Apprentice Standards.

The Division of Apprentice Standard's Regional Apprenticeship Representatives, also known as Field Representatives, or Compliance Officers, are assigned a specific geographic workload in the state for purposes of program implementation, oversight and administration. These representatives are listed on our website at **www.mass.gov/das** They are a point of contact when you have questions or concerns with your apprenticeship training, state policies or if your sponsor is unable to provide a proper response.

Although the Division of Apprentice Standards has responsibility for oversight of the apprenticeship program, both your sponsor and you, the apprentice, have responsibilities.

Apprentice Responsibilities;

1. Work safely.
2. Avoid absenteeism and tardiness at work and at school.
3. Attend and participate in related instruction and maintain the highest possible grades.
4. Be involved and show dedication to your training (both on the job and in the classroom).
5. Keep track of your training hours, (either in the form of work records or logbook) and advise your supervisor of any deficiencies in your apprenticeship training.
6. Show dedication and interest in learning the occupation.
7. Show respect to the skilled journeypersons training and supervising you.
8. Comply with the provisions of the Apprentice Agreement.
9. Follow your sponsor's written work rules and policies.
10. You must be accompanied by a journeyperson while on the job site.

Sponsor Responsibilities

1. Provide a safe working and learning environment.
2. Provide supervision and training by a journeyperson on the job site at all times.
3. Provide proper ratios at all times.
4. Provide well-rounded training so the apprentice has learned all aspects of the occupation by the completion of the training program as listed in the Work Schedule
5. Monitor the apprentice's on-the-job progress and provide feedback on performance.
6. Comply with the provisions of the Apprentice Standards and Apprenticeship Agreement.

Division of Apprentice Standards Responsibilities

1. Develop, register and monitor programs to ensure conformity to state statutes, regulations, standards and policies.
2. Review sponsors and apprentices.
3. Assist apprentices and sponsors with questions or concerns.
4. Provide technical assistance; i.e., complaints, work changes, and problem solving.
5. Confer with the providers of related instruction to assure quality classroom training.
6. Maintain Equal Opportunity and Affirmative Action Compliance.

2. The Apprenticeship Registration Agreement

The Apprenticeship Registration Agreement is a legal, binding document between you, your sponsor and the State of Massachusetts. The terms and conditions of your training are contained in the Agreement including the start date of the apprenticeship. Pay raises are determined by the start date along with accumulation of work hours.

Your apprenticeship is valid only for the number of years/hours that is listed on your registration agreement. Failure to complete the required on-the-job training hours and related classroom instruction in this time frame will result in your termination or cancellation from the program.

Please take time to review your copy of the Agreement. It should be thoroughly understood. Your sponsor will receive two copies of the Agreement by mail along with your apprentice ID card. One copy of the agreement is for their records, and one copy is for your records. This is your record of registration and lists important information such as your wage progression, occupation registration category and any credit for previous registered experience (unregistered work hours are not counted toward the completion of the program).

The ID card must be in your possession at all times while working. If you have any questions about the Agreement or ID card, call your Apprenticeship Representative listed on our website.

The Agreement contains the following sections that are important for you to read and understand:

- *Occupation and Credit Hours-Extent of Period of Apprenticeship (Term)*. This section describes the length of the apprenticeship program. The term is stated as a total number of hours and months.
- *Occupation and Credit Hours-OJT Credit Hours*. Credit for previously registered apprenticeship hours are listed in this section
- *Wage Progression Chart-Minimum Compensation to be Paid*. A progressive wage schedule is stated as a percentage of the journeyperson wage rate. The sponsor must pay the apprentice the minimum stated amount. The sponsor may also pay the apprentice more than the skilled wage rate. When the apprentice's wage is governed by a bargaining agreement, that agreement governs and supercedes the Apprenticeship Registration Agreement. Apprentices assigned to prevailing wage project jobs must be paid their percentage of the sponsor's minimum completion wage rate or the project journeyperson's rate (prevailing wage) whichever is higher, plus 100% of the fringe benefits listed in the wage determination for their occupational classification.

3. Probationary Period

A Probationary Period is required in each apprenticeship. It provides an opportunity for both the sponsor and the apprentice to adjust to each other and to the program. Should either you or your sponsor wish to cancel the Agreement during the Probationary Period, either party can do so by notifying the Division of Apprenticeship Standards in writing of this decision. Unless otherwise stated, the length of the Probationary Period is the first wage progression period.

4. Related Instruction and the Importance of School Attendance

Apprenticeship training combines several aspects as part of an overall strategy to train a skilled worker. This strategy combines supervised, structured on-the-job training and related instruction.

The importance of related instruction is twofold; the industry has uniformity of instruction and you, as an individual apprentice, are given the theoretical knowledge of your occupation. This is what adds value to you as an individual, to your career, and to your industry. The related instruction is the academic portion of the apprenticeship, merit shop association school, union JATC School or an approved proprietary school, approved correspondence facility, or approved Community College.

Related instruction is an integral part of every apprenticeship and is required by Massachusetts apprenticeship regulations. Every sponsor has the responsibility to arrange for the apprentice to attend related instruction. It is not mandatory for your sponsor to pay for your books, or tuition expenses.

It is your employer's responsibility to release you from work to attend the required school. Work is not a valid reason for missing school. Failure to attend is a violation of Massachusetts apprenticeship regulations. Excessive absenteeism or tardiness from school may lead to termination or cancellation of your apprenticeship. It is your responsibility to follow your school's attendance notification procedure.

5. Work Records

It is highly recommended that you and your sponsor maintain a record of your progress. Because the training and schooling extends over several years, a record is required to assure all parts of the program have been covered. Also, if discrepancies occur concerning the training, there is an accurate record of hours worked. Your official work records should be signed and dated monthly by you and your employer. The Apprentice Progress Record is included as part of this handbook.

6. Layoffs, Cancellations

If a reduction in workforce becomes necessary, the suspension and reinstatement of apprentices shall be done in relation to retention of the most advanced apprentice.

- The sponsor must notify the department in writing of any change in the status of an apprentice whether laid off or cancelled.

7. Discipline

You may be subject to disciplinary procedures when failing to make satisfactory progress or failing to meet your responsibilities in the apprenticeship program.

Behaviors that could lead to disciplinary action including termination of your apprenticeship, include, but are not limited to:

- Failure to abide by safety procedures and drug policies;
- Failure to follow work rules and procedures established by the sponsor;
- Disruptive behavior on-the-job or in related instruction;
- Failure to follow the directions of your sponsor;
- Failure to submit on-the-job training records as required;
- Failure to fulfill all related instruction requirements;
- Unsatisfactory grades for related instruction courses;
- Unsatisfactory attendance (including tardiness) for related instruction courses;
- Unsatisfactory attendance (including tardiness) at the job site;
- Failure to register for related instruction.

8. Discrimination

Discrimination by sponsors, unions, and educational institutions is illegal when it is directed at an individual who is a member of a “protected class*”. It is unfair and unproductive when it is directed at an individual, exclusive of others at the worksite or in the classroom. Discrimination might take place prior to employment, but can also take place during employment. It stems from categorizing individuals based on stereotypes, and training or interacting with an individual based on the stereotype and without consideration of the individual’s ability, skill, experience, or motivation. Supervisors and instructors are charged with providing equal training to all apprentices. Since there are not always policies that cover discrimination during training or employment, it is important that you discuss situations that you think might be discriminatory with a supervisor. These discussions should be held or kept confidential, and should not result in penalty or retribution. If you have concerns about discrimination you are advised to contact the Massachusetts Commission Against Discrimination (MCAD). Further information is available at mass.gov/mcad.

Protected classes include race, color, religious creed, national origin, sex, sexual orientation, which shall not include persons whose sexual orientation involves minor children as the sex object, genetic information, disability or ancestry

9. Harassment

Harassment can be a form of discrimination. You have the right to a harassment free workplace and school setting. We find that apprentices for the most part act professionally in the classroom and on the job site. We have also found though, that when harassment* does occur, it is most often between apprentices.

Therefore, we want to enlist your help to eliminate harassment and to support respect. You can do the following to ensure you and your co-apprentices all receive the respect you deserve.

- Consider all apprentices your equal, personally and professionally.
- Respect other apprentices' opinions and beliefs about work, study, and personal goals.
- Acknowledge that each apprentice comes from a different background socially, economically, and ethnically, and each brings new knowledge to your classroom, worksite and the industry.
- Understand that it is awkward for most people to tell another person that certain behavior and activities offend them.
- Act on your instincts; if you feel you are taking a chance of offending someone with your words or actions, you probably are.
- Offer support to your classmates and co-workers if they are being harassed.
- Discuss any harassment you witness or experience with a person in authority.

Harassment, whether committed by students, co-workers, supervisors, or instructors needs to be addressed immediately. If harassment does occur in your classroom or on the jobsite, you have the right to seek assistance confidentially and without penalty or retribution. Policies will be in place in your employer's Human Resource office or at your union office that describe a procedure to address harassment. The best course of action is to follow the procedures. If you are unsure or uncomfortable about following the stated procedures, discuss the issue with your sponsor or union representative or contact your DAS Field Representative or Compliance Officer. While procedures used to address harassing behaviors might vary, the common goal for partners in apprenticeship training is the same; *to provide a supportive and respectful learning and working environment for apprentices.*

* *The term harassment includes slurs, jokes, and other verbal, graphic or physical conduct relating to an individual' race, color, religious creed, national origin, sex, sexual orientation, which shall not include persons whose sexual orientation involves minor children as the sex object, genetic information, disability or ancestry. Harassment also includes sexual advances, request for sexual favors, unwelcome or offensive touching, or other verbal, graphic, or physical conduct of a sexual or gender based nature. Harassment is defined as conduct having the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment.*

If you have concerns about harassment you are advised to contact the Massachusetts Commission Against Discrimination (MCAD). Further information is available at mass.gov/mcad.

10. Complaint Procedure

A complaint is a question or request for assistance to solve a problem, or alleged problem, regarding any part of the apprenticeship program. If you have a concern/complaint related to your apprenticeship training, discuss it with your sponsor.

If you would like to pursue a complaint further, with the exception of complaints of discrimination or harassment, which must be addressed to the MCAD., the complaint must be made in writing within six months of the event giving rise to the complaint, and submitted to:

Division of Apprentice Standards
P.O. Box 146759
19 Staniford Street, 1st Floor, Boston, MA 02114

The Division of Apprentice Standards personnel will then conduct an investigation and attempt to seek resolution. The Division of Apprentice Standards normally has ninety (90) days to issue a decision.

11. Veterans Benefits

Some military veterans enter Massachusetts apprenticeship programs after their discharge from the military or while serving as an active military reservist. If you are a military veteran who is eligible to collect Veterans Educational Benefits (GI Bill), you may do so while serving your apprenticeship.

This benefit is an entitlement paid directly to you as the veteran apprentice, not money to the sponsor to offset the cost of training. The benefit rate is at its highest level during the first six-month period when apprenticeship wages are at their lowest. You are paid at a reduced rate during the second six-month period and reduced again to a fixed amount for the remainder of the program.

The Division of Apprentice Standards assists in completion of the Sponsor's VA benefit paperwork to ensure that it is completed and submitted properly. Additional information can be obtained from the Department of Veteran's Affairs' web address at www.gibill.va.gov.

12. Military Active Duty

If you are called to active duty during your apprenticeship, your Apprentice Agreement is put on hold. Have your sponsor contact your Field Representative or Compliance Officer so your file can reflect your current status. When you return from active duty, you can resume your apprentice. By law, your former sponsor is obligated to employ you when you return, if work is available and if you apply to your sponsor within the required period of time.

13. Completion Procedures

What is required?

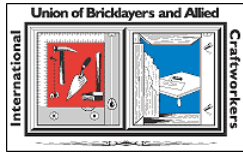
The Apprentice Agreement specifies the length of time that is required in order to graduate as a journeyperson within your occupation.

The completion of an Apprentice Agreement is based on satisfactory performance and accomplishment of these required objectives:

- Complete the **“Term”** [extent of period of apprenticeship] in year(s), hours, or a combination of both years and hours, depending on your specific occupation. A letter or completion certificate request needs to be provided by your sponsor indicating the term and work processes have been completed and the date they were completed.
- Completion of **“Related Instruction”**, the required hours of related classroom instruction as listed in the Work Schedule for your occupation from an instructional program. A letter/diploma must be submitted to the Field Representative or Compliance Officer indicating completion of related instruction from the approved teaching facility.
- In unlicensed occupations, once the Division of Apprentice Standards receives notification from your sponsor and school, the Division will then issue an Apprentice Completion Certificate.



DIRECTORY OF JOINT APPRENTICESHIP TRAINING CENTERS



LIUNA!

Local's International Union of North America



Directory of Joint Apprenticeship Training Centers in Massachusetts

Building Trades Training Directors Association

Why a career in construction?

