

James
Crosbie
Myers
Gray
Blues
Beard
Henson
Feigel
Lawless
Martin

INTER-GOVERNMENTAL COMMITTEE

March 10, 2009
1:00 P.M.

A G E N D A

1. Construction Apprenticeship Program - James (1-23)
2. Oath for Commissions/Boards - Beard (24-36)
3. Grievance Procedures – James
4. Update on Committee Items (37)

“Inter-Governmental Committee, to which should be referred matters relating to wages and classification, personnel, government organization, employee relations, government buildings and property maintenance.”

Council Rules & Procedures, Section 2.102(2)

ORDINANCE NO. _____-2008

AN ORDINANCE CREATING SECTIONS 7-6 THROUGH 7-8, CODE OF ORDINANCES OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT, TO CREATE A PROGRAM WHEREBY QUALIFIED RESPONSIVE BIDDERS FOR CONSTRUCTION OR CONSTRUCTION RELATED CONTRACTS WITH THE URBAN COUNTY GOVERNMENT WHO PARTICIPATE IN AN APPROVED APPRENTICESHIP TRAINING PROGRAM WILL BE GIVEN A PREFERENCE IN THE FORM OF THREE PERCENT (3%) BID ADJUSTMENTS IN DETERMINING THE AWARD OF A CONTRACT.

WHEREAS, rapid advances in technology make the adequate training of the workforce in the construction industry of vital importance to the economy; and

WHEREAS, approved apprenticeship programs assist in creating a safe, productive and skilled workforce to advance the economy and the quality of life of the community.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 - That Section 7-6 of the Code of Ordinances, Lexington-Fayette Urban County Government, be and hereby is created to read as follows:

The following words, when used in sections 7-7 and 7-8, shall have the meanings ascribed to them in this section except where the context clearly indicates or requires a different meaning:

(1) **Apprentice:** A person at least 18 years of age who is a high school graduate or has a GED and has entered into an apprenticeship agreement with a qualified bidder.

(2) **Apprenticeship Agreement:** A voluntary written agreement entered into by an apprentice with a qualified bidder and registered and approved by the U.S. Department of Labor, Employment and Training Administration or the Kentucky Labor Cabinet. The agreement shall contain the terms and conditions of employment and training of the apprentice to enable the apprentice to learn the trade or craft of the qualified bidder.

(3) **Construction or Construction Related Services:** The process of building, altering, repairing, improving, or demolishing any structure or building owned by the Lexington-Fayette Urban County Government or other improvements of any kind to real property owned by the government, including any work performed on electrical, gas, mechanical and/or plumbing systems contained

in or on such buildings, structures or real property exceeding \$250,000.

(4) **Preference:** The specific percentage identified in section 7-7 to be deducted from the bid quote of a qualified bidder.

(5) **Purchasing:** The Lexington-Fayette Urban County Government's Division of Central Purchasing.

(6) **Qualified Bidder:** A bidder in the construction industry or related-construction services industry who meets all the requirements of Purchasing and the Lexington-Fayette Urban County Government and who ensures that at least twenty-five percent ~~(25%)~~ of total labor hours of a single project shall be performed by apprentices who reside in Fayette County and who are also enrolled in a registered apprenticeship program.

(7) **Registered Apprenticeship Program:** A written plan containing all terms and conditions for the qualification, recruitment, selection, employment and training of apprentices in construction or construction related services which has been registered and approved by the U.S. Department of Labor, Employment and Training Administration or the Kentucky Labor Cabinet.

Section 2 – That Section 7-7 of the Code of Ordinances, Lexington-Fayette Urban County Government, be and hereby is created to read as follows:

(a) Purchasing shall give a preference to all qualified bid responses resulting from a request for bid or request for proposal issued by Purchasing where construction or construction related services for any single project are in excess of \$250,000 and where it is determined by Purchasing that the qualified bidder has a registered apprenticeship program in accordance with sections 7-6 and 7-7.

(b) If the bid received complies with these requirements, then the bid quoted by each qualified bidder shall be reduced by three percent (3%) of the proportional amount of the bid price attributable to the estimated labor cost of the project for the purposes of determining the lowest bid price for that bid only.

(c) Each invitation for bid or request for proposal that meets the requirements of sections 7-6 and 7-7, including those in which construction or construction related services is estimated to exceed \$250,000, shall state explicitly that preferences shall be afforded to qualified bidders in accordance with these sections.

(d) Each qualified bidder at the time its bid is submitted, must provide Purchasing with a certified/notarized copy of the apprenticeship program to which it belongs and the number of apprentices enrolled in the program at the time of the bidding who reside in Fayette County in proportion to all of the apprentices in

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the program. The government may request any other documentation from the bidder that it deems fit in order to verify the validity of the program.

(e) The successful bidder shall maintain payroll records pertaining to the project for inspection by the government and any of its agencies or departments. These records shall be maintained for at least one (1) year after the final payment to the bidder for the project or they may be filed with the government at the end of the project.

Section 3 – That Section 7-8 of the Code of Ordinances, Lexington-Fayette Urban County Government, be and hereby is created to read as follows:

In addition to being subject to any applicable Lexington-Fayette Urban County Government debarment regulation, policy or provision for future bids, any successful bidder who is found to have supplied false or misleading documentation concerning an apprenticeship program shall be subject to a monetary penalty payable to the government of the three percent (3%) reduction in section 7-7, and any additional amount of money that the government has paid or agreed to pay the successful bidder above the lowest bid amount for that project.

Section 4 - That this Ordinance shall become effective on the date of its passage.

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

CLERK OF URBAN COUNTY COUNCIL

PUBLISHED:

REB/MAYOR/07-CC1903/00186594

INDIANA/KENTUCKY REGIONAL COUNCIL OF CARPENTERS JOINT APPRENTICESHIP AND TRAINING FUND

6125 EAST 38th STREET
INDIANAPOLIS, IN 46226-5603



BUSINESS OFFICE
6125 East 38th Street
Indianapolis, IN 46226-5603

Hobart Campus
760 North Union Street
Hobart, IN 46342
Phone: 219-947-3348
Fax: 219-947-1889

Indianapolis Campus
6125 East 38th Street
Indianapolis, IN 46226-5603
Phone: 317-549-9417
Fax: 317-545-7023

Lafayette Campus
2953 South Creasy Lane
Lafayette, IN 47905
Phone: 765-447-5959
Fax: 765-447-7676

Louisville Campus
1245 Durrett Lane
Louisville, KY 40213
Phone: 502-366-8668
Fax: 502-366-8678

Muncie Campus
4121 East Centennial Avenue
Muncie, IN 47303
Phone: 765-288-9015
Fax: 765-288-9298

Newburgh Campus
5400 Covert Court
Newburgh, IN 47630
Phone: 812-853-9312
Fax: 812-853-9316

Seymour Campus
5707 North Sandy Creek Drive
Seymour, IN 47274
Phone: 812-523-3304
Fax: 812-523-3607

Terre Haute Campus
5109 North 13th Street
Terre Haute, IN 47805
Phone: 812-466-7899
Fax: 812-466-9840

Warsaw Campus
1095 Mariners Drive
Warsaw, IN 46582
Phone: 574-267-5264
Fax: 574-269-1464

RE: General Information

The Indiana/Kentucky State District Council of Carpenters Joint Apprenticeship Program is a four year long training program designed to train individuals in all aspects of the residential and commercial carpenter and millwright skills.

To be accepted into our apprenticeship program you must provide our office with the information required on the sheet attached.