Construction is an industry that will always need skilled workers. Economists predict a pending shortage of skilled workers as baby boomers retire so we will be looking for workers to enter apprenticeships.

Many people are drawn to the building and construction trades because they enjoy an active, hands-on job with variety, one in which they can physically see the outcome of their work. Many cite a deep satisfaction with being part of an important project in the community, or being trusted to tackle a challenging portion of a high-profile project that allows you to showcase your high level of skill.

The union advantage

It's easy to find a job in construction, but becoming a skilled journey worker with the union is a career choice for a lifetime. The Building Trades unions and their signatory contractor partners operate over 30 joint apprenticeship training centers (JATCs) across Massachusetts producing the most qualified craftspeople in the industry.

Unlike any other program of its kind, union apprenticeship allows you to **earn while you learn**. Once you become an apprentice, you work and attend a specific number of hours of classroom training, which you also are paid for. The classroom training provides safety and entry-level skills to get you started. You work under a skilled journey worker on the job, learning how to become the very best in your craft.

All craft workers are encouraged to continue their education, learning and growing throughout their careers. And, many apprentice programs offer college credit.

Wages in union construction are very good, and benefits such as health insurance and retirement pension, provide security for you and your family.

Joint Apprentice Training Centers in Massachusetts

General information about the Building Trades JATCs in Massachusetts is provided below. ***Please contact the JATC directly for the most up-to-date and complete information about program curriculum and duration, wages and benefits, and entrance and other requirements.***

Boilermakers

Boilermakers are responsible for assembling, erecting, and maintaining boilers, tanks, pressure vessels, heat exchangers, calandrias, pollution control systems, furnaces, condensers, water towers, penstocks and scroll casings using hoisting, rigging, welding equipment, tools and hardware as required by drawings, specifications, and applicable codes and standards.

Boilermakers Northeastern Area JATC

Length of Apprenticeship:

- Four (4) years.
- Apprentices must attend 576 classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

Apprentices begin earning 65% of the journeyman's wage rate *on the date they are first assigned a job as an apprentice – and stay at 65% for a period of one year.* Thereafter, apprentices are eligible for a 5% pay increase every six months – *however, increases will NOT be issued until all work required of the next wage bracket is successfully completed.* Raises are issued at intervals of six months *from the date of the last increase.*

Basic Requirements:

- Must be at least 18 years old.
- Must have a high school diploma or G.E.D. certificate.

Application Process:

Applications will be distributed on the LAST FRIDAY of EVERY MONTH from 8:00 AM to 11:00 AM. **Applicants MUST pick up applications** *in person* at Boilermakers Local 29, 68 Sagamore Street, North Quincy, MA 02171, and return the application and requested documentation to the NE Area office via certified mail/return receipt requested within ten (10) business days.

Contact:

Jason Dupuis, Administrator
Stephen Murphy, Coordinator
Boilermakers NEAAC
297 Burnside Avenue, Suite 2
East Hartford, CT 06108-2317
Phone: 860.569.8368
Fax: 860.291.0802
Mail to: jasondupris90@aol.com
<http://www.bmlocal29.org/>

Chuck Hancock, Business Manager
Boilermakers Local 29
68 Sagamore Street
North Quincy, MA 02171
Tel: (617) 328-8400

Bricklayers

Bricklayers work on buildings, industrial, commercial and residential construction. They build walls and floors made of brick, stone, concrete block, precast and other masonry materials. They also install and finish tile, marble and terrazzo, perform concrete finishing, plastering, waterproofing and masonry restoration.

Bricklayers and Allied Craftworkers Local 3 MA-ME-NH-RI

Length of Apprenticeship:

- Approximately 5 years
- Apprentices must attend 720 classroom hours of training
- Apprentices must complete 5,000 Hours

Wages:

- 1st Year: 50-60% of Journeyperson's Wages.
- 2nd Year: 60-70% of Journeyperson's Wages.

- 3rd Year: 70-80% of Journeyperson's Wages.
- 4th Year: 80-90% of Journeyperson's Wages.
- 5th Year: 90-100% of Journeyperson's Wages.

Basic Requirements:

- Must be at least 17 years old.
- Must have the physical ability to perform the work normally done by craft.
- High School Diploma or G.E.D. certificate.
- Driver's License Preferred.

Application Process:

Boston and Springfield Locations:

- Open Enrollment first week of January
- Application Fee - \$25.00
- Interviews and Testing are ranked during interviews. Trustees select candidates after the process is completed.

School Calendar:

- September – Mid-May required by state (144 Hours of training each year)

Contact:

Richard Forcione, Administrator
 BAC Local 3 MA-ME-NH-RI
 550 Medford Street
 Charlestown, MA 02122
 Tel: (617) 242-5507
 Cell: (617) 966-5869
 Fax: (617) 242-0021
 Email: rflocal3@yahoo.com

Carpenters

New England Carpenters Training Fund

Carpenters work in many settings, from the building of small residential homes, to the fabrication of the most complex industrial settings. They weld metals, mold plastics, saw wood, form concrete, build scaffolds and layout the tallest buildings. They also install doors and windows, build cabinets and lay floors. Their tools are hammers, saws, lasers, digital and electric devices, as well as basic organizational skills. Carpenters work in a variety of conditions and have a wide range of skill levels. Carpenters crafts include: Carpenters and Joiners, Millwrights, Pile Drivers, Residential Carpenters, Interior Systems Carpenters, Lathers and Drywallers, Cabinet Makers and Millworkers and Floorcoverers. Millwrights have an independent training facility and are listed separately below.

Much of the skills training for apprentice carpenters in Massachusetts are conducted at the New England Carpenters Training Center in Millbury, Massachusetts.

Training Apprentices & Journeymen from ME, MA, NH, RI, & VT

Serving Locals 26, 33, 40, 56, 67, 94, 107, 108, 111, 118, 218, 275, 424, 475, 535, 624 723, 1305, 1996, 2168

Length of Apprenticeship:

- Four (4) years - Apprentices attend one week of training every three months for sixteen sessions.
- Apprentices must attend 640 classroom hours of training.
- Apprentices must complete 5,200 on-the-job hours to graduate from the program.

Wages:

The exact rate of pay depends on the type of carpentry program in which the apprentice is enrolled. The standard for apprentices is: First year: 50-60% of journeyman wages; second year: 70-75%; third year: 80%; and fourth year: 90%.

Basic Requirements:

- Must be 17 years of age or older.
- Must be in good physical condition; may require a physical.
- A high school transcript or G.E.D. scores is preferred. However, an applicant may provide proof of satisfactory completion of pre-job preparatory course in Carpentry of at least six months such as United Brotherhood of Carpenters Job Corps, or other approved carpentry apprentice preparatory course. Documentable on-the-job training of six months or 1500 hours experience in the construction field would also qualify an applicant as having met the minimum educational requirements.
- Must pass drug and alcohol test
- Must pass an interview
- Although there are no residency restrictions, residents of union jurisdictions preferred.

Application Process:

- Applicants must attend an informational session, which runs approximately one hour.
- Apprenticeship applications are distributed at the conclusion of informational sessions.
- Attendance for the entire informational session is mandatory. Late arrivals will be denied admission to that session
- To receive an application, you must attend one of the information session listed below.
 - **Boston, MA:** 1st (*first*) Monday of the month at 9:00 AM or 3:00 PM
Boston Carpenters Training Center, 750 Dorchester Avenue, 2nd Floor, Dorchester, MA 02125
 - **Millbury, MA:** 3rd (*third*) Wednesday of the month at 6:00 PM
New England Carpenters Training Center, 13 Holman Rd, Millbury, MA 01527

Contact:

Lyle Hamm, Director
13 Holman Road
Millbury, MA 01527
Tel: (508)792-5443
Fax: (508) 752-5762
Email: info@nectc.org
www.nectf.org/

Electrical Workers and Telecommunications

Electricians assemble, install, maintain and test electrical equipment and wiring systems in residential, commercial, and industrial settings. They provide new wiring; power and controls to motors, HVAC and other equipment including light fixtures, fire alarms, traffic signals, outdoor lighting, process controls and energy management. In addition, they work with fiber optics, telephone communications, and temperature controls amongst other systems.

International Brotherhood of Electrical Workers (IBEW) Local 7 JATC (Western MA)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 900 classroom hours of training.
- Apprentices must complete 8,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40-55% of Journey person's Wages.
- 2nd year: 50% of Journey person's Wages.
- 3rd year: 55% of Journey person's Wages.
- 4th year: 65% of Journey person's Wages.
- 5th year: 70% of Journey person's Wages.

Application Process:

Applications are accepted by appointment only after an informational meeting has been attended. Informational meetings are held from September through January each year. Requirements for admission are explained at informational meetings and at local7jatc.com. Dates and times are also at local7jatc.com.

Application Deadline for appointments to apply is the last weekday in January each year.

School Calendar

September to May - Tuesday and Thursday nights, 6-9 pm with some Saturday training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- 1 year passing grades in high school level algebra.
- Must obtain qualifying score on aptitude test
- Required to pass a mandatory drug test.

Contact:

Mark Kuenzel, Dir.
IBEW Local 7 JATC
185 Industry Ave.
Springfield, MA 01104
Tel: (413) 737-2253
Fax: (413) 788-5824

Mail to: mkuenzel@local7jatc.com
<http://local7jatc.com/>

Worcester Joint Apprenticeship & Training Fund (IBEW Local 96)

Length of Apprenticeship:

- Five (5) years
- Apprentices must attend 900 classroom hours of training
- Apprentices must complete 8,000 on-the-job training hours to graduate from the program

Wages:

- 1st year: 40%-43% of journeyperson's wages
- 2nd year: 48% of journeyperson's wages
- 3rd year: 55% of journeyperson's wages
- 4th year: 65% of journeyperson's wages
- 5th year: 80% of journeyperson's wages

Basic Requirements:

- Must reside within the jurisdiction of IBEW Local 96 (Central MA).
- Must be a minimum of 17 years of age to apply and 18 years of age at the time of acceptance.
- Must have a high school diploma, GED, or HiSET certificate.
- Must have proof of completion of 1 year of algebra.
- Must have a valid Massachusetts driver's license.
- Must obtain a qualifying score on the aptitude test administered by the Electrical Training Alliance.

Application Process:

Open enrollment. Applicants who have completed applications between March 1 and February 28, will be offered the opportunity to take the annual aptitude test offered in March or April of each year. Those who obtain a qualifying score on the aptitude test will be asked to appear for an oral interview before the Worcester Joint Apprenticeship & Training Committee.

Contact:

Robert Fields, Training Director
Worcester Joint Apprenticeship & Training Fund
242 Mill Street
Worcester, MA 01602
Bob@ibewlocal96.org
<http://ibewlocal96.org/apprenticeship-opportunities>

IBEW Local 99 JATC (Seekonk, Attleboro, and North Attleboro, MA and Rhode Island)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend over 900 classroom hours of training per year.
- Apprentices must complete 8,000 on-the-job and pass journeyman test to graduate from the program.

Wages: Apprentice Wireman – Ten periods (approx. 6 months each period):

- 1- 42% of Journeyperson Wireman Rate
- 2 - 47% of Journeyperson Wireman Rate
- 3 - 52% of Journeyperson Wireman Rate
- 4- 55% of Journeyperson Wireman Rate
- 5 - 58% of Journeyperson Wireman Rate
- 6 - 60% of Journeyperson Wireman Rate
- 7 - 65% of Journeyperson Wireman Rate
- 8 - 70% of Journeyperson Wireman Rate
- 9 - 75% of Journeyperson Wireman Rate
- 10 - 75% of Journeyperson Wireman Rate

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Must be physically capable of performing work.
- Must have completed one year of algebra with a passing grade of 70
- Must obtain a minimum qualifying score on aptitude test conducted by the Apprentice and Training Fund and interview for admission.

Application Process:

Applications to join the JATC Program are available at the Training Facility only on the 1st and 3rd Wednesday of the month from August through January.

Contact:

Stephen Brady, Director of Training
IBEW Local Union 99 Training Facility
40 Western Industrial Drive
Cranston, RI 02921
Tel: (401) 946-9908
Fax: (401) 946-5995
Mail to: sbrady@ibew99.org
www.ibew99.org

IBEW Local 103 JATC (Greater Boston)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1,050 classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40% of Journeyperson's Wages.
- 2nd year: 45% of Journeyperson's Wages.
- 3rd year: 50% of Journeyperson's Wages.
- 4th year: 60% of Journeyperson's Wages.
- 5th year: 70% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Proof of completion of High School Math (Algebra).
- Must live within the jurisdiction of Local 103.
- Must obtain qualifying score on aptitude test

Application Process:

Applications for admission to the JATC are accepted once a year. While the dates will vary a little, you can expect us to open the application process in the beginning of November and it traditionally lasts a couple of weeks. Those that complete the application will be asked back for a basic mechanical aptitude test sometime in January or February. Those that meet the minimum test score will be scheduled for an interview in the spring.