Apprentices are required to attend classes at the Training Center a minimum of four times a year. The classes run Monday – Friday from 7:30 AM to 4:00 PM for a full forty hour week. Hotel rooms will be provided and mileage will be paid to students who live (75) seventy-five miles or more from the Training Center.

Apprentices are required to maintain a minimum of 650 hours of on the job training with a signatory contractor for each six month period.

Apprentice wages begin at 60% of journeyman scale. Apprentices receive a 5% raise every six months as long as they have maintained the minimum requirement for attending school and on the job training hours with a signatory contractor.

**INDIANA/KENTUCKY REGIONAL COUNCIL OF CARPENTERS
JOINT APPRENTICESHIP AND TRAINING FUND
1245 DURRETT LANE
LOUISVILLE, KY 40213**



BUSINESS OFFICE
6125 East 38th Street
Indianapolis, IN 46226-5603

Hobart Campus
760 North Union Street
Hobart, IN 46342
Phone: 219-947-3348
Fax: 219-947-1889

Indianapolis Campus
6125 East 38th Street
Indianapolis, IN 46226-5603
Phone: 317-549-9417
Fax: 317-545-7023

Lafayette Campus
2953 South Creasy Lane
Lafayette, IN 47905
Phone: 765-447-5959
Fax: 765-447-7676

Louisville Campus
1245 Durrett Lane
Louisville, KY 40213
Phone: 502-366-8668
Fax: 502-366-8678

Muncie Campus
4121 East Centennial Avenue
Muncie, IN 47303
Phone: 765-288-9015
Fax: 765-288-9298

Newburgh Campus
5400 Covert Court
Newburgh, IN 47630
Phone: 812-853-9312
Fax: 812-853-9316

Seymour Campus
5707 North Sandy Creek Drive
Seymour, IN 47274
Phone: 812-523-3304
Fax: 812-523-3607

Terre Haute Campus
5109 North 13th Street
Terre Haute, IN 47805
Phone: 812-466-7899
Fax: 812-466-9840

Warsaw Campus
1095 Mariners Drive
Warsaw, IN 46582
Phone: 574-267-5264
Fax: 574-269-1464

**STEPS TO BECOME A CARPENTER OR
MILLWRIGHT APPRENTICE**

**Louisville Campus
(502) 366-8668**

- Fill out an application Monday through Friday from 7:30 a.m. – 12:00 a.m. and 1:00 p.m. – 4:00 p.m. (except holidays).
- Submit the following documents:
 - Copy of state or government issued drivers license or I.D.
 - High School Diploma and the applicant will be required to request their high school send a copy of their transcript directly to the apprenticeship program with-in fourteen days of application.
 - If you have a GED submit your GED Certificate and GED Test Scores within fourteen days.
- Veterans must submit a copy of their DD-214 and register with Helmets to Hardhats. To register go on line to www.Carpenters.org/H2H.
- Applicants will receive a letter with instructions to contact the testing site at the designated time.
- After successful completion of a level four in all categories of testing, you will be scheduled for an interview by this office. The testing will be on the following; applied mathematics, teamwork, locating information, and observation. Sample questions may be located at www.act.org/workkeys
- Prospective apprentices will be selected from the interview ranked and rated listing.
- Depending on the strength of the job market, applicants accepted into the program will be scheduled for security clearance and pre-job training prior to starting the apprenticeship program.





APPRENTICESHIP PROGRAMS

AVAILABLE

THROUGH THE

CENTRAL KENTUCKY BUILDING

TRADES COUNCIL

Building Trades Apprenticeship Information

- APPRENTICESHIP COORDINATORS
- ASBESTOS WORKERS
- BOILERMAKERS
- BRICKLAYERS
- CARPENTERS
- CEMENT MASONS
- COMPOSITION ROOFERS
- ELECTRICIANS
- GLAZIERS
- IRON WORKERS
- LABORERS
- MILLWRIGHTS
- OPERATING ENGINEERS
- PAINTERS
- PIPE FITTERS
- PLASTERERS
- PLUMBERS
- SHEET METAL WORKERS
- SPRINKLER FITTERS

Building Trades Apprenticeship Coordinators Directors Association of Kentucky, Inc.

WHAT IS THE BUILDING TRADES APPRENTICESHIP COORDINATORS/DIRECTORS ASSOCIATION OF KENTUCKY?

It is an organization of union building trade apprenticeship program directors. Our purpose is to educate the community about the value of apprenticeship and the benefits of a career in the building trades industry.

Apprenticeship is the gateway to many career opportunities which offer virtually unlimited advancement. The domestic and international job markets encompass many projects such as construction of hydroelectric dams, high-rise buildings, schools, hospitals, commercial facilities and interstate highways.

Rewarding careers in the union building trades industries are complimented by competitive wages, medical and life insurance benefits, secure local and national retirement programs and specialized quality training. These benefits are made possible by the joint efforts of labor and management in each trade.

Building Trades Joint Apprenticeship and Training programs are described in the following career directory. Rewards and benefits of these careers are largely unmatched in today's job market.

WHAT ARE THE BENEFITS OF A J.A.T.C. APPRENTICESHIP PROGRAM?

Apprenticeship in the building trades is the doorway to opportunity. Apprentices learn skills which can be used throughout their careers. Today's ambitious apprentices will become the supervisors, contractors, estimators and superintendents of tomorrow. They will be instrumental in guiding co-workers and other apprentices to improve their trade skills.

Additional benefits of joint labor/management Apprenticeship Programs are:

- Excellent wage rates with guaranteed scheduled increases
- Paid health insurance
- State of the art training facilities
- Safe working conditions
- Guaranteed pension benefits
- College Credits

All programs are registered with the U. S. Department of Labor, Bureau of Apprenticeship and Training and/or the Kentucky Labor Cabinet.

APPRENTICESHIP: OPPORTUNITY IS KNOCKING

What is an Apprentice?

An apprentice is a worker who learns a skilled trade through planned, supervised on-the-job training and related classroom instruction. An apprentice is a regular part of the work force and earns wages while acquiring important skills. The length of an apprenticeship program ranges from three to five years. At the completion of the program, an apprentice becomes a journeyman, fully qualified to perform the work of the trade and earns full pay for their skill.

How do I Prepare for Apprenticeship?

For those interested in becoming a skilled journeyman, the importance of a well-rounded high school education cannot be over emphasized. A strong background in math and science is important. Good attendance is a necessity.

Today's competitive industry demands employees who can perform technical tasks, exercise good judgment and possess strong work ethics.

How do I Get Selected?

The selection of apprentices is conducted by the Joint Apprenticeship and Training Committee (JATC) of each trade. These committees are staffed by member representatives of both management and labor organizations. Each JATC seeks men and women who demonstrate the best character, aptitude, motivation and

personality traits necessary for success in their trade. Apprentice candidates are considered under the Equal Employment Opportunity guidelines. They are required to participate in standardized testing and are personally interviewed by the JATC. It is their goal to select candidates who demonstrate reliability and sincere desire.

What About Training?

To be certain apprentices get proper training, both federal and state agencies establish rules which supervise the progress of the apprentice. Each apprenticeship program must adhere to regulations and standards which are registered with the Kentucky Labor Cabinet. The U. S. Department of Labor, Bureau of Apprenticeship and Training assists in the formulation of, and administration of these standards.

Apprenticeship in construction has been described as "the doorway to opportunity." Apprentices, at very little or no cost to themselves, learn skills they can use the rest of their lives. Training gained through apprenticeship has enabled many workers to advance to better jobs.