Contact:

James M. O'Connell, Dir.
IBEW Local 103 JATC
194 Freeport St.
Dorchester, MA 02122
Tel: (617) 436-0980
Fax: (617) 436-1081
Mail to: joconnell@ibeweducation.com
<http://www.bostonjatc.com>

IBEW Local 223 JATC (South Shore, Cape Cod & Islands)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1,000 classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40-45% of Journeyperson's Wages.
- 2nd year: 45-50% of Journeyperson's Wages.
- 3rd year: 50-60% of Journeyperson's Wages.
- 4th year: 60-70% of Journeyperson's Wages.
- 5th year: 70-80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- \$40.00 processing fee.
- Must show evidence of successful completion of one full year of high school algebra with passing grade.
- Must reside in the jurisdiction of Local 223-Southeastern MA, Cape Cod & Islands.

Application Process:

Applications are accepted from January 1 until December 31 for the following year's apprenticeship class. Applicants for the program must first fill out an application in person at the union hall. If you meet the requirements, you will be scheduled to take the NJATC apprenticeship aptitude test. If you obtain a qualifying score on the test, you will be scheduled for an oral interview with the apprenticeship acceptance committee.

Contact:

Robert M. Revil
Director of Apprenticeship and Training
IBEW Local Union #223 JATC
475 Myles Standish Boulevard
Taunton, MA 02780
Tel: 508-880-2693
Fax: 508-880-2694
brevil@ibew223.org
www.ibew223.org

Elevator Constructors

Elevator Constructors

Elevator constructors and mechanics assemble, install, and replace elevators, escalators, dumbwaiters, moving walkways and similar equipment in new and old construction. After installation, members service, maintain, and repair equipment, much of which is electronically controlled. Installers and repairers alike have a thorough knowledge of electronics, electricity, and hydraulics.

National Elevator Constructors Educational Program

Length of Apprenticeship:

- Four and ½ (4.5) years – Five (5) years
- Apprentices must attend 600 classroom hours of training.
- Apprentices must complete 6,800 on-the-job hours to graduate from the program.

Wages:

- Probationary year: 50%(months 1-6) 55%(months 7-12)
- 1st year: 55% of Journeyperson's Wages.
- 2nd year: 65% of Journeyperson's Wages.
- 3rd year: 70% of Journeyperson's Wages.
- 4th year: 80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Oral interview administered by union.
- Required to pass a mandatory drug test.

Application Process:

Applications are only accepted during open recruitment periods and are done online. For open recruitment information visit our website www.neiep.org/careers.aspx. Upon submission of application, there are two more steps before one can be considered for apprenticeship: 1) Elevator Industry Aptitude Test (EIAT) and, 2) interview. The EIAT Test is scored on a pass/fail basis; with 70% correct being the minimum passing grade. Applicants who receive a score of 70% or higher will be scheduled for an interview.

Contact:

Jessica Ortega
Elevator Constructors Local 4 (Eastern MA)
50 Park Street
Dorchester, MA 02122
Tel: [617-288-1547](tel:617-288-1547)
Fax: [617-288-6724](tel:617-288-6724)
Mail to: jess@iueclocal4.com
<http://www.neiep.org/default.aspx>

Jeffrey Nash, Business Manager
Elevator Constructors Local 41 (Central and Western MA)
PO Box 1456
Sterling, MA 01564
Tel: [978-422-4777](tel:978-422-4777)
Fax: [978-422-5131](tel:978-422-5131)
Mail to: iuec41@comcast.net
<http://www.iueclocal41.org>

Heat and Frost Insulators

Heat and Frost Insulators Local 6 JATC (Asbestos Workers)

Heat and Frost Insulators apply insulation materials to pipes, tanks, boilers, ducts, refrigeration equipment and other surfaces requiring the thermal control of temperatures or soundproofing. Workers also do removal of hazardous waste and clean duct systems.

Length of Apprenticeship:

- Four (4) years.
- Apprentices must attend 640 classroom hours of training. Classes are held 1 day for eight hours every other week. Tuesdays, Wednesdays or Thursdays.
- Apprentices must complete 6400 on-the-job hours to graduate from the program.

Wages:

- 1st Year: 50% of Journey person's Wage.
- 2nd Year: 60% of Journey person's Wage.
- 3rd Year: 70% of Journey person's Wage.
- 4th Year: 80% of Journey person's Wage.

Basic Requirements:

- Must apply in person.
- Must be at least 18 years old.
- Must have valid drivers license.
- Must have a high school diploma or G.E.D. certificate.
- Applicants are not required to have taken specific high school courses; however, course in woodworking and mechanical drawing provide a strong educational foundation for insulation work.
- Algebra and geometry courses are excellent preparation for learning to read blueprints. A general science or physics course will enhance your understanding of how heat and sound are conducted.
- Must take and pass State assessment test
- Must be interviewed by Joint Apprenticeship Committee.

Application Process:

Contact JATC for application acceptance dates.

School Calendar:

September to June

Contact:

Rick Rothwell, Coordinator
Asbestos Workers Local 6 JATC
303 Freeport Street
Dorchester, MA 02122
Tel: (617) 436-4666
Fax: (617) 265-9887
Mail to: rjrothwell@outlook.com
<http://insulatorslocal6.com/apprenticeship-program>

Iron Workers

Iron workers erect, assemble, or install fabricated structural metal products, usually large metal beams. These beams are used in the erection of industrial, commercial or large residential buildings. Workers also erect the steel framework on bridges, storage tanks, overhead crane runways; as well as pre-cast concrete and ornamental iron work amongst other projects.

Iron Workers Local 7 JAC

Length of Apprenticeship:

- Three (3) years.
- Apprentices must attend 800 classroom hours of training.
- Apprentices must complete 4,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 60-65% of Journeyperson's Wages.
- 2nd year: 70-75% of Journeyperson's Wages.
- 3rd year: 80-90% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- 10th grade transcripts.
- Proof of citizenship or legal alien status.

Application Process:

Applications accepted first two weeks of January.
Applicants are accepted in May.

School Calendar:

September thru May – Students attend classes 3 nights each month and 3 weeks per school year.

Contact:

Neal McKelligan, Dir.
Iron Workers Local 7 JAC
195 Old Colony Ave, Box 7
South Boston, MA 02127
Tel: (617) 268-0707
Fax: (617) 268-0998
Mail to: Nealjm@iw7jac.org
<http://www.ironworkersdcne.org/training/default.htm>

Laborers

Laborers must have a working knowledge of all work performed by other building trades because they are tenders and helpers of many other crafts. Tasks include but are not limited to: road, highway, bridge, and tunnel building and repair, site preparation and cleanup, laying underground pipe and placing cement. Additionally, they often operate small power tools and work in demolition. Most of the skills training for laborer apprentices is conducted at the New England Laborer's Training Trust Fund Training Academy in Hopkinton, MA.

New England Laborers Apprenticeship Program

Length of Apprenticeship:

- Two (2) years.
- Apprentices must attend 300+ classroom hours of training.
- Apprentices must complete 4,000 on-the-job hours to graduate from the program.

Wages:

- 1000 hrs: 60% of Journey person's Wages.
- 2000 hrs: 70% of Journey person's Wages.
- 3000 hrs: 80% of Journey person's Wages.
- 4000 hrs: 90% of Journey person's Wages.

Basic Requirements:

- Must be at least 18 years old & physically able to perform the work of the trade.
- Must submit to drug testing prior to being accepted into the program.
- Must have a high school diploma or GED equivalent.
- All applicants must have a valid driver's license.
- All applicants must have reliable transportation.

Application Process:

Applications are accepted quarterly. Check with New England Laborers' Construction Craft Apprenticeship on specific dates.

Contact:

Scott Coleman, New England Regional Coordinator
New England Laborers Construction Craft Apprenticeship
37 East Street
Hopkinton, MA 01748
Tel: (508) 544-9830
Fax (508) 544-9836
Mail to: scliuna@gmail.com
<http://www.nelaborerstraining.com/>

Joseph Caparco, New England Regional Apprentice Coordinator
37 East Street
Hopkinton, MA 01748
Tel: (508) 544-9830
Fax (508) 544-9836
Mail to: joecliuna@gmail.com
<http://www.nelaborerstraining.com/>

Millwrights

Millwrights install conveyors systems, escalators, giant electrical turbines and generators. They perform maintenance on machinery in factories, and do much of the precision work in nuclear power plants. Millwrights study and interpret blue prints, and engage in drilling, welding, and bolting. They work primarily in metal and with machinery and equipment requiring precision. Millwrights are members of the United Brotherhood of Carpenters and Joiners of America.

Millwrights Local 1121 JATC

Length of Apprenticeship:

- Four (4) years.
- Apprentices must attend 640 classroom hours of training.
- Apprentices must complete 4,560 on-the-job hours to graduate from the program.

Wages:

- 1st year: 55% of Journeyperson's Wages.

- 2nd year: 65% of Journeyperson's Wages.
- 3rd year: 75% of Journeyperson's Wages.
- 4th year: 85% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Must have a valid driver's license.

Application Process:

To attend training, you must arrive in person at the Training Center located at 90 Braintree Street, Allston, Massachusetts 02134 at 10:00 a.m. on the second or third Wednesday of each month to complete an application. At the end of January and June, the Trustees interview the applicants who will be attending the new class that begins in February or July.

Contact:

Art DeLucia, Administrator
 Eastern Millwrights Regional Council Apprenticeship and Training Fund
 90 Braintree Street
 Allston, MA 02134
 Tel: (617) 254-0042
 Fax: (617) 783-5554
 Mail to: adelucia@easternmillwrights-atf.com
<http://www.ubcmillwrights.org/training.shtml>

Operating Engineers

Operating Engineers operate and maintain heavy construction equipment such as cranes, excavators, loaders, pile drivers, and hoists. They use this equipment to excavate, move, or grade earth, erect structural steel, and pour concrete or other hard surface paving materials.

Operating Engineers Local 4 JATC (Eastern MA, Eastern N.H., Maine)

Length of Apprenticeship:

- Four (4) years.
- Apprentices must attend 600 classroom hours of training.
- Apprentices must complete 8,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 55-60% of Journeyperson's Wages.
- 2nd year: 65-70% of Journeyperson's Wages.
- 3rd year: 75-80% of Journeyperson's Wages.
- 4th year: 85-90% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.

- Must have a high school diploma or G.E.D. certificate.
- Must have a drivers' license.
- Pass a Mandatory Drug Test and Physical.
- Physically able to perform work requirements.
- Must reside within jurisdiction of Local 4.
- Take an administrated aptitude test.
- Proof of citizenship or legally able to work.

Application Process:

Contact Apprenticeship and Training Program for information of application acceptance dates.

Contact:

John Gaffny, Jr., Coordinator
 OE Local 4 Apprenticeship and Training Program
 1 Engineers Way
 Canton, MA 02021
 Tel: (781) 821-0306
 Fax: (781) 821-6178
 Mail to: office@local4training.org
<http://www.local4training.org/>

Operating Engineers Local 98 JATC (*Western MA, NH, and VT*)

Length of Apprenticeship:

- Four (4) years.
- Apprentices must attend 144 per yr. of classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 60% of Journeyperson's Wages.
- 2nd year: 70% of Journeyperson's Wages.
- 3rd year: 80% of Journeyperson's Wages.
- 4th year: 90% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Pass a Mandatory Drug Test and Physical.
- Valid Drivers License.
- Must have residency within the jurisdiction of Local 98
- Must bring the following documentation with you at time of application:
 - Employment history with contact information (current & previous 2)
 - Personal references
 - Proof of employment eligibility
 - Drivers License
 - High School diploma, GED scores or High School Transcript

Application Process:

Contact JATC for application acceptance dates. Unfortunately, we are not permitted to mail out applications to be filled out; it must be done in person, at our office.

Once all of the applications are in, we will then schedule a testing session for each of the applicants. The test is a standardized test consisting of Reading Comprehension, Mathematics, and Skills Aptitude sections. This is a general knowledge assessment test.

After the testing phase of the process is completed, we will ask the applicants to come back one more time to interview with the trustees. This is your chance to really tell them why you should be chosen for this program.

The entire process takes about 2 months and the economy does influence how many individuals we can take in at each program opening.

Contact:

Doug Fay, Director
OE Local 98 JATC
102 E. Plumtree Road
Sunderland, MA 01375
Tel: (413) 548-9508
Fax: (413) 549-9600
Mail to: training@local98.org
<http://www.iuoelocal98.org/index.cfm?id=41>

Painters and Allied Trades

Painters and Allied Trades work in one or more of several crafts:

Coating Application Specialist (aka Industrial Painter):

Industrial Coating and Lining Application Specialists apply/install protective coatings and linings to steel and concrete on complex structures, such as bridges and towers, ships and waterfront structures; manufacturing and processing facilities; and conventional and nuclear power generation facilities.