ASBESTOS WORKERS

What is an Asbestos Worker?

Today, energy conservation efforts within the construction industry aim at increasing operational efficiency and reducing fuel costs. These efforts have led to the insulation of virtually every commercial and industrial building's furnaces, boilers, pipes and ducts. Insulation is a tremendous energy saving tool. Trained insulation mechanics are needed to install the insulation and weatherproofing materials. Insulators must be mechanically inclined and enjoy working with mathematical formulas that are needed to fabricate insulation.

Working with both your hands and mind, both indoors and outdoors, in all temperatures and weather conditions, will prove to be a challenge in today's construction industry.

How do I prepare for the trade?

The following will be helpful:

- Math courses
- Industrial Arts
- Mechanical drafting
- Blueprint reading

How do I qualify?

At least 18 years of age

Possess a high school diploma or GED

What are the program specifics?

Length of the program 4 - 5 years

School and on-the-job training

Where Do I Apply?

Northern Kentucky

Joint Apprentice Training Program
Asbestos Workers Local 8
1216 E. McMillan, Room. 107
Cincinnati, OH 45206
(513) 221-5969

Central Kentucky

Joint Apprentice Training Program
Asbestos Workers Local 51
1734 Mellwood Ave.
Louisville, KY 40215
(502) 893-4040

Western Kentucky

Joint Apprentice Training Program
Asbestos Workers Local 37
2360 North Cullen Ave.
Evansville, IN 47715
(812) 477-2341

Eastern Kentucky

Joint Apprentice Training Program
Asbestos Workers Local 80
1418 Fourth Ave.
Huntington, WV 25701
(303) 525-1436

Southern Kentucky

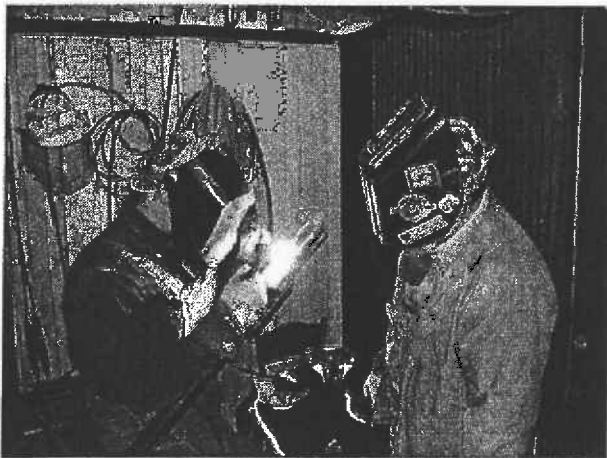
Joint Apprentice Training Program
Asbestos Workers Local 51
1740 Berry Blvd.
Louisville, KY 40215
(502) 367-9112

BOILERMAKERS



What is Boilermaker?

A field construction Boilermaker is a building and trades craftsman who works in a variety of commercial, manufacturing and industrial environments. A boilermaker is an individual that is proficient in the layout, fabrication and erection of boilers, pressure vessels, tanks, air pollution equipment and other associated equipment utilized in the utility, petro-chemical, chemical, paper and pulp, and steel industries. This work requires a mastery of all welding processes, oxygen / acetylene burning, blueprint reading and rigging skills. The field construction boilermaker must complete a four year apprentice program.



How do I prepare for the trade?

The following will be helpful:

- General math, algebra, geometry and trigonometry
- General science, chemistry and physics
- Drafting, blueprint reading and mechanical drawing
- Welding

How do I qualify?

At least 18 years of age by date of employment

Possess a high school diploma or GED

Have a valid driver's license

Have good attendance record

What are the program specifics?

Length of the program - 4 years

Probationary period - 6 months

Minimum of 144 hours of classroom related training each year

Starting pay - 70% journeyman wage

6000 hours of on the job training

Where Do I Apply?

Northern Kentucky

Boilermakers Local - 40
429 Commerce Drive Center
Elizabethtown, KY 42701
Application accepted Monday through Friday
9:00 A.M. - 12:00 P.M. and 1:00 P.M. - 4:30 P.M.

Central Kentucky

Boilermakers Local #40
429 Commerce Drive Center
Elizabethtown, KY 42701
Application accepted Monday through Friday
9:00 A.M. - 12:00 P.M. and 1:00 P.M. - 4:30 P.M.

Western Kentucky

Boilermakers Local - 40
429 Commerce Drive Center
Elizabethtown, KY 42701
Application accepted Monday through Friday
9:00 A.M. - 12:00 P.M. and 1:00 P.M. - 4:30 P.M.

Eastern Kentucky

Boilermakers Local - 40
429 Commerce Drive Center
Elizabethtown, KY 42701
Application accepted Monday through Friday
9:00 A.M. - 12:00 P.M. and 1:00 P.M. - 4:30 P.M.

Southern Kentucky

Boilermakers Local - 40
429 Commerce Drive Center
Elizabethtown, KY 42701
Application accepted Monday through Friday
9:00 A.M. - 12:00 P.M. and 1:00 P.M. - 4:30 P.M.

BRICKLAYERS

What is a Bricklayer?

Bricklayers work in varied aspects of building, industrial, commercial and residential construction. They build walls, partitions, chimneys and other structural forms from brick, block or other masonry material. They work with mortar using a trowel. They also use chisels, joiners, block hammers and power saws. Much of the bricklayer's work is done outdoors and generally depends upon suitable weather conditions. It is a very strenuous trade with much stooping and lifting required. A bricklayer needs to be able to work in a variety of duties requiring close tolerances and must be able to work well in heights.

How do I prepare for the trade?

The following will be helpful:

- Good reading ability
- Geometry
- Science
- Blueprint reading

How do I qualify?

At least 17 years of age
In good physical condition
Possess a high school diploma or GED
Have a valid driver's license

What are the program specifics?

Length of program # 4 years
6 month probationary period
A minimum of 144 hours of classroom related instruction each year
Starting pay - 50% journeyman wage

Where Do I Apply?

Eastern Kentucky

Joint Apprentice Training Program
3225 Pine Haven Dr
Ashland, KY
(606) 326-2393

Western Kentucky

Joint Apprentice Training Program
Bricklayers Local 4
3130 Oak Hill Rd.
Evansville, IN 47714
(812) 477-0502

Northern Kentucky

Greater Cincinnati Bricklayers JATC
1010 Yale Avenue
Cincinnati, OH 45206
(513) 221-8020

Southern Kentucky

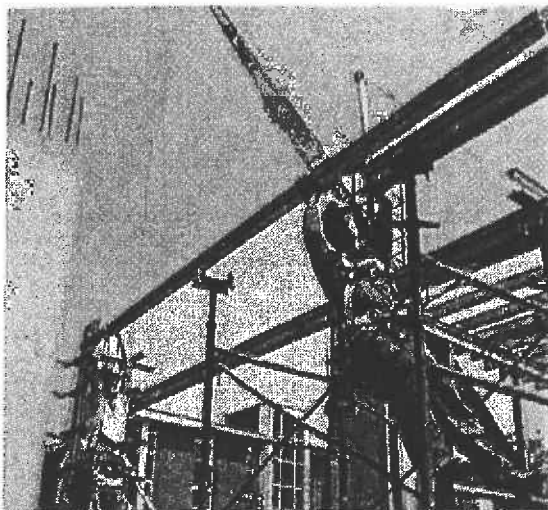
Joint Apprentice Training Program
Bricklayers Local 4
3130 Oak Hill Rd.
Evansville, IN 47714
(812) 477-0502

Central Kentucky

Joint Apprentice Training Program
Bricklayers Local 4
3715 Bardstown Rd. Suite #401
Louisville, KY 40214
(502) 451-4494

Joint Apprentice Training Program
1083 Goodwin Dr.
Lexington, KY (606) 252-8340

CARPENTERS



What is a Carpenter?