Drywall Finisher:

Once the drywall has been securely installed, Tapers fill the joints between panels with a joint compound. The process for finishing drywall has evolved over many decades and is an overlapping process in which each step or application has an effect on the next step.

Glazier:

An Architectural Glass and Metal technician, called a Glazier, is responsible for preparing, installing and removing various kinds of glass, mirrors, and metal framing.

Painter-Decorator:

Painters and Decorators apply decorative and protective finishes in residential, commercial, institutional and industrial settings.

Painters and Allied Trades District Council #35 Finishing Trades Institute of New England

Length of Apprenticeship:

- Three (3) years.
- Apprentices must attend 450 hours of classroom.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 0 – 749 hrs = 50% of Journeyperson's wages
- 750 – 1499 hrs = 55% of Journeyperson's wages
- 1500 – 2249 hrs = 60% of Journeyperson's wages
- 2250 – 2999 hrs = 65% of Journeyperson's wages
- 3000 – 3749 hrs = 70% of Journeyperson's wages
- 3750 – 4499 hrs = 75% of Journeyperson's wages
- 4500 – 5249 hrs = 80% of Journeyperson's wages
- 5250 – 5999 hrs = 90% of Journeyperson's wages
- 6000 + = journeyperson's wage

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma, G.E.D. certificate, or a Job Corp completion.
- Valid Drivers License.
- Must be an American citizen of lawfully permitted to work in the United States.
- Must be physically able to perform work of the trade.
- Complete a favorable interview with an assigned DC #35 interviewer.
- Attend and successfully complete Apprentice Information Session.
- Pass a drug screening.

Application Process:

Apply on-line at <http://iupatdc35.org/finishing-trades-institute-new-england>

School Calendar:

Classes are September through April.

Apprentices attend four 1 week blocks of classroom/shop training, Monday-Friday, 8am-4pm throughout the school.

Contact:

Eric Redding, Director
Finishing Trades Institute of New England
Painters D.C. #35
25 Colgate Road, Suite 221
Rosindale, MA 02131
Tel: (617) 524-0248
Fax: (617) 524-0977
Mail to: redding@fti-ne.org
<http://iupatdc35.org/finishing-trades-institute-new-england>

Plasterers and Cement Masons

Cement Masons finish the exposed concrete surfaces of freshly poured floors, walls, sidewalks, foundations, dams, parking garages and lots, runways, warehouses, loading dock floors, and roads. They level, shape, and smooth surfaces using straight edgers or power screeds. Plasterers apply plaster, cement or acrylic material to the interior and exterior walls and ceilings of a variety of large industrial and commercial projects.

Plasterers and Cement Masons Local 534 JATC

Length of Apprenticeship:

- Four (4) to Five (5) years.
- Apprentices must attend 500 hours of classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 50% of Journeyperson's Wages.
- 2nd year: 60% of Journeyperson's Wages.
- 3rd year: 70% of Journeyperson's Wages.
- 4th year: 80% of Journeyperson's Wages.
- 5th year: 90% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Pre-Acceptance Drug Screen.
- Valid Drivers License and Social Security Card.
- Physical ability to perform required work.

Application Process:

Contact JATC for application acceptance dates.

Contact:

John Sweeney, Director
Boston Plstrs. And Cmt. Msns. #534 JATC
7 Frederika Street
Dorchester, MA 02124
Tel: (617) 825-7472
Fax: (617) 825-7519
Mail to: jsweeneylocal534@gmail.com
<http://www.opcmia.org>

Pipe Trades - Plumbers, Pipefitters and Sprinklerfitters

Although the pipe trades are sometimes considered a single trade, workers generally specialize in one of three trades. Plumbers repair, install, or alter the water, waste disposal, drainage, and gas systems in

homes and commercial and industrial buildings. They install plumbing fixtures – bathtubs, toilets, sinks, showers – and appliances such as dishwashers and water heaters.

Pipefitters repair and install both high and low-pressure pipe systems that are used in manufacturing, in the generation of electricity, and in heating and cooling buildings. They also install automatic controls that are used to regulate these systems. Steamfitters install pipe systems that move liquids or gases under high pressure and provide refrigeration installation and service. Sprinklerfitters install and service fire protection systems including fire standpipes, sprinklerheads and fire pumps.

Plumbers and Pipefitters Local 4 JATC (Central MA)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1,500 hours of classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40% of Journeyperson's Wages.
- 2nd year: 50% of Journeyperson's Wages.
- 3rd year: 60% of Journeyperson's Wages.
- 4th year: 70% of Journeyperson's Wages.
- 5th year: 80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License.

Application Process:

Applications are accepted first Tuesday of each month at Local 4's union hall between 9 am-3 pm

School Calendar:

September to April

Contact:

Pierre Groleau
Plumbers and Pipefitters Local 4 JATC
150 Hartwell Avenue
West Boylston, MA 01583
Tel: (508) 835-1150
Fax: (508) 835-1154
Mail to: pgroleauua4@yahoo.com
<http://www.localunion4.org>

Plumbers and Gasfitters Local 12 JATC (*Boston Area*)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1,000 hours of classroom hours of training.
- Apprentices must complete 8,500 on-the-job hours to graduate from the program.

Wages:

- 1st year: 35% of Journeyperson's Wages.
- 2nd year: 40% of Journeyperson's Wages.
- 3rd year: 55% of Journeyperson's Wages.
- 4th year: 65% of Journeyperson's Wages.
- 5th year: 70% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and Social Security Card.

Application Process:

Please contact JATC for application acceptance dates.

Contact:

Rick Carter, Director
Plumbers & Gasfitters Local 12 JATC
1240 Massachusetts Ave.
Boston, MA 02125
Tel: (617) 288-1010
Fax: (617) 288-3871
Mail to: info@local12training.org
<http://local12training.org>

Plumbers and Pipefitters Local 51 JATC (*Southeastern MA and RI*)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1,230 hours of classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40% of Journeyperson's Wages.
- 2nd year: 50% of Journeyperson's Wages.
- 3rd year: 60% of Journeyperson's Wages.
- 4th year: 70% of Journeyperson's Wages.
- 5th year: 80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and Social Security Card.
- Drug testing required for application
- Must pass math aptitude test

Application Process:

Applications accepting first 2 weeks of March from 9:00 am – 12:00 pm

School Calendar:

September-April- Two nights a week from 5:30pm-9:30 pm

Contact:

David Marland
Plumbers and Pipefitters Local 51 JATC
11 Hemingway Drive
East Providence, RI 02915
Tel: (401) 943-7301
Fax: (413) 943-8027
Mail to: dmarland@ualocal51.com
<http://www.ualocal51.com/apprenticeship.aspx>

Plumbers and Pipefitters Local 104 JATC (*Western MA*)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 246 hours of classroom hours of training per year.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 45% of Journeyperson's Wages.
- 2nd year: 50% of Journeyperson's Wages.
- 3rd year: 60% of Journeyperson's Wages.
- 4th year: 70% of Journeyperson's Wages.
- 5th year: 80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and Social Security Card.

Contact:

Peter Anderson, Director
Plumbers and Pipefitters Local 104 JATC

168 Chicopee Street
Chicopee, MA 01013
Tel: (413) 594-4600
Fax: (413) 592-0624
Mail to: panderson@ua104.org
<http://ualocal104.org/>

Pipefitters, Refrigeration, Air Conditioning and Oil Burners Local 537 JATC

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 246 hours of classroom hours of training per year.
- Apprentices must complete 8,500 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40% of Journeyperson's Wages.
- 2nd year: 45% of Journeyperson's Wages.
- 3rd year: 60% of Journeyperson's Wages.
- 4th year: 70% of Journeyperson's Wages.
- 5th year: 80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have Birth Certificate.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and Social Security Card.
- Must pass drug test upon acceptance.

Application Process:

Applications accepted every year in the month of January only. Applications must be filled out in person at the Training Center.

Contact:

Tim Gilligan, Director
Pipefitters & Refrigeration Local 537 JATC
40 Enterprise Street
Dorchester, MA 02125
Tel: (617) 825-3777
Fax: (617) 825-1458
Mail to: T.Gilligan@537trainingcenter.org
<http://www.pipefitters537.org/apprenticeship.aspx#content>

Sprinklerfitters Local 550 JATC

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 150 hours of classroom hours of training.

- Apprentices must complete 8,500 on-the-job hours to graduate from the program.

Wages:

- 1st year: 35-40% of Journeyperson's Wages.
- 2nd year: 45-50% of Journeyperson's Wages.
- 3rd year: 55-60% of Journeyperson's Wages.
- 4th year: 65-70% of Journeyperson's Wages.
- 5th year: 75-80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License.
- Must be legally authorized to work in the United States.
- At time of application, applicants must bring proof of completion of high school, in form of a diploma or transcript; or certificate of proficiency or G.E.D.

Application Process:

Contact local for application acceptance dates. Applications will be invited to participate in an oral interview to be conducted by the Joint Apprenticeship Committee. Applicants will be placed on the apprentice program eligibility based upon the oral interview.

Contact:

Michael MacDonnell, Director
Sprinklerfitters Local 550 JATC
46 Rockland Street
W. Roxbury, MA 02132
Tel: (617) 323-0474
Fax: (617) 323-1373
Mail to: apprenticeship@sprinklerfitters550.org
<http://www.sprinklerfitters550.org/apprenticeship.aspx>

Road Sprinklerfitters Local 669 (United States)

Road Sprinkler Fitters Local Union 669 is a nationwide local union. This gives the members of Local 669 the flexibility to work in almost any part of the United States they would like to seek employment. The principle function of a Sprinkler Fitter is the installation of Fire Protection systems.

Length of Apprenticeship:

The Apprenticeship Program is a five-year program with on the job training and a 19 Course correspondence through a nationally recognized university. Once you have entered the Apprenticeship Program and have completed a six-month probationary period you will be become a member of Local 669.

Wages:

An Apprentice is paid at a percentage of the Journeyman wage. Each six months of the Apprenticeship the apprentice records are reviewed to make sure that there is satisfactory progress both on the-job and

in the related training courses. Satisfactory progress means advancement to the next classification and a wage increase until the Apprentice completes the five-year program.

The wage rate of apprentices is determined by the "Class" of the apprentice. The Apprentice will receive the appropriate percentage of the Journeyman wage rate in the state where he/she is working. The Sprinkler Fitter wage rate is negotiated state by state, based on the economic conditions of the state.

Basic requirements:

- Must be at least 18 years old.
- Must have a high school diploma or GED.
- Must be physically fit to do the work of the trade.
- Must have other than dishonorable discharge from the military (if applicable). Must pass appropriate drug test.

Application Process:

Please contact JATC for application acceptance dates.

Contact:

Sprinkler Fitters Local Union 669
Joint Apprenticeship & Training Committee
7050 Oakland Mills Road, Suite 100
Columbia, MD 21046
Tel: (410) 312-5202 or (800) 638-0592
www.sprinklerfitters669.org

Roofers and Waterproofers

Roofers weatherproof buildings. They apply shingles made from fiberglass, slate, tile, and cedar or composite material such as felt rubber membrane. They also apply built-up rubber, PVC and modern bitumen. Waterproofers apply materials to plaza decks and building foundations to keep moisture out.

Roofers and Waterproofers Local 33 JATC (Eastern MA)

Length of Apprenticeship:

- Three (3) years.
- Apprentices must attend 450 hours of classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 50% of Journeyperson's Wages.
- 2nd year: 50-65% of Journeyperson's Wages.
- 3rd year: 65-85% of Journeyperson's Wages.
- 4th year: 70-80% of Journeyperson's Wages.
- 5th year: 80-85% of Journeyperson's Wages.

Application Process:

Applications accepted April through July-Monday, Tuesday and Wednesday, 8:00 am-12:00pm. All applicants must appear in person and pay \$35.00 to fill out application.

School Calendar:

September thru March-Classes held on Saturday morning.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and vehicle.
- Physically capable of performing work in the roofing trade.
- Pre- Job- Mandatory drug screening and fitness physical.
- Must have proper documentation indicating lawfully able to work in United States.

Contact:

Willie Hernandez, Director
Roofers and Waterproofers Local 33 JATC
53 Evans Drive
Stoughton, MA 02072
Tel: (781) 41-9192
Fax: (781) 341- 9195
Mail to: willie@rul33.com
<http://www.unionroofers.com/Directory/Locals.aspx/MA>

Roofers and Waterproofers Local 248 JATC (*Western Massachusetts*)

Length of Apprenticeship:

- Four (4) to five (5) years depending upon hours worked.
- Apprentices must attend 450 hours of classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 0 – 749 hours: 60% of Journeyperson's Wages.
- 750 – 1,499 hours: 65% of Journeyperson's Wages.
- 1,500 – 2,249 hours: 70% of Journeyperson's Wages.
- 2,250 – 2,999 hours: 75% of Journeyperson's Wages.
- 3,000 – 3,749 hours: 80% of Journeyperson's Wages.
- 3,750 – 4,499 hours: 85% of Journeyperson's Wages.
- 4,500 – 5,249 hours: 90% of Journeyperson's Wages.
- 5,250 – 5,999 hours: 95% of Journeyperson's Wages.
- 6,000 hours: 100% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and vehicle.