A carpenter today is many things, from the builder of small residential homes, to the fabricator of the most complex industrial setting. The conditions they work in are as varied as the skill levels they possess. They weld metals, mold plastics, saw woods, form concrete, build scaffolds, layout the tallest buildings and put the final key in the door. Their tools are hammers, saws, lasers, digital and electronic devices and organizational skills.

How do I prepare for the trade?

The following will be helpful:

Good personal and social habits

Courses in math, science and communication skills

Develop reasoning and problem solving skills

Acquire related work experience

How do I qualify?

At least 18 years of age

Possess a high school diploma or GED

Desire to be the best

Have a valid driver's license

Social Security Card & Birth Certificate

What are the program specifics?

Length of program - 4 years

Four weeks of classroom related instruction each year

Starting pay - 50% journeyman wage

Where Do I Apply?

Northern Kentucky

Southwest Ohio District Council of Carpenters, AFL-CIO
7737 Reinhold Drive
Cincinnati, OH 45237
(513) 761-9111

Western Kentucky

Indiana/Kentucky Regional Council of Carpenters, AFL-CIO
Carpenters Local 357
2029 Cairo Road
Paducah, KY 42001
(502) 442-1148 or 1-800-615-1057

Central Kentucky

Indiana/Kentucky Regional Council of Carpenters, AFL-CIO
Carpenters Local 64
1245 Durrett Ln.
Louisville, KY 40213
(502) 448-3868 or 1-800-609-1057

Indiana/Kentucky Regional Council of Carpenters, AFL-CIO
Carpenters Local 549
825 W. Second Street
Owensboro, KY 42301
(502) 583-8161 or 1-800-618-1057

Eastern Kentucky

Indiana/Kentucky Regional Council of Carpenters, AFL-CIO
Carpenters Local 1650
402 S. Broadway
Lexington, KY 40508
(606) 252-5254 or 1-800-605-1057

Southern Kentucky

Indiana/Kentucky Regional Council of Carpenters, AFL-CIO
Carpenters Local 3223
478 Mulberry Street
Elizabethtown, KY 42702
(502) 769-5678 or 1-800-606-1057

Indiana/Kentucky Regional Council of Carpenters, AFL-CIO
Carpenters Local 472
12103 Virginia Blvd.

Ashland, KY 41102
(606) 252-5254 or 1-800-616-1057

CEMENT MASONS

What is a Cement Mason?

Cement masons finish the exposed concrete surfaces of freshly poured floors, walls, sidewalks, foundations, dams, parking garages and lots, runways, warehouses, loading dock floors, roads, and curbs to specified textures or finishes. They level, shape and smooth surfaces using straight edgers or power screeds. Most of the work is in industrial and commercial buildings. Cement masons must know the differing working characteristics of various cement and concrete mixes.

How do I prepare for the trade?

The following will be helpful:

Good work ethics and attendance
Willing to do physical work
Good math and reading skills
Willing to work outdoors

How do I qualify?

At least 18 years of age
Possess a high school diploma or GED
Have a valid driver's license

What are the program specifics?

Length of the program - 3 years
Probationary period - 180 days
Minimum of 144 hours of classroom related training each year
Starting pay - 55% journeyman wage

Where Do I Apply?

Northern Kentucky

Joint Apprentice Training Program
3032 Woodburn Avenue
Cincinnati, OH 45206
(513) 221-8815

Eastern Kentucky

Joint Apprentice Training Program
Plasterers & Cement Masons 692 Area 694
1734 Mellwood Ave
Louisville, KY 40206
(502) 721-9877

Central Kentucky

Joint Apprentice Training Program
Plasterers & Cement Masons 692 Area 694
1734 Mellwood Ave
Louisville, KY 40206
(502) 721-9877

Southern Kentucky

Joint Apprentice Training Program
Plasterers & Cement Masons 692 Area 694
640 Mechanic St.
Jeffersonville, IN 47130
(812) 282-6554

Western Kentucky

Joint Apprentice Training Program
Plasterers & Cement Masons 566
210 N. Fulton Ave. Rm 106
Evansville, IN 47710
(812) 422-3104

COMPOSITION ROOFERS

What is a Roofer?

Roofers waterproof and 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. Roofers work outdoors in all kinds of weather and shut down only when weather is severe. Craftsmen do a great deal of climbing, kneeling, standing, and walking. Persons interested in becoming a roofer must have no fear of heights, a good sense of balance and be keenly aware of safety for themselves and their co-workers.

How do I prepare for the trade?

The following will be helpful:

Good reading ability
General science
General math
Blueprint reading

How do I qualify?

At least 18 years of age
Possess a high school diploma or GED
Have a valid driver's license

What are the program specifics?

Length of the program - 3 years
6 months probationary period
A minimum of 144 hours of classroom related instructions each year
Starting pay - 45% journeyman wage

Where Do I Apply?

Northern Kentucky

Composition Roofers JATC
1010 Yale Avenue
Cincinnati, OH 45206
(513) 221-8020

Central Kentucky

Joint Apprentice Training Program
Roofers Local 147
P.O. Box 91696
Louisville, KY 40291
(502) 231-3344

Lexington Area

Composition Roofers JATC
1010 Yale Avenue
Cincinnati, OH 45206
(513) 221-8020

Eastern Kentucky

Roofers Local 185
4215 Thorofare Rd
Clendenin, WV 25046
(304) 548-5521

Southern Kentucky

Roofers Local 176
5105 Alabama Ave.
Nashville, TN 37209
(615) 298-5215

Western Kentucky

Roofers Local 106
2411 N LaFayette
Evansville, IN 47711
(812) 424-8641

ELECTRICIANS

What is an Electrician?

Electrical construction is a dynamic and diverse industry with specialized skills. The electrician must be able to layout, assemble, install, repair, and test entire electrical and electronic systems. Along with their electrical training, journeyperson electricians must have a complete working knowledge of blue print reading and know the National Electric Code and local codes. There is of course the hazard of electrical shock and burns from "live" wires. Therefore, safe work practice is a must. Electricians must be mechanically inclined, physically fit and enjoy working with mathematical formulas. Electrical work is performed both indoors and outdoors in all temperatures and weather conditions.

How do I prepare for the trade?

The following will be helpful:

Above average reading ability
Algebra, geometry, trigonometry
Physical science
Mechanical drawing and blueprint reading

How do I qualify?

Be 18 years of age
Possess a high school diploma or GED
Successfully completed algebra I (transcripts required)

What are the program specifics?

Length of program - 5 years
A minimum of 8000 hours of on-the-job training
A minimum of 900 hours of classroom related training
Six scheduled pay increases

Where Do I Apply?

Northern Kentucky

Electricians JATC
1216 E. McMillan Street, Suite 102
Cincinnati, OH 45206
(513) 281-6924

Central Kentucky

Joint Apprentice Training Program
Electricians JAC Local 369
4315 Preston Hwy Suite 100
Louisville, KY 40213-200
(502) 581-9210

Western Kentucky

Joint Apprentice Training Program
Electricians JAC Local 816
4516 Clarks River Road
Paducah, KY 42003
(502) 898-2456

Eastern Kentucky

Joint Apprentice Training Program
Electricians JAC Local 369
4315 Preston Hwy Suite 100
Louisville, KY 40213-200
(502) 581-9210

Southern Kentucky

Joint Apprentice Training Program
Electricians JAC Local 1701
2911 W. Parish Ave.
Owensboro, KY 42301
(502) 684-3058

GLAZIERS

What is a Glazier?