- Physically capable of performing work in the roofing trade.
- Mandatory drug screening and fitness physical.

Application Process:

Please contact JATC for application acceptance dates.

Contact:

Eric Elliott, Business Manager
 Roofers and Waterproofers Local 248 JATC
 63 1/2 Main Street
 Chicopee, MA 01020
 Tel: (413) 594-5291
 Fax: (413) 594-5391
 Mail to: ericelliott86@gmail.com

Sheet Metal Workers

Sheet Metal workers build interior and exterior architectural work. They build a wide variety of products from sheets of steel, aluminum, copper and other alloys and install the finished products. They fabricate and install HVAC components and work in industrial plants and perform specialty fabrication.

Sheet Metal Workers Local 17 JATC (Eastern MA)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 200 hours of classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40% of Journeyperson's Wages.
- 2nd year: 45% of Journeyperson's Wages.
- 3rd year: 50% of Journeyperson's Wages.
- 4th year: 65% of Journeyperson's Wages.
- 5th year: 85% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate with grades.
- Valid Drivers License and vehicle.
- Three Letters of Recommendation from non-family members.
- Must be physically capable of performing work of the trade.
- Orientation & interview
- Pre-hire physical and drug screen
- Must reside within the jurisdictional area
- Copy of Official Birth Certificate
- Social Security Card
- DD-214 (Military discharge) if applicable

Application Process:

Candidate Forms accepted every third (3rd) Thursday of each month between the hours of 10:00am-4:00pm. Apprentices only selected once a year in June or July.

School Calendar:

September thru August, 7:00 am – 3:30pm

Contact:

John Healy, Director
Sheet Metal Workers Local 17 JATC
1181 Adams Street
Dorchester, MA 02124
Tel: (617) 298-0850
Fax: (617) 296-5835
Mail to: jhealy@lu17jadc.org
www.lu17jadc.org

Sheet Metal Workers Local 63 JATC *(Central and Western MA)*

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1000 hours of classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40-45% of Journeyperson's Wages.
- 2nd year: 45-50% of Journeyperson's Wages.
- 3rd year: 50-55% of Journeyperson's Wages.
- 4th year: 55-65% of Journeyperson's Wages.
- 5th year: 70-80% of Journeyperson's Wages (estimate)

Basic Requirements:

- Must be 17 years of age or older.
- Must have a high school diploma or G.E.D. certificate.

Application Process:

Applications accepted through the year, but only hold placement test and interviews once a year.

School Calendar:

September thru May- two nights a week and an occasional Saturday.

Contact:

John Scammon
Sheet Metal Workers Local 63 – JATC

32 Stevens Street
Springfield, MA 01104
Tel: (413) 733-8332
Fax: (413) 736-5214
Mail to: johnscammon63@aol.com
<http://www.smwlocal63.org>

Teamsters

The Teamsters union has several divisions, including a Building Material and Construction Trades Division. Members in this division are truck drivers who transport and haul material, merchandise, equipment or personnel between various locations—including construction sites, manufacturing plants, freight depots, warehouses, and wholesale and retail facilities. They may also load and unload, make mechanical repairs and keep trucks in good working order.

Teamsters Local 25

Teamsters Local 25 established a state Registered Apprentice Program in March 2016. For more details, contact Local 25.

Contact:

Jim Donovan, Training Director
Teamsters Local 25
544 Main St.
Charlestown, MA 02129
Tel: (617) 241-8825
jdonoan@teamsterslocal25.com
<http://www.teamsterslocal25.com/>

Pre-Apprenticeship Programs

If you don't meet the requirements for apprenticeship training right now, or are interested in a career in construction but not sure what trade you would like to pursue, there are pre-apprenticeship programs that can help you qualify in less than six months.

Building Pathways
Mary Vogel, Executive Director
12A Everdean St., Ste. 2
Dorchester, MA 02122
617-282-2242
Maryvogel01@gmail.com

Building Pathways, Worcester-Fitchburg
Jeff Turgeon
(508) 799-1509
TurgeonJ@worcesterma.gov

Community Works (serving Western MA)
Pam Howland, Program Director
(413) 545-1472
howland@umass.edu



ALL ACTIVE APPROVED SPONSORS

McCarthy College Center

ALL ACTIVE APPROVED APPRENTICESHIP SPONSORS

The following listing of registered program sponsors does not signify that they are taking applications for apprenticeship or employment. Program sponsors determine individually when they will take applications. Union contractors will be registered with multi-employer apprentice programs and therefore will not be included on this page. This list is not up to date with regard to sponsor verifications. Last updated: 03/09/2016

Trade	Sponsor	Town	Field Rep
BRICKLAYER	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
BRICKLAYER	Bricklayers & Allied Craftsmen Local 3	Charlestown	MATTUCHIO, HENRY (606)
BRICKLAYER	Curry Waterproofing & Masonry Restoration, Inc.	Rehoboth	MCGUIRE, MADELEINE (610)
BRICKLAYER	THOMPSON WATERPROOFING, INC.	QUINCY	MCGUIRE, MADELEINE (610)
BRICKLAYER & CEMENT MASON (COMB.)	WCI CORPORATION	BOSTON	MATTUCHIO, HENRY (606)
CARPENTER	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
CARPENTER	ADVANCED METAL SYSTEMS CORP.	HOLLISTON	MCGUIRE, MADELEINE (610)
CARPENTER	B. C. CONSTRUCTION	N READING	MATTUCHIO, HENRY (606)
CARPENTER	COMMERCIAL CONSTRUCTION CORP.	MIDDLETON	MATTUCHIO, HENRY (606)
CARPENTER	CONTRACTORS NETWORK, INC.	E PROVIDENCE	BOSTON OFFICE (000)
CARPENTER	GIBSON'S ROOFS, INC.	HANOVER	MCGUIRE, MADELEINE (610)
CARPENTER	HOMER CONTRACTING, INC.	ARLINGTON	MATTUCHIO, HENRY (606)
CARPENTER	J. J. CARDOSI, INC.	E PROVIDENCE	BOSTON OFFICE (000)
CARPENTER	KRONENBERGER & SONS RESTORATION, INC.	MIDDLETOWN	BOSTON OFFICE (000)
CARPENTER	L & L CONTRACTING, INC.	BRAINTREE	MCGUIRE, MADELEINE (610)
CARPENTER	LOCKHEED WINDOW CORP.	PASCOAG	BOSTON OFFICE (000)
CARPENTER	METHUEN CONSTRUCTION CO.	SALEM	BOSTON OFFICE (000)
CARPENTER	New England Carpenters Training Fund	Millbury	MATTUCHIO, HENRY (606)
CARPENTER	NEW ENGLAND SCHOOL SERVICES, INC.	MEDFORD	MATTUCHIO, HENRY (606)
CARPENTER	PAUL J. ROGAN CO. INC.	BRAINTREE	MCGUIRE, MADELEINE (610)
CARPENTER	R. A. C. BUILDERS, INC.	AGAWAM	MOONEY, FRANK (605)
CARPENTER	TOWER CONSTRUCTION CORP.	Warwick	BOSTON OFFICE (000)
CARPENTER	WATERLINE INDUSTRIES CORP.	SEABROOK	BOSTON OFFICE (000)
CARPENTER	WCI CORPORATION	BOSTON	MATTUCHIO, HENRY (606)
CEMENT MASON	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
CEMENT MASON	BOSTON PLASTERERS & CEMENT MASONS #534	DORCHESTER	MATTUCHIO, HENRY (606)
CEMENT MASON	Bricklayers & Allied Craftsmen Local 3	Charlestown	MATTUCHIO, HENRY (606)
Construction Craft Laborer	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
Construction Craft Laborer	AQUALINE UTILITY, INC.	E BRIDGEWATER	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	ARGUS CONSTRUCTION	BEDFORD	MATTUCHIO, HENRY (606)
Construction Craft Laborer	B. C. CONSTRUCTION	N READING	MATTUCHIO, HENRY (606)
Construction Craft Laborer	COLANTONIO, INC.	HOLLISTON	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	COMMERCIAL CONSTRUCTION CORP.	MIDDLETON	MATTUCHIO, HENRY (606)
Construction Craft Laborer	E. H. PERKINS CONSTRUCTION, INC.	HUDSON	MATTUCHIO, HENRY (606)
Construction Craft Laborer	ENTERPRISE EQUIPMENT CO., INC.	WEYMOUTH	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	FLEMING BROS., INC.	QUINCY	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	GIBSON'S ROOFS, INC.	HANOVER	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	GREEN MOUNTAIN PIPELINE SERVICES, INC.	ROYALTON	BOSTON OFFICE (000)
Construction Craft Laborer	L & L CONTRACTING, INC.	BRAINTREE	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	MA & Northern N.E. Laborers' J.A.T.C.	Hopkinton	MATTUCHIO, HENRY (606)
Construction Craft Laborer	MARIO SUSI & SONS, INC.	DORCHESTER	MATTUCHIO, HENRY (606)
Construction Craft Laborer	MAS BUILDING & BRIDGE, INC.	Norfolk	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	METHUEN CONSTRUCTION CO.	SALEM	BOSTON OFFICE (000)
Construction Craft Laborer	METRO EQUIPMENT CORP.	BRAINTREE	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	PAUL J. ROGAN CO. INC.	BRAINTREE	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	RJV CONSTRUCTION CORPORATION	CANTON	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	THOMPSON WATERPROOFING, INC.	QUINCY	MCGUIRE, MADELEINE (610)
Construction Craft Laborer	TOWER CONSTRUCTION CORP.	Warwick	BOSTON OFFICE (000)
Construction Craft Laborer	UMBRO & SONS CONSTRUCTION CORP.	ROXBURY	MATTUCHIO, HENRY (606)
Construction Craft Laborer	WATERLINE INDUSTRIES CORP.	SEABROOK	BOSTON OFFICE (000)
Construction Craft Laborer	WCI CORPORATION	BOSTON	MATTUCHIO, HENRY (606)
ELECTRICIAN	A/Z Corp.	Westborough	MATTUCHIO, HENRY (606)
ELECTRICIAN	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
ELECTRICIAN	ALL-TECH ELECTRIC, INC.	MALDEN	MATTUCHIO, HENRY (606)
ELECTRICIAN	Always Electric, LLC	Haverhill	MATTUCHIO, HENRY (606)