Glazing consists of installing steel and aluminum framed windows in offices, factories, warehouses, high-rise buildings, retail stores and malls. Glaziers also install revolving and automatic doors. They are sometimes required to work from swing stages on high buildings. Glaziers work indoors and out, depending upon the task to be done. Window fabricating and some installations are done indoors, however glaziers do much of their work outdoors or in unheated areas.

How do I prepare for the trade?

The following will be helpful:

Math classes
Blueprint reading
Mechanical drawing
Welding

How do I qualify?

At least 18 years of age
Possess a high school diploma or GED
Have a valid driver's license
Physically able to perform the work of the trade

What are the program specifics?

Length of the program - 4 years
Home study course
Pay increases every 6 months

Where Do I Apply?

Northern Kentucky

Glazier's Local Union 387
1216 E. McMillan Street, Room 108
Cincinnati, OH 45206
(513) 221-6955

Central Kentucky

Glazier's Local 1165
1328 Dylan Circle
Henderson, KY 42420
(502) 827-0280

Western Kentucky

Glazier's Local 1165
1328 Dylan Circle
Henderson, KY 42420
(502) 827-0280

Eastern Kentucky

Glazier's Local Union 387
1216 E. McMillan Street, Room 108
Cincinnati, OH 45206
(513) 221-6955

Southern Kentucky

IBPAT Local 456 JATC
1123 Third Ave. N.
Nashville, TN. 37208
(615) 254-9468

IRON WORKERS

What is an Iron Worker?

Iron workers are skilled workers who 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. Iron workers also erect the steel framework on bridges, storage tanks and overhead crane runways that support heavy equipment. They also erect pre-cast concrete, ornamental iron work such as stairways, catwalks, gratings, grills, screens, siding and metal windows. Iron workers who do rigging work move heavy machinery, pressure vessels, storage tanks and materials. Most of the work is done outdoors. An iron worker cannot have a fear of heights. They must be keenly aware of the dangers to themselves and others.

How do I Qualify?

At least 18 years of age
In good physical condition
Possess a high school diploma or GED
Pass a drug test

What are the program specifics?

Length of program - 4 years
1 year probationary period
A minimum of 144 hours of classroom related instructions each year
Starting pay - 50% journeyman wage
Health insurance, pension plan and annuity

Where Do I Apply?

Northern Kentucky

Iron Workers JATC
4850 Madison Road
Cincinnati, OH 45227
(513) 561-3590

Western Kentucky

Iron Workers Local 782
1115 Broadway
Paducah, KY 42001
(502) 334-3445

Central Kentucky

Joint Apprentice Training Program
Iron Workers Local 70
2441 Crittenden Drive
Louisville, KY 40217
(502) 634-3348

Eastern Kentucky

Joint Apprentice Training Program
Iron Workers Local 769
2151 Greenup Ave.
Ashland, KY 42001
(606) 324-0415

Iron Workers Local 103
5313 Old Booneville Hwy.
Evansville, IN 47715
(812) 477-3092

Southern Kentucky
Iron Workers Local 492
2524 Dickerson Road
Nashville, TN 37207
(615) 226-4057

LABORERS

What is a Laborer?

Laborers must have common knowledge of all work performed by building trades people because they are tenders or helpers of many other crafts. They often operate small power tools, work in demolition, help on highway work and mix mortar for bricklayers and lime for plasterers. A laborer must have a broad knowledge of tool use and safety.

Laborers are exposed to a variety of weather conditions, often work at heights or below ground. Work is strenuous with much lifting and carrying. A laborer must be able to do repetitive tasks.

How do I prepare for the trade?

The following will be helpful:

Good reading ability

Courses in math and science

Develop reasoning and problem solving skills

How do I qualify?

At least 18 years of age

Possess a high school diploma or GED

In good physical condition

Where Do I Apply?

Northern Kentucky

Laborers Local 265
3457 Montgomery Road
Cincinnati, OH 45207
(513) 221-5260

Eastern Kentucky

Joint Apprentice Training Program
Kentucky Training Center
2000 U.S. By-pass South
Lawrenceburg, KY 40342
(502) 839-3166

Central Kentucky

Joint Apprentice Training Program
Kentucky Training Center
2000 U.S. By-pass South
Lawrenceburg, KY 40342
(502) 839-3166

Southern Kentucky

Joint Apprentice Training Program
Kentucky Training Center
2000 U.S. By-pass South
Lawrenceburg, KY 40342
(502) 839-3166

Western Kentucky

Joint Apprentice Training Program
Kentucky Training Center
2000 U.S. By-pass South
Lawrenceburg, KY 40342
(502) 839-3166

MILLWRIGHTS

What is a Millwright?

Millwrights are skilled construction mechanics who study and interpret blueprints and then put their knowledge and expertise to work drilling, welding, and bolting in order to have a perfect fit. Millwrights sometimes work to specifications requiring tolerances to a thousandth of an inch.

Millwrights install conveyor systems, escalators, giant electrical turbines and generators. They also install and do maintenance on machinery in factories and do much of the precision work in nuclear power plants.

How do I prepare for the trade?

The following will be helpful:

Mechanical drawing

Metal or industrial shop

General math courses

Blue print reading

Welding

How do I qualify?

At least 18 years of age

Possess a high school diploma or GED

Be physically able to perform the work of the trade

Have a valid driver's license

Social Security Card & Birth Certificate

What are the program specifics?

Length of the program - 4 years

On-the-job and classroom related training

Starting pay - approximately 50% journeyman wage

Where Do I Apply?

Eastern Kentucky

Indiana/Kentucky Regional Council of Carpenters, AFL-CIO
Millwrights Local 1031
402 S. Broadway
Lexington, KY 40508
(606) 252-5254 or 1-800-605-1057

Millwrights Local 1031
12103 Virginia Blvd.
Ashland, KY 41102
(606) 928-4370 or 1-800-616-1057

Central Kentucky

Indiana/Kentucky Regional Council of Carpenters, AFL-CIO
Millwrights Local 1031
3934 Dixie Highway, Suite 250
Louisville, KY 40216
(502) 447-0402 or 1-800-440-2684

Northern Kentucky

Southwest Ohio District Council of Carpenters, AFL-CIO
7737 Reinhold Drive
Cincinnati, OH 45237
(513) 761-9111

Western Kentucky

Southern Indiana District Council of Carpenters, AFL-CIO
Millwrights Local 1080
229 South 7th
Paducah, KY 42001
(502) 443-2440

Millwrights Local 1080
3032 Avey Park Dr. West
Owensboro, KY 42303
(502) 683-0101

Southern Kentucky

Indiana/Kentucky Regional Council of Carpenters, AFL-CIO
Carpenters Local 3223
478 Mulberry Street
Elizabethtown, KY 42702
(502) 769-5678 or 1-800-606-1057

OPERATING ENGINEERS

What is an Operating Engineer?

An operating engineer operates construction equipment that assists other trades in the construction of roads, bridges, dams, buildings both large and small and many other structures.

The work of an operating engineer is divided into three general classifications:

Operating Equipment - Used in construction such as dozers, graders, backhoes and cranes.

Repairing and Earth Moving Equipment - Used in the building of roads, bridges, dams and large buildings.

Stationary Engineer- Duties include operating and maintaining building and mechanical systems.

How do I prepare for the trade?

The following will be helpful:

Good math skills
Good reading ability
Blue print reading
Mechanical ability
Welding

How do I qualify?

At least 18 years of age in the year they apply
Possess a high school diploma or GED
Have a valid driver's license and be capable of passing the Commercial Driver's License test
Have dependable transportation
Be willing to work outdoors in all weather conditions
Pass a drug test

What are the program specifics?

Length of the program: 6000 hours on-the-job
Probationary period - 600 hours
Classroom related training each year: Minimum of 144 - 160 hours
Starting pay: 50% to 60% of journeyman wage

Where Do I Apply?

Northern Kentucky

Training Center
4250 Soldiers Home Miamisburg Road
Miamisburg, OH 45342
(937) 859-5211

Eastern Kentucky

I.U.O.E. Operating Engineers Local 181
121 Cherrybark Drive
Lexington, KY 40503
(606) 278-8458

I.U.O.E. Operating Engineers Local 181
2151 Greenup Avenue
Ashland, KY 41101
(606) 325-8963

Western Kentucky

I.U.O.E. Operating Engineers Local 181
924 Clark Street
Paducah, KY 42001
(502) 443-7766

Southern Kentucky

I.U.O.E. Operating Engineers Local 181
700 N. Elm Street
Henderson, KY 42419
(502) 826-2704

Central Kentucky

I.U.O.E. Operating Engineers Local 181
2902 Crittenden Drive
Louisville, KY 40208
(502) 636-1476

* Additional Information and questions:
Operating Engineers Local 181 Joint Apprenticeship and Training Program
722 E. State Road 68
Lynnville, IN 47619
(812) 922-5541

PAINTERS

What is a Painter?

Painters prepare interior and exterior surfaces of buildings and other structures and then apply paint with rollers, brushes or sprayers. They work with varnishes, lacquers, enamels and other materials. A painter must be able to mix paint, as well as operate sand and water blasting machines. A painter must have good manual dexterity, neat work habits and not be afraid of working at heights. They must be able to read blueprints and do some common math.

How do I prepare for the trade?

The following will be helpful:
Good reading ability
General math ability
Able to lift 60 pound objects
Blueprint reading

How do I qualify?

At least 18 years of age
Possess a high school diploma or GED
Be physically able to handle the work of the trade
Have transportation

What are the program specifics?

Length of the program - 3-4 years
Minimum of 144 hours of classroom instruction each year
Starting pay - 60% journeyman wage

Where Do I Apply?

Northern Kentucky

Painters District Council No. 12
1216 E. McMillan, Room 108
Cincinnati, OH 45206
(513) 221-7990

Central Kentucky

Joint Apprentice Training Program
Painters Local No. 118 J.E.T.T.F.
P.O. Box 2118
Louisville, KY 40221-0118
(502) 366-2233

All Inquiries For Lexington, KY.
Painter District Council No. 12
1216 E. McMillan, Room 108
Cincinnati, OH 45406
(513) 221-7990

Southern Kentucky

IBPAT Local 456 JATC
1123 Third Ave. N.
Nashville, TN 37208
(615) 254-9468

Eastern Kentucky

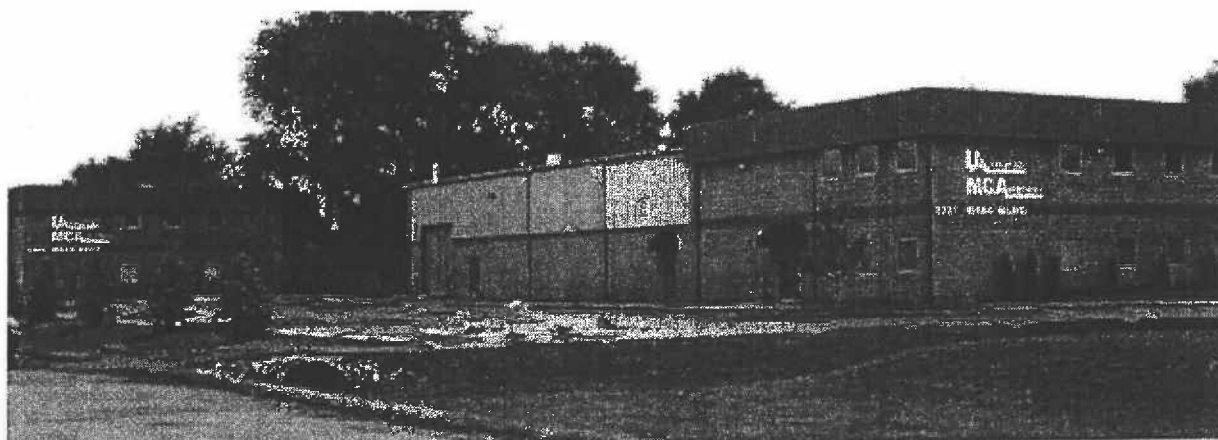
Joint Apprentice Training Program
Painters Local Union No. 1072
4325 Shannon Dr.
Ashland, KY 41105
(606) 324-0565

Western Kentucky

Painters Local Union No. 156
210 Fulton Ave.
Evansville, IN 47710
(812) 425-4414

Joint Apprentice Training Program
220 Grand Oaks Road
Calvert City, KY 42029
(502) 395-5311

PIPE FITTERS



What is a Pipe Fitter?

A pipe fitter is a master craftsman who installs a wide variety of piping systems. They layout, fabricate and assemble pipes from drawings, blue prints and specifications. They thoroughly test the piping systems for proper operation.

Pipe fitters install and service sophisticated equipment, state-of-the-art controls and piping systems for power generation, pharmaceutical manufacturing, food processing and refrigeration, petroleum refinery, chemical and petrochemical processing. They complete environmental control systems in schools, hospitals, hotels, motels, airports, malls, high-rise offices and apartment buildings.

How do I prepare for the trade?

The following will be helpful:

- General math, algebra, geometry and trigonometry
- General science, chemistry and physics
- Drafting, blueprint reading and mechanical drawing
- Welding, metal and machine shop

How do I qualify?

At least 18 years of age by date of employment

Possess a high school diploma or GED

Have a valid driver's license

What are the program specifics?

Length of the program - 5 years

Probationary period - 1 year

Minimum of 216 hours of classroom related training each year

Starting pay - 40% journeyman wage

We currently have a partnership with several community colleges that will allow

apprentices to receive college credits working toward a two-year Associates Degree

Where Do I Apply?

Northern Kentucky

Joint Apprenticeship and Training Committee
Local 392 Training Center
4958 Winton Ridge Lane
Cincinnati, Ohio 45232
(513) 541-4964

Western Kentucky

Joint Apprentices Training Program
United Association Local 184
1332 Broadway
Paducah, KY 42001
(502) 442-3213

Joint Apprentices Training Program
United Association Local 633
3128 Alvey Park Dr. W
Owensboro, KY 42303
(502) 683-1587

Eastern Kentucky

Joint Apprentices Training Program
United Association Local 248
P.O. Box 427
Ashland, KY 41105
(606) 325-2544

Southern Kentucky

Joint Apprentices Training Program
Pipe Fitters Local 522
2335 Millers Lane
Louisville, KY 40216
(502) 778-3380

Central Kentucky

Joint Apprentices Training Program
Pipe Fitters Local 522
2335 Millers Lane
Louisville, KY 40216
(502) 778-3380

Joint Apprentices Training Program
Plumbers Local 452
525 DeRoode St.
Lexington, KY 40505
(606) 252-8337

PLASTERERS

What is a Plasterer?