Trade	Sponsor	Town	Field Rep
ELECTRICIAN	AMERICAN ELECTRICAL CONSTRUCTION, INC.	Plymouth	MCGUIRE, MADELEINE (610)
ELECTRICIAN	AMP ELECTRICAL INC.	W SPRINGFIELD	MOONEY, FRANK (605)
ELECTRICIAN	Annese Electrical Services Inc.	Weymouth	MCGUIRE, MADELEINE (610)
ELECTRICIAN	AVCO ELECTRIC, INC.	MALDEN	MATTUCHIO, HENRY (606)
ELECTRICIAN	Baraby Corporation	Fall River	MCGUIRE, MADELEINE (610)
ELECTRICIAN	BARROWS ELECTRIC, INC.	AUBURN	MOONEY, FRANK (605)
ELECTRICIAN	BAY STATE WIRING COMPANY, INC.	BILLERICA	MATTUCHIO, HENRY (606)
ELECTRICIAN	Beaupre Electric, Inc.	Assonet	MCGUIRE, MADELEINE (610)
ELECTRICIAN	BEC Services Limited	Uxbridge	MOONEY, FRANK (605)
ELECTRICIAN	BL MECHANICAL, INC.	Uxbridge	MOONEY, FRANK (605)
ELECTRICIAN	BLUE HILLS ELECTRICAL CORPORATION	WESTWOOD	MCGUIRE, MADELEINE (610)
ELECTRICIAN	BOSTON ELECTRIC & TELEPHONE CORP.	DORCHESTER	MATTUCHIO, HENRY (606)
ELECTRICIAN	BOSTON ELECTRICIANS LOCAL #103	DORCHESTER	MATTUCHIO, HENRY (606)
ELECTRICIAN	BRATTAN INDUSTRIES, INC.	LITTLETON	MATTUCHIO, HENRY (606)
ELECTRICIAN	BRITE-LITE ELECTRIC CO., INC.	WEYMOUTH	MCGUIRE, MADELEINE (610)
ELECTRICIAN	Brockton Electricians Local 223	Taunton	MCGUIRE, MADELEINE (610)
ELECTRICIAN	BURNELL CONTROLS, INC.	DANVERS	MATTUCHIO, HENRY (606)
ELECTRICIAN	C.A. Senecal Electrical Services, Inc.	Worcester	MOONEY, FRANK (605)
ELECTRICIAN	C.G. ELECTRIC, INC.	TEWKSBURY	MATTUCHIO, HENRY (606)
ELECTRICIAN	CARLTON ELECTRICAL CONSTRUCTION CORP.	MARBLEHEAD	MATTUCHIO, HENRY (606)
ELECTRICIAN	CHENEVERT ELECTRIC, INC.	LUDLOW	MOONEY, FRANK (605)
ELECTRICIAN	COLANTUNO ELECTRICAL COMPANY, INC.	Wakefield	MATTUCHIO, HENRY (606)
ELECTRICIAN	Comalli Group, Inc.	Pittsfield	MOONEY, FRANK (605)
ELECTRICIAN	Commonwealth Electrical Technologies, Inc.	Worcester	MOONEY, FRANK (605)
ELECTRICIAN	CORA ELECTRICAL SERVICES	E BOSTON	MATTUCHIO, HENRY (606)
ELECTRICIAN	CROWE & SONS ELECTRICAL CORP.	LOWELL	MATTUCHIO, HENRY (606)
ELECTRICIAN	D. M. H. ELECTRIC, INC.	STERLING	MATTUCHIO, HENRY (606)
ELECTRICIAN	DAVID R. NORTHUP ELECTRICAL CONTR, INC.	AGAWAM	MOONEY, FRANK (605)
ELECTRICIAN	DI-ROCK ELECTRIC	CLINTON	MATTUCHIO, HENRY (606)
ELECTRICIAN	E.W. MARTIN ELECTRICAL CONTRACTORS, INC.	GREENFIELD	MOONEY, FRANK (605)
ELECTRICIAN	Easthampton Electrical Service	Easthampton	MATTUCHIO, HENRY (606)
ELECTRICIAN	EGAN ELECTRIC CORP.	HOPKINTON	MATTUCHIO, HENRY (606)
ELECTRICIAN	Electric Solutions Contracting, LLC	Hampton	BOSTON OFFICE (000)
ELECTRICIAN	ELECTRICAL CONTRACTORS, INC	HARTFORD	BOSTON OFFICE (000)
ELECTRICIAN	ELM ELECTRICAL, INC.	WESTFIELD	MOONEY, FRANK (605)
ELECTRICIAN	ENERGY ELECTRIC CO., INC.	WOONSOCKET	BOSTON OFFICE (000)
ELECTRICIAN	EWING ELECTRICAL CO., INC.	DEERFIELD	BOSTON OFFICE (000)
ELECTRICIAN	FLORENCE ELECTRIC, LLC	Canton	MCGUIRE, MADELEINE (610)
ELECTRICIAN	FMC TECHNOLOGIES, INC.	Chelmsford	MATTUCHIO, HENRY (606)
ELECTRICIAN	G & B ELECTRICAL SERVICES, INC.	AMESBURY	MATTUCHIO, HENRY (606)
ELECTRICIAN	G & O, INC.	DORCHESTER	MATTUCHIO, HENRY (606)
ELECTRICIAN	G. H. ELECTRICAL SERVICES CO INC.	ATTLEBORO	MCGUIRE, MADELEINE (610)
ELECTRICIAN	GABLE ELECTRIC, INC.	PITTSFIELD	MOONEY, FRANK (605)
ELECTRICIAN	Gemini Electric, Inc.	Auburn	BOSTON OFFICE (000)
ELECTRICIAN	GFS Electric, Inc.	Marlborough	MATTUCHIO, HENRY (606)
ELECTRICIAN	Gillette Company	South Boston	MATTUCHIO, HENRY (606)
ELECTRICIAN	Glynn Electric, Inc.	Plymouth	MCGUIRE, MADELEINE (610)
ELECTRICIAN	GOODLESS ELECTRIC CO., INC.	WEST SPRINGFIELD	MOONEY, FRANK (605)
ELECTRICIAN	GRACE ELECTRIC, INC.	JAFFREY	BOSTON OFFICE (000)
ELECTRICIAN	GREEN ENERGY SOLUTIONS, INC.	W SPRINGFIELD	BOSTON OFFICE (000)
ELECTRICIAN	GREGOIRE ELECTRICAL CO. INC.	SPENCER	MOONEY, FRANK (605)
ELECTRICIAN	Guardian Energy	Marlborough	MATTUCHIO, HENRY (606)
ELECTRICIAN	Hannon Electric, Inc.	S Easton	MCGUIRE, MADELEINE (610)
ELECTRICIAN	HOWSE CORPORATION	N READING	MATTUCHIO, HENRY (606)
ELECTRICIAN	I. N. O. ELECTRICAL SERVICE	ASSONET	MCGUIRE, MADELEINE (610)
ELECTRICIAN	ICON WEST CORPORATION	SPRINGFIELD	MOONEY, FRANK (605)
ELECTRICIAN	ISLAND LIGHTING & POWER SYSTEMS, INC.	NORFOLK	MCGUIRE, MADELEINE (610)
ELECTRICIAN	J & R Energy Services, Inc.	Plymouth	MCGUIRE, MADELEINE (610)
ELECTRICIAN	J Lee Associates dba J Lee Electrical Services	MARLBOROUGH	MATTUCHIO, HENRY (606)
ELECTRICIAN	JACK SANBORN & SON, INC.	AMESBURY	MATTUCHIO, HENRY (606)
ELECTRICIAN	Jacqueline Electric & Contracting, Inc.	N Attleboro	MCGUIRE, MADELEINE (610)
ELECTRICIAN	JC LENTINE ELECTRIC SERVICE, INC.	HYDE PARK	MATTUCHIO, HENRY (606)
ELECTRICIAN	JUPITER ELECTRIC INC.	SALISBURY	MATTUCHIO, HENRY (606)
ELECTRICIAN	Kenneth R. Jean, Inc.	Ashburnham	MATTUCHIO, HENRY (606)
ELECTRICIAN	L.U. 490 - IBEW JATC	CONCORD	BOSTON OFFICE (000)

Trade	Sponsor	Town	Field Rep
ELECTRICIAN	LAFLEUR ELECTRICAL CONTRACTOR	AUBURN	MOONEY, FRANK (605)
ELECTRICIAN	Lavertue Electric, Inc.	Ludlow	MOONEY, FRANK (605)
ELECTRICIAN	LeVANGIE ELECTRIC CO., INC.	Hanover	MCGUIRE, MADELEINE (610)
ELECTRICIAN	LIGHTING RETROFIT SERVICES, INC.	WILMINGTON	MATTUCHIO, HENRY (606)
ELECTRICIAN	M C L MECHANICAL SERVICES, INC.	W SPRINGFIELD	MOONEY, FRANK (605)
ELECTRICIAN	Marc's Electric Co., Inc.	Southwick	MATTUCHIO, HENRY (606)
ELECTRICIAN	MARNEY ELECTRICAL SERVICES, INC.	FLORENCE	MOONEY, FRANK (605)
ELECTRICIAN	MELLO ELECTRIC CO., INC.	FALL RIVER	MCGUIRE, MADELEINE (610)
ELECTRICIAN	Mercier Electric Co., Inc.	Auburn	MOONEY, FRANK (605)
ELECTRICIAN	M-V ELECTRICAL CONTRACTORS, INC.	ACUSHNET	MCGUIRE, MADELEINE (610)
ELECTRICIAN	NBE ELECTRICAL CONTRACTORS, INC.	PALMER	MOONEY, FRANK (605)
ELECTRICIAN	NEW ENGLAND ELECTRICAL SYSTEMS, INC.	FOXBORO	MCGUIRE, MADELEINE (610)
ELECTRICIAN	New England Safety Systems, Inc.	E Taunton	MCGUIRE, MADELEINE (610)
ELECTRICIAN	NORTHEAST ELECTRICAL SERVICES	BELLINGHAM	MCGUIRE, MADELEINE (610)
ELECTRICIAN	NRG Electrical, Inc.	Harrisville	BOSTON OFFICE (000)
ELECTRICIAN	O. H. BURG CORP.	STOUGHTON	MCGUIRE, MADELEINE (610)
ELECTRICIAN	ORCHARD ELECTRIC, INC.	FLORENCE	MOONEY, FRANK (605)
ELECTRICIAN	PAQUETTE ELECTRIC CO., INC.	POMFRET CENTER	BOSTON OFFICE (000)
ELECTRICIAN	PARR ELECTRIC, INC.	DANVERS	MATTUCHIO, HENRY (606)
ELECTRICIAN	PIQUETTE & HOWARD ELECTRIC SERVICE, INC.	PLAISTOW	BOSTON OFFICE (000)
ELECTRICIAN	PMM Electric, Inc.	Sagamore	MCGUIRE, MADELEINE (610)
ELECTRICIAN	Professional Electrical Contractors of CT, Inc.	Norwood	MCGUIRE, MADELEINE (610)
ELECTRICIAN	PRS Electric	Dighton	MCGUIRE, MADELEINE (610)
ELECTRICIAN	Ram Electrical Consulting & Contracting Corp.	Stoneham	MATTUCHIO, HENRY (606)
ELECTRICIAN	Raposo Electric, Inc.	New Bedford	MCGUIRE, MADELEINE (610)
ELECTRICIAN	RAY CROTEAU ELECTRIC	PALMER	MOONEY, FRANK (605)
ELECTRICIAN	Raymond D. Melanson Electric & Safety Corp.	Swansea	MCGUIRE, MADELEINE (610)
ELECTRICIAN	RELCO (Reilly Electrical Contractors, Inc.)	SOUTH EASTON	MCGUIRE, MADELEINE (610)
ELECTRICIAN	Renaud Electric & Communications, Inc.	Sutton	MOONEY, FRANK (605)
ELECTRICIAN	Royal Electric Co., Inc.	Woodsville	BOSTON OFFICE (000)
ELECTRICIAN	S & M ELECTRIC, INC.	TEWKSBURY	MATTUCHIO, HENRY (606)
ELECTRICIAN	S & T Electrical	Tyngsboro	MATTUCHIO, HENRY (606)
ELECTRICIAN	S. DONNELLY ELECTRIC, INC.	LAKEVILLE	MCGUIRE, MADELEINE (610)
ELECTRICIAN	SOMMER ELECTRIC CO., INC.	ADAMS	MOONEY, FRANK (605)
ELECTRICIAN	Souza & Branco Electric, Inc.	New Bedford	MCGUIRE, MADELEINE (610)
ELECTRICIAN	Springfield Area Electricians L.U. 7 JATC	Springfield	MOONEY, FRANK (605)
ELECTRICIAN	STATTI ELECTRIC, LLC	PALMER	MOONEY, FRANK (605)
ELECTRICIAN	STILIAN ELECTRIC, INC.	GEORGETOWN	MATTUCHIO, HENRY (606)
ELECTRICIAN	Synergy Electrical Systems	Plainville	BOSTON OFFICE (000)
ELECTRICIAN	Taormina Electrical Inc. dba Roy Spittle Assoc.	GLOUCESTER	MATTUCHIO, HENRY (606)
ELECTRICIAN	TC CONTROLS & SERVICES, INC.	WORCESTER	MOONEY, FRANK (605)
ELECTRICIAN	Three Phase Electric	Acton	MATTUCHIO, HENRY (606)
ELECTRICIAN	TMB ELECTRIC CORP.	SALEM	BOSTON OFFICE (000)
ELECTRICIAN	VIKING CONTROLS, INC.	NASHUA	BOSTON OFFICE (000)
ELECTRICIAN	W.F. JOHNSON & SON ELECTRICAL CO., INC.	Agawam	MOONEY, FRANK (605)
ELECTRICIAN	W.S. ANDERSON, INC.	BROCKTON	MCGUIRE, MADELEINE (610)
ELECTRICIAN	WATERLINE INDUSTRIES CORP.	SEABROOK	BOSTON OFFICE (000)
ELECTRICIAN	Wayne J. Griffin Electric, Inc.	Holliston	MCGUIRE, MADELEINE (610)
ELECTRICIAN	WOODARD ELECTRIC	FEEDING HILLS	MOONEY, FRANK (605)
ELECTRICIAN	Worcester Electricians J.A.T.P.	Worcester	MOONEY, FRANK (605)
ELECTRICIAN	YOUNG ELECTRICAL SERVICES, INC.	TAUNTON	MCGUIRE, MADELEINE (610)
ELEVATOR CONSTRUCTOR	ELEVATOR CONSTRUCTORS LOCAL 41	W SPRINGFIELD	MOONEY, FRANK (605)
ELEVATOR CONSTRUCTOR	ELEVATOR CONSTRUCTORS LU #4 JATC	DORCHESTER	MATTUCHIO, HENRY (606)
ELEVATOR CONSTRUCTOR	GARAVENTA USA, INC.	WOBURN	MATTUCHIO, HENRY (606)
ELEVATOR CONSTRUCTOR	Interstate Elevator Corp.	Woburn	MATTUCHIO, HENRY (606)
ELEVATOR CONSTRUCTOR	Keystone Elevator Service & Modernization, LLC	Weymouth	MCGUIRE, MADELEINE (610)
ELEVATOR CONSTRUCTOR	Nationwide Lifts of Mass, Inc.	Wilmington	MATTUCHIO, HENRY (606)
ELEVATOR CONSTRUCTOR	Trahan Elevator Co., Inc.	Chelmsford	MATTUCHIO, HENRY (606)
FLOOR COVERER	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
FLOOR COVERER	New England Carpenters Training Fund - Boston	DORCHESTER	MATTUCHIO, HENRY (606)
FLOOR COVERER	WEST FLOOR COVERING, INC.	PEMBROKE	MCGUIRE, MADELEINE (610)
Glazier	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
Glazier	F.T.I.S.N.E. Painters DC #11	BERLIN	BOSTON OFFICE (000)
Glazier	Finishing Trades Institute of New England	Rosindale	MATTUCHIO, HENRY (606)
Glazier	Kapiloff's Glass, Inc.	Adams	MOONEY, FRANK (605)