Plasterers apply plaster, cement or acrylic material to the interior and exterior walls and ceilings of hospitals, office buildings, schools, warehouses, residences, shopping centers and large commercial and industrial projects. The craft requires an extensive amount of outdoor work, therefore weather conditions are a factor. This is a very active and strenuous trade with much standing, stooping, bending, climbing and carrying. The ability to work at heights is a must.

How do I prepare for the trade?

- The following will be helpful:
- Good reading ability
- General science
- General math
- Drafting

How do I qualify?

At least 17 years of age
Possess a high school diploma or GED
Have a valid driver's license

What are the program specifics?

Length of the program - 4 years
6 months probationary period
A minimum of 144 hours of classroom related instruction each year
Starting pay - 45% journeyman wage

Where Do I Apply?

Northern Kentucky

Plasterers JATC
1010 Yale Avenue
Cincinnati, Ohio 45206
(513) 221-8020

Plasterers & Cement Masons, Local No. 1
3032 Woodburn Avenue
Cincinnati, Ohio 45206
(513) 221-313

Central Kentucky

Joint Apprenticeship Training Program
1734 Melwood Ave
Louisville, KY 40206
(502) 721-9877

Eastern Kentucky

Joint Apprenticeship Training Program
3032 Woodburn Avenue
Cincinnati, OH 45206
(513) 221-8815

Southern Kentucky

Joint Apprenticeship Training Program
Plasterers & Cement Masons 692 Area 694
640 Mechanic St.
Jeffersonville, IN 47130
(812) 282-6554

Western Kentucky

Joint Apprenticeship Training Program
Plasterers & Cement Masons 566
210 N. Fulton Ave. Rm 106
Evansville, IN 47710
(812) 422-3104

PLUMBERS

What is a Plumber?

A plumber is a skilled craftsperson that installs and repairs pipe systems that carry water, waste drainage, natural and medical gas in buildings. They join pipes and install fixtures like bathtubs, toilets, dishwashers, and water heaters. Often they design these systems or work from blueprints and drawings that show where pipes go. They have the very important job of helping to keep water safe for you to use for drinking and bathing.

How do I prepare for the trade?

- The following will be helpful:
- Good attendance
- Algebra, geometry and general math courses
- Drafting and blueprint reading
- Science and English
- Welding

How do I qualify?

At least 18 years of age
Possess a high school diploma or GED
Have a valid driver's license with a clean driving record

What are the program specifics?

Length of the program - 5 years
On-the-job and classroom related training

Where Do I Apply?

Northern Kentucky

Joint Apprenticeship and Training Committee

Eastern Kentucky

Joint Apprenticeship Training Program

Local 392 Training Center
4958 Winton Ridge Lane
Cincinnati, Ohio 45232
(513) 541-4964

Central Kentucky

Joint Apprenticeship Training Program
Pipe Fitters Local 522
2335 Millers Lane
Louisville, KY 40216
(502) 778-3380

Joint Apprenticeship Training Program
Plumbers Local 452
525 DeRoode St.
Lexington, KY 40505
(606) 252-8337

Southern Kentucky

Joint Apprenticeship Training Program
Plumbers Local 107
1235 Bardstown Rd.
Louisville, KY 40204
(502) 453-2410

Joint Apprenticeship Training Program
Plumbers Local 452
525 DeRoode St.
Lexington, KY 40505
(606) 252-8337

United Association Local 248
P.O. Box 427
Ashland, KY 41105
(606) 325-2544

Western Kentucky

Joint Apprenticeship Training Program
United Association Local 184
1332 Broadway
Paducah, KY 42001
(502) 442-3213

Joint Apprenticeship Training Program
United Association Local 633
3128 Akey Park Dr. W
Owensboro, KY 42303
(502) 683-1587

SHEET METAL WORKERS

What is a Sheet Metal Worker?

Sheet metal work is an extremely varied trade. Sheet metal workers build interior and exterior architectural work, food service kitchen systems, material handling systems and air handling systems for heating, ventilating and air conditioning.

The sheet metal trade is one of the few modern trades in which the skilled individual takes the raw product, interprets the design drawing, makes the shop drawing, develops the pattern, fabricates the item, installs and maintains it.

How do I prepare for the trade?

The following will be helpful:

Good work ethics
Good attendance
Good reading ability
Math skills - algebra, geometry and trigonometry
Mechanical drawing and blueprint reading
Welding

How do I qualify?

At least 18 years of age
Possess a high school diploma or GED
Have a valid driver's license

What are the program specifics?

Length of the program - 5 years
Minimum of 162 hours of classroom related instruction each year

Where Do I Apply?

Northern Kentucky

Sheet Metal Workers JATC
1579 Summit Road, Room 114
Cincinnati, OH 45237
(513) 821-8120

Eastern Kentucky

Joint Apprenticeship Training Program
Sheet Metal Workers Local 110
810 North English Station Road
Louisville, KY 40223
(502) 245-2412

Sheet Metal Workers JATC
1579 Summit Road, Room 114
Cincinnati, OH 45237
(513) 821-8120

Central Kentucky

Joint Apprenticeship Training Program
Sheet Metal Workers Local 110
810 North English Station Road
Louisville, KY 40223
(502) 245-2412

Western Kentucky

Joint Apprenticeship Training Program
Sheet Metal Workers Local 110
810 North English Station Road
Louisville, KY 40223
(502) 245-2412

Southern Kentucky

Joint Apprenticeship Training Program
Sheet Metal Workers Local 110
810 North English Station Road
Louisville, KY 40223
(502) 245-2412

SPRINKLER FITTERS

What is a Sprinkler Fitter?

A Sprinkler Fitter is a craftsman who installs fire protection systems in commercial, industrial, and residential buildings. They layout fabricate and assemble fire protection systems from drawings, blue prints and specifications. These systems are thoroughly tested by the master craftsmen to ensure that the system affords maximum fire protection for the facilities.

How do I prepare for the trade?

The following will be helpful:

Good attendance
Algebra, geometry and general math courses
Drafting and blueprint reading
Science and English
Welding

How do I qualify?

At least 18 years of age
Possess a high school diploma or GED
Have a valid driver's license
Must be physically fit to do the work of the trade
If applicable, must have a military discharge, and show evidence of discharge, under other than dishonorable conditions.

What are the program specifics?

Length of the program - 5 years
2 years as Grade 1 - 3 years as Grade 2 apprentice
6 months probationary
On-the-job training and correspondence training

Where Do I Apply?