Trade	Sponsor	Town	Field Rep
HEAT & FROST INSULATOR	Heat & Frost Insulators Union	Dorchester	MATTUCHIO, HENRY (606)
HEAT & FROST INSULATOR	INDUSTRIAL MECHANICAL INSULATION	SOUTHAMPTON	MOONEY, FRANK (605)
HEAT & FROST INSULATOR	MOBILE INSULATION CO., INC.	WALTHAM	MATTUCHIO, HENRY (606)
Iron Worker	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
Iron Worker	AVID IRONWORKS, INC.	SPRINGFIELD	MOONEY, FRANK (605)
Iron Worker	Iron Workers Local 7 JATC	S Boston	MATTUCHIO, HENRY (606)
Iron Worker	IRONWORKERS LOCAL 37 JAC	E PROVIDENCE	BOSTON OFFICE (000)
Iron Worker	LARKIN IRON WORKS, INC.	HYDE PARK	MATTUCHIO, HENRY (606)
Iron Worker	MAS BUILDING & BRIDGE, INC.	Norfolk	MCGUIRE, MADELEINE (610)
Iron Worker	METHUEN CONSTRUCTION CO.	SALEM	BOSTON OFFICE (000)
Iron Worker	SMJ METALS CO., INC. DBA RALPH'S BLACKSMITH	NORTHAMPTON	MOONEY, FRANK (605)
Iron Worker	UNITED STEEL, INC.	E HARTFORD	BOSTON OFFICE (000)
Iron Worker	V & G IRONWORKS, INC.	TEWKSBURY	MATTUCHIO, HENRY (606)
MILLWRIGHT	Eastern Millwright Regional Council ATF	ALLSTON	MATTUCHIO, HENRY (606)
MILLWRIGHT	METHUEN CONSTRUCTION CO.	SALEM	BOSTON OFFICE (000)
MILLWRIGHT	WATERLINE INDUSTRIES CORP.	SEABROOK	BOSTON OFFICE (000)
PAINTER	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
PAINTER	COLOR CONCEPTS, INC.	LINCOLN	BOSTON OFFICE (000)
PAINTER	DANDIS CONTRACTING, INC.	CANTON	MCGUIRE, MADELEINE (610)
PAINTER	F.T.I.S.N.E. Painters DC #11	BERLIN	BOSTON OFFICE (000)
PAINTER	Finishing Trades Institute of New England	Roslindale	MATTUCHIO, HENRY (606)
PAINTER	HOMER CONTRACTING, INC.	ARLINGTON	MATTUCHIO, HENRY (606)
PAINTER	KING PAINTING, INC	N ANDOVER	MATTUCHIO, HENRY (606)
PAINTER	NEW GENERATION PAINTING CO., INC.	PEABODY	MATTUCHIO, HENRY (606)
PILE DRIVER	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
PILE DRIVER	New England Carpenters Training Fund - Boston	DORCHESTER	MATTUCHIO, HENRY (606)
PIPEFITTER	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
PIPEFITTER	Adams Plumbing & Heating, Inc.	Adams	MOONEY, FRANK (605)
PIPEFITTER	ALL STATE CONSTRUCTION, INC.	FARMINGTON	BOSTON OFFICE (000)
PIPEFITTER	Atlantic Power Services, Inc.	Seekonk	MCGUIRE, MADELEINE (610)
PIPEFITTER	B & B MECHANICAL SERVICES, INC.	BILLERICA	MATTUCHIO, HENRY (606)
PIPEFITTER	BL MECHANICAL, INC.	Uxbridge	MOONEY, FRANK (605)
PIPEFITTER	Boiler Equipment, Inc.	Stoughton	MCGUIRE, MADELEINE (610)
PIPEFITTER	BOULANGER'S PLUMBING & HEATING, INC.	EASTHAMPTON	MOONEY, FRANK (605)
PIPEFITTER	CAM HVAC & CONSTRUCTION, INC.	SMITHFIELD	BOSTON OFFICE (000)
PIPEFITTER	DANIEL R. CULLEN JR. HVAC INC.	Malden	MATTUCHIO, HENRY (606)
PIPEFITTER	DECCO, INC.	BROOKLINE	BOSTON OFFICE (000)
PIPEFITTER	E. AMANTI & SONS, INC.	SALEM	MATTUCHIO, HENRY (606)
PIPEFITTER	Enoch C Shaw Co., Inc.	Watertown	MATTUCHIO, HENRY (606)
PIPEFITTER	ENTERPRISE EQUIPMENT CO., INC.	WEYMOUTH	MCGUIRE, MADELEINE (610)
PIPEFITTER	ENVIRONMENTAL SYSTEMS, INC.	ATTLEBORO	MCGUIRE, MADELEINE (610)
PIPEFITTER	FRANK I. ROUNDS COMPANY, INC.	RANDOLPH	MCGUIRE, MADELEINE (610)
PIPEFITTER	GENERAL MECHANICAL CONTRACTORS, INC.	AUBURN	MOONEY, FRANK (605)
PIPEFITTER	GEORGE T. WILKINSON, INC.	ROCKLAND	MCGUIRE, MADELEINE (610)
PIPEFITTER	HAROLD BROTHERS MECHANICAL CONTRACTORS, INC.	Weymouth	MCGUIRE, MADELEINE (610)
PIPEFITTER	INDUSTRIAL BURNER SYSTEMS, INC.	QUINCY	MCGUIRE, MADELEINE (610)
PIPEFITTER	INDUSTRIAL PIPING & WELDING CO., INC	WOBURN	MATTUCHIO, HENRY (606)
PIPEFITTER	Lake Industries, Inc.	Stoneham	MATTUCHIO, HENRY (606)
PIPEFITTER	M. J. MORAN, INC.	HAYDENVILLE	MOONEY, FRANK (605)
PIPEFITTER	METHUEN CONSTRUCTION CO.	SALEM	BOSTON OFFICE (000)
PIPEFITTER	NOTCH MECHANICAL CONSTRUCTORS	CHICOPEE	MOONEY, FRANK (605)
PIPEFITTER	P. H. MECHANICAL CORPORATION	Dorchester	MATTUCHIO, HENRY (606)
PIPEFITTER	PIPEFITTERS LOCAL 537	DORCHESTER	MATTUCHIO, HENRY (606)
PIPEFITTER	PLUMBERS & PIPEFITTERS L.U. No.51 JAC	E PROVIDENCE	BOSTON OFFICE (000)
PIPEFITTER	SPRINGFIELD PLBRS & PIPEFITTERS L.U. #104 JATC	CHICOPEE	MOONEY, FRANK (605)
PIPEFITTER	The Townsend Group, Inc.	Wilmington	MATTUCHIO, HENRY (606)
PIPEFITTER	Veolia Energy	S Boston	MATTUCHIO, HENRY (606)
PIPEFITTER	VETERANS DEVELOPMENT CORP., INC.	Braintree	MCGUIRE, MADELEINE (610)
PIPEFITTER	WORCESTER PLUMBERS & PIPEFITTERS LOCAL #4	WEST BOYLSTON	MOONEY, FRANK (605)
PLASTERER	BOSTON PLASTERERS & CEMENT MASONS #534	DORCHESTER	MATTUCHIO, HENRY (606)
PLASTERER	L & L CONTRACTING, INC.	BRAINTREE	MCGUIRE, MADELEINE (610)

Trade	Sponsor	Town	Field Rep
PLUMBER	A. DeAngelis Plumbing & Heating Inc.	Saugus	MATTUCHIO, HENRY (606)
PLUMBER	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
PLUMBER	Adams Plumbing & Heating, Inc.	Adams	MOONEY, FRANK (605)
PLUMBER	ARAUJO BROTHERS PLUMBING & HEATING, INC.	ACUSHNET	MCGUIRE, MADELEINE (610)
PLUMBER	BL MECHANICAL, INC.	Uxbridge	MOONEY, FRANK (605)
PLUMBER	Boston Plumbers Local #12	Dorchester	MATTUCHIO, HENRY (606)
PLUMBER	BOULANGER'S PLUMBING & HEATING, INC.	EASTHAMPTON	MOONEY, FRANK (605)
PLUMBER	CASWELL MECHANICAL	NEWBURYPORT	MATTUCHIO, HENRY (606)
PLUMBER	Compass Plumbing & Heating, Inc.	W Bridgewater	MCGUIRE, MADELEINE (610)
PLUMBER	DAVID R. NORTHUP ELECTRICAL CONTR, INC.	AGAWAM	MOONEY, FRANK (605)
PLUMBER	DOBBERT HEATING & AIR CONDITIONING, INC.	N ADAMS	MOONEY, FRANK (605)
PLUMBER	E. AMANTI & SONS, INC.	SALEM	MATTUCHIO, HENRY (606)
PLUMBER	East Coast Plumbing, LLC	N Falmouth	MCGUIRE, MADELEINE (610)
PLUMBER	EBACHER PLUMBING & HEATING	AMESBURY	MATTUCHIO, HENRY (606)
PLUMBER	ENTERPRISE EQUIPMENT CO., INC.	WEYMOUTH	MCGUIRE, MADELEINE (610)
PLUMBER	GEM PLUMBING & HEATING CO., INC.	LINCOLN	BOSTON OFFICE (000)
PLUMBER	GEORGE T. WILKINSON, INC.	ROCKLAND	MCGUIRE, MADELEINE (610)
PLUMBER	GRASSESCHI PLBG. & HTG. & SPKL. CONTR. INC.	WORCESTER	MOONEY, FRANK (605)
PLUMBER	HAROLD BROTHERS MECHANICAL CONTRACTORS, INC.	Weymouth	MCGUIRE, MADELEINE (610)
PLUMBER	J. M. MECHANICAL SERVICES, INC.	E BOSTON	MATTUCHIO, HENRY (606)
PLUMBER	Lake Industries, Inc.	Stoneham	MATTUCHIO, HENRY (606)
PLUMBER	LAPAN MECHANICAL CONTRACTORS, INC.	WORCESTER	MOONEY, FRANK (605)
PLUMBER	Lowe Plumbing & Heating, Inc.	Dorchester	MATTUCHIO, HENRY (606)
PLUMBER	MPC Services	Sutton	MATTUCHIO, HENRY (606)
PLUMBER	PLUMBERS & PIPEFITTERS L.U. No.51 JAC	E PROVIDENCE	BOSTON OFFICE (000)
PLUMBER	R.C. Enterprise, Inc.	Wakefield	MATTUCHIO, HENRY (606)
PLUMBER	RIVERDALE PLUMBING & HEATING, INC	WALPOLE	MCGUIRE, MADELEINE (610)
PLUMBER	ROBERT W. IRVINE & SONS, INC.	LYNN	MATTUCHIO, HENRY (606)
PLUMBER	SPRINGFIELD PLBRS & PIPEFITTERS L.U. #104 JATC	CHICOPEE	MOONEY, FRANK (605)
PLUMBER	VETERANS DEVELOPMENT CORP., INC.	Braintree	MCGUIRE, MADELEINE (610)
PLUMBER	WATERLINE INDUSTRIES CORP.	SEABROOK	BOSTON OFFICE (000)
PLUMBER	WORCESTER PLUMBERS & PIPEFITTERS LOCAL #4	WEST BOYLSTON	MOONEY, FRANK (605)
PLUMBER	Youngblood Co., Inc.	Atkinson	BOSTON OFFICE (000)
REFRIGERATION / AC MECHANIC	A/Z Corp.	Westborough	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	Able Engineering	Boston	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	Air Masters HVAC Services of New England, Inc.	Fall River	MCGUIRE, MADELEINE (610)
REFRIGERATION / AC MECHANIC	B & B MECHANICAL SERVICES, INC.	BILLERICA	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	Belmont Engineering, Inc.	Belmont	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	CRS Refrigeration Specialists, Inc.	N Billerica	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	DANIEL R. CULLEN JR. HVAC INC.	Malden	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	DeMelo Plumbing, Heating & A.C., Inc.	Hudson	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	E. AMANTI & SONS, INC.	SALEM	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	East Air Mechanical, Inc.	Saugus	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	ENVIRONMENTAL SYSTEMS, INC.	ATTLEBORO	MCGUIRE, MADELEINE (610)
REFRIGERATION / AC MECHANIC	Fitchburg State University	Fitchburg	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	Lake Industries, Inc.	Stoneham	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	Lohrman HVAC, Inc.	Woburn	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	MPC Services	Sutton	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	NEW ENGLAND TRANSPORT REFRIGERATION, INC.	WOUBURN	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	NORTHEAST DISTRIBUTORS, INC.	WHITMAN	MCGUIRE, MADELEINE (610)
REFRIGERATION / AC MECHANIC	P. H. MECHANICAL CORPORATION	Dorchester	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	Phoenix Air Services, Inc.	Chelmsford	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	Royal Air Systems, Inc.	N Reading	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	SS SERVICE CORP	TAUNTON	MCGUIRE, MADELEINE (610)
REFRIGERATION / AC MECHANIC	Unique Indoor Comfort	Woburn	MATTUCHIO, HENRY (606)
REFRIGERATION / AC MECHANIC	Western New England University	Springfield	MATTUCHIO, HENRY (606)
REFRIGERATION / AIR COND. MECHANIC	DAVID R. NORTHUP ELECTRICAL CONTR, INC.	AGAWAM	MOONEY, FRANK (605)
REFRIGERATION / AIR COND. MECHANIC	PIPEFITTERS LOCAL 537	DORCHESTER	MATTUCHIO, HENRY (606)

Trade	Sponsor	Town	Field Rep
REFRIGERATION / AIR COND. MECHANIC	PLUMBERS & PIPEFITTERS L.U. No.51 JAC	E PROVIDENCE	BOSTON OFFICE (000)
REFRIGERATION / AIR COND. MECHANIC	SPRINGFIELD PLBRS & PIPEFITTERS L.U. #104 JATC	CHICOPEE	MOONEY, FRANK (605)
REFRIGERATION / AIR COND. MECHANIC	WORCESTER PLUMBERS & PIPEFITTERS LOCAL #4	WEST BOYLSTON	MOONEY, FRANK (605)
REFRIGERATION / AIR CONDITION MECHANIC	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
REFRIGERATION / AIR CONDITION MECHANIC	BIG Y FOODS, INC.	SPRINGFIELD	MOONEY, FRANK (605)
REFRIGERATION / AIR CONDITION MECHANIC	BUILDING TECHNOLOGY ENGINEERS / EMCOR	STONEHAM	MATTUCHIO, HENRY (606)
REFRIGERATION / AIR CONDITION MECHANIC	Callahan Air Conditioning & Heating Services	N ANDOVER	MATTUCHIO, HENRY (606)
REFRIGERATION / AIR CONDITION MECHANIC	M C L MECHANICAL SERVICES, INC.	W SPRINGFIELD	MOONEY, FRANK (605)
REFRIGERATION / AIR CONDITION MECHANIC	RENAUD HVAC & CONTROLS, INC	SUTTON	MOONEY, FRANK (605)
ROOFER	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
ROOFER	BOSTON ROOFERS LOCAL #33	STOUGHTON	MCGUIRE, MADELEINE (610)
ROOFER	GIBSON'S ROOFS, INC.	HANOVER	MCGUIRE, MADELEINE (610)
ROOFER	INDEPENDENT ROOFING CO INC.	WESTFIELD	MOONEY, FRANK (605)
ROOFER	J. D. RIVET & CO., INC.	SPRINGFIELD	MOONEY, FRANK (605)
ROOFER	Roofers, Slaters & Waterproofers Local 248 JATC	Chicopee	MOONEY, FRANK (605)
Sheet Metal Worker	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
Sheet Metal Worker	Adams Plumbing & Heating, Inc.	Adams	MOONEY, FRANK (605)
Sheet Metal Worker	AIR CLEANING SPECIALISTS OF N.E. LLC	HANOVER	MCGUIRE, MADELEINE (610)
Sheet Metal Worker	American Sheet Metal LLC	Topsfield	MATTUCHIO, HENRY (606)
Sheet Metal Worker	B & B MECHANICAL SERVICES, INC.	BILLERICA	MATTUCHIO, HENRY (606)
Sheet Metal Worker	BOULANGER'S PLUMBING & HEATING, INC.	EASTHAMPTON	MOONEY, FRANK (605)
Sheet Metal Worker	CAM HVAC & CONSTRUCTION, INC.	SMITHFIELD	BOSTON OFFICE (000)
Sheet Metal Worker	Division 15 HVAC, Inc.	Pembroke	MCGUIRE, MADELEINE (610)
Sheet Metal Worker	DUCTCO, LLC	BLOOMFIELD	BOSTON OFFICE (000)
Sheet Metal Worker	E. AMANTI & SONS, INC.	SALEM	MATTUCHIO, HENRY (606)
Sheet Metal Worker	ENVIRONMENTAL SYSTEMS, INC.	ATTLEBORO	MCGUIRE, MADELEINE (610)
Sheet Metal Worker	G & H HEATING AND COOLING	FREETOWN	MCGUIRE, MADELEINE (610)
Sheet Metal Worker	GENERAL MECHANICAL CONTRACTORS, INC.	AUBURN	MOONEY, FRANK (605)
Sheet Metal Worker	GIBSON'S ROOFS, INC.	HANOVER	MCGUIRE, MADELEINE (610)
Sheet Metal Worker	Gray Boys	Bedford	MATTUCHIO, HENRY (606)
Sheet Metal Worker	HANLON SHEET METAL CONTRACTORS, INC.	WEST MEDFORD	MATTUCHIO, HENRY (606)
Sheet Metal Worker	Lake Industries, Inc.	Stoneham	MATTUCHIO, HENRY (606)
Sheet Metal Worker	Larkin Hathaway, Inc.	Bridgewater	MCGUIRE, MADELEINE (610)
Sheet Metal Worker	Mancini Sheet Metal, Inc.	Billerica	MATTUCHIO, HENRY (606)
Sheet Metal Worker	NORTHEASTERN SHEET METAL CO., INC.	Enfield	BOSTON OFFICE (000)
Sheet Metal Worker	SHEET METAL WORKERS JAC OF CENT/W. MASS. & VT	SPRINGFIELD	MOONEY, FRANK (605)
Sheet Metal Worker	SHEET METAL WORKERS LOCAL #17	DORCHESTER	MATTUCHIO, HENRY (606)
Sheet Metal Worker	Sigma Mechanical Services, LLC	Marshfield	MCGUIRE, MADELEINE (610)
Sheet Metal Worker	SS SERVICE CORP	TAUNTON	MCGUIRE, MADELEINE (610)
Sprinklerfitter	A & E Fire Protection, Inc.	Canton	MCGUIRE, MADELEINE (610)
Sprinklerfitter	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
Sprinklerfitter	Absolute Fire Protection, Inc.	W Springfield	MOONEY, FRANK (605)
Sprinklerfitter	Cogswell Sprinkler Co., Inc.	Worcester	MOONEY, FRANK (605)
Sprinklerfitter	Covenant Fire Protection	Manchester	BOSTON OFFICE (000)
Sprinklerfitter	DOBBERT HEATING & AIR CONDITIONING, INC.	N ADAMS	MOONEY, FRANK (605)
Sprinklerfitter	E. AMANTI & SONS, INC.	SALEM	MATTUCHIO, HENRY (606)
Sprinklerfitter	EBACHER PLUMBING & HEATING	AMESBURY	MATTUCHIO, HENRY (606)
Sprinklerfitter	ELLIS FIRE SUPPRESSION, INC.	WOBURN	MATTUCHIO, HENRY (606)
Sprinklerfitter	ENCORE HOLDINGS, LLC	Brighton	MATTUCHIO, HENRY (606)
Sprinklerfitter	GEM PLUMBING & HEATING CO., INC.	LINCOLN	BOSTON OFFICE (000)
Sprinklerfitter	Hampshire Fire Protection Co., Inc.	Londonderry	BOSTON OFFICE (000)
Sprinklerfitter	HAMPSHIRE FIRE PROTECTION, LLC	WESTFIELD	MOONEY, FRANK (605)
Sprinklerfitter	Legacy Fire Protection, Inc.	Ludlow	MOONEY, FRANK (605)
Sprinklerfitter	LYNCO FIRE PROTECTION	BURLINGTON	MATTUCHIO, HENRY (606)

Trade	Sponsor	Town	Field Rep
Sprinklerfitter	MARATHON FIRE PROTECTION, INC.	SEEKONK	MCGUIRE, MADELEINE (610)
Sprinklerfitter	METRO-SWIFT SPRINKLER CORP.	PEABODY	MATTUCHIO, HENRY (606)
Sprinklerfitter	Mount Holyoke College	S Hadley	MATTUCHIO, HENRY (606)
Sprinklerfitter	RUSTIC FIRE PROTECTION INC.	NORTON	MCGUIRE, MADELEINE (610)
Sprinklerfitter	SPRINKLER FITTERS LOCAL #550	W ROXBURY	MATTUCHIO, HENRY (606)
Sprinklerfitter	SPRINKLER FITTERS LOCAL #669	COLUMBIA	BOSTON OFFICE (000)
Sprinklerfitter	X-CEL FIRE PROTECTION INC.	SALEM	BOSTON OFFICE (000)
Sprinklerfitter	Yankee Sprinkler Co., Inc.	E Bridgewater	MCGUIRE, MADELEINE (610)
TAPER	Finishing Trades Institute of New England	Roslindale	MATTUCHIO, HENRY (606)
TELECOMMUNICATIONS TECHNICIAN	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
TELECOMMUNICATIONS TECHNICIAN	BOSTON ELECTRICIANS LOCAL #103	DORCHESTER	MATTUCHIO, HENRY (606)
TELECOMMUNICATIONS TECHNICIAN	Brockton Electricians Local 223	Taunton	MCGUIRE, MADELEINE (610)
TELECOMMUNICATIONS TECHNICIAN	ELECTRONIC SECURITY AND CONTROL SYSTEMS	BEDFORD	MATTUCHIO, HENRY (606)
TELECOMMUNICATIONS TECHNICIAN	Glynn Electric, Inc.	Plymouth	MCGUIRE, MADELEINE (610)
TELECOMMUNICATIONS TECHNICIAN	LeVANGIE ELECTRIC CO., INC.	Hanover	MCGUIRE, MADELEINE (610)
TELECOMMUNICATIONS TECHNICIAN	MASSACHUSETTS SYSTEMS CONTRACTORS ASSOC., INC.	SHARON	MCGUIRE, MADELEINE (610)
TELECOMMUNICATIONS TECHNICIAN	RGS Communications, Inc.	Palmer	MOONEY, FRANK (605)
TELECOMMUNICATIONS TECHNICIAN	SIGNET ELECTRONIC SYSTEMS, INC.	NORWELL	MCGUIRE, MADELEINE (610)
TELECOMMUNICATIONS TECHNICIAN	SONITROL / Alarm New England LLC	ROCKY HILL	BOSTON OFFICE (000)
TELECOMMUNICATIONS TECHNICIAN	Springfield Area Electricians L.U. 7 JATC	Springfield	MOONEY, FRANK (605)
TELECOMMUNICATIONS TECHNICIAN	Wayne J. Griffin Electric, Inc.	Holliston	MCGUIRE, MADELEINE (610)
TELECOMMUNICATIONS TECHNICIAN	Worcester Electricians J.A.T.P.	Worcester	MOONEY, FRANK (605)
TELEDATA LINE INSTALLER	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
UNIVERSAL EQUIPMENT OPERATOR	ABC / MAP	Woburn	MATTUCHIO, HENRY (606)
UNIVERSAL EQUIPMENT OPERATOR	COLANTONIO, INC.	HOLLISTON	MCGUIRE, MADELEINE (610)
UNIVERSAL EQUIPMENT OPERATOR	Hoisting & Portable Engineers JATC #98	E Longmeadow	MOONEY, FRANK (605)
UNIVERSAL EQUIPMENT OPERATOR	Hoisting & Portable Engineers Local 4	Canton	MCGUIRE, MADELEINE (610)
UNIVERSAL EQUIPMENT OPERATOR	METHUEN CONSTRUCTION CO.	SALEM	BOSTON OFFICE (000)
UNIVERSAL EQUIPMENT OPERATOR	RJV CONSTRUCTION CORPORATION	CANTON	MCGUIRE, MADELEINE (610)



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Related Instruction

Related Instruction

Instruction approved by the DAS and the program sponsor and taught by an approved instructor. Instructors must be competent in their trade or occupation. The instructional content is and remains reasonably consistent with the latest trade practices, improvements, and technical advances. A sponsor must review related technical instruction annually to insure that it is relevant and current. A minimum of 150 hours is required per year.

*** For licensed trades you can find the approved schooling through the [Department of Public Safety](#) and [Division of Professional Licensure](#) .**

West

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