Northern Kentucky

Road Sprinkler Fitters Local 669
P.O. Box 91696
Louisville, KY 40291
1-800-638-0592 Attention: Eric Packard, JATC Coordinator

Eastern Kentucky

Road Sprinkler Fitters Local 669
P.O. Box 91696
Louisville, KY 40291
1-800-638-0592 Attention: Eric Packard, JATC Coordinator

Central Kentucky

Road Sprinkler Fitters Local 669
P.O. Box 91696
Louisville, KY 40291
1-800-638-0592 Attention: Eric Packard, JATC Coordinator

Southern Kentucky

Road Sprinkler Fitters Local 669
P.O. Box 91696
Louisville, KY 40291
1-800-638-0592 Attention: Eric Packard, JATC Coordinator

Western Kentucky

Road Sprinkler Fitters Local 669
P.O. Box 91696
Louisville, KY 40291
1-800-638-0592 Attention: Eric Packard, JATC Coordinator

☐	☐	34. Pile Driving
☐	☐	35. Motor Operated Valves
☐	☐	36. Residential Metal Framing
☐	☐	37. Radius Walls & Bulkheads
☐	☐	38. Rigging Qualification
☐	☐	39. Roof Framing
☐	☐	40. Scaffold Erector Qualification
☐	☐	41. Scaffold User's Class
☐	☐	42. Solid Surface Counter Tops
☐	☐	43. Stair Building and Layout
☐	☐	44. Total Station
☐	☐	45. Vinyl Siding Installation
☐	☐	46. Shielded Metal Arc
☐	☐	47. Oxy/Acetylene Cutting
☐	☐	48. Mig Gas Metal Arc
☐	☐	49. Tig Gas Tungsten Arc
☐	☐	50. Flux Core Welding
☐	☐	51. Welding Certification (AWS, State Transportation Test, Stainless, Mig)
☐	☐	52. Westinghouse Combustion Turbine

HEALTH & SAFETY O.S.H.A APPROVED CLASSES

☐	☐	1. First Aid & CPR, Blood Borne Pathogen, AED
☐	☐	2. Confined Spaces
☐	☐	3. Ergonomics
☐	☐	4. Fall Protection
☐	☐	5. Hazard Waste Worker
☐	☐	6. Lead Abatement
☐	☐	7. Material Safety Data Sheets
☐	☐	8. O.S.H.A. 30 Hr. Safety Course
☐	☐	9. O.S.H.A. 10 Hr. Safety Course
☐	☐	10. LGE Passport Training

Other classes not listed that you would be interested in attending:

OATH OF DIRECTORS

STATE OF KENTUCKY,

COUNTY OF _____

We, the undersigned directors of the _____ Bank
located at _____, Ky., being citizens of the United States do
solemnly swear as follows:

1. We will diligently and honestly administer the affairs of the bank.
2. We will not knowingly violate, or willingly permit to be violated, any of the provisions of the statutes of the United States, or of the Commonwealth of Kentucky, under which this bank has been organized.
3. We will exercise such ordinary care and diligence as necessary and reasonable to administer the affairs of the bank in a safe and sound manner as required by KRS 286.3-065.
4. We are aware of our duties as bank directors to the bank, its depositors and shareholders, and to banking regulatory agencies and will always act in such a manner to reflect the seriousness of our positions as required by KRS 286.3-065.
5. We have been furnished and will maintain updated copies of the Kentucky banking laws as required by KRS 286.3-065.

NAME

PRINCIPAL PLACE OF BUSINESS

Subscribed and sworn to before me by
each individual whose signature appears
above, this _____ day of

_____,
_____.

This oath has been duly recorded on the
minute book of this bank this
_____ day of

_____, _____.

Notary Public

IMPORTANT

Please state below whether elected by the shareholders at the annual meeting or a regularly called meeting, or appointed by the directors to fill a vacancy. Also give the names of the predecessors and if the vacancy was caused by death, resignation, disqualification, or expiration of term of office.

President or Cashier

General Instructions—Oath of Bank Director

National banking law at 12 USC 73 requires each elected or appointed director to take an oath that he or she will "diligently and honestly administer the affairs of such association, and will not knowingly violate or willingly permit to be violated any of the provisions" of the National Bank Act and that the director is the owner in his or her own right of the capital stock required by 12 USC 72.

The oath must be taken before a Notary Public, properly authorized and commissioned by the state in which the Notary resides, or before any other officer having an official seal and authorized by the state to administer oaths, except that the oath shall not be taken before any such Notary Public or other officer who is an officer of the director's bank. The Notary Public's resident state should be the same as the state in which the oath is administered.

Foreign or United States citizens who are abroad may satisfy the notarization requirement by using a foreign notary or the services of a local United States embassy or consulate. The latter option may be quicker and more effective.

Converting Institutions

1. At the first meeting of the board, the directors take the joint oath of bank directors before a Notary Public. Regardless of whether the director is present, the director's name and address should be included on the joint oath.
2. Each director, who did not take the joint oath, must execute an individual oath before a notary.
3. When all directors have taken the oath, the secretary of the board forwards the executed oath(s) to the Licensing staff in the appropriate district office. The bank should retain a copy.
4. After the initial shareholders' meeting, any new directors will take the oath of directors following the procedures for existing national banks.

Questions related to the preparation of the oath should be directed to the Licensing staff in the appropriate district office.

Oath of the Bank Director

Bank Name _____ Date _____

State of _____

County of _____

I, the undersigned, a director of the above-named bank do solemnly swear (affirm) that:

As a director, I have a legal responsibility and a fiduciary duty to shareholders to administer the depository institution's affairs faithfully and to oversee its management. In carrying out my duties and responsibilities, I shall exercise reasonable care and place the interests of the depository institution before my own interests. I shall fulfill my duties of loyalty and care to the above-named depository institution.

I shall, commensurate with my duties, diligently and honestly administer the affairs of the depository institution, and I shall not knowingly violate, or willingly permit to be violated, any applicable statute or regulation. I shall ensure that I learn of changes in statutes, regulations, and policies of the Office of Comptroller of the Currency, the Federal Deposit Insurance Corporation, or any state to whose jurisdiction my association is subject, which affect my duties, responsibilities, or obligations as a director and affiliated person of the association.

I am the owner, in good faith and in my own right, of the number of shares of stock that the law requires. I have either subscribed for this stock or it is issued and outstanding, and it is not hypothecated, or in any way pledged, as security for any loan or debt.

I shall attend meetings of the board of directors and participate fully on all committees of the board to which I am appointed.

Signature _____

Typed Name _____

Mailing Address _____

City _____ State _____ ZIP Code _____

Notary's Affirmation

Sworn to before me and subscribed in my presence, this ____ day of _____, _____.

Notary Public _____

My Commission Expires _____

Joint Oath of Bank Directors

Bank Name _____

Date: _____

State of _____

County of _____

We, the undersigned directors of the above-named bank, do, personally, and not one for the other, solemnly swear (affirm) that:

We, as directors, have a legal responsibility and a fiduciary duty to shareholders to administer the depository institution's affairs faithfully and to oversee its management. In carrying out our duties and responsibilities, we shall exercise reasonable care and place the interests of the depository institution before our own interests. We shall fulfill our duties of loyalty and care to the above-named depository institution.

We shall, commensurate with our duties, diligently and honestly administer the affairs of the depository institution; and we will not knowingly violate, or willingly permit to be violated, any applicable statute or regulation. We shall ensure that we learn of changes in statutes, regulations, and policies of the Office of the Comptroller of the Currency, the Federal Deposit Insurance Corporation, or any state to whose jurisdiction our association is subject, which affect our duties, responsibilities, or obligations as directors and affiliated persons of the association.

We are each the owner, in good faith, and in our own right, of the number of shares of stock that the law requires. We have either subscribed for this stock or it is issued and outstanding, and it is not hypothecated, or in any way pledged, as security for any loan or debt.

We shall attend meetings of the board of directors and participate fully on all committees of the board to which we are appointed.

1. _____
Signature Post Office or Mailing Address

Name (typed or printed)	City	State	ZIP Code
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2. _____
Signature Post Office or Mailing Address

Name (typed or printed)	City	State	ZIP Code
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3. _____
Signature Post Office or Mailing Address

Name (typed or printed)	City	State	ZIP Code
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4. _____
 Signature Post Office or Mailing Address

 Name (typed or printed) City State ZIP Code

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 Name (typed or printed) City State ZIP Code

6. _____
 Signature Post Office or Mailing Address

 Name (typed or printed) City State ZIP Code

7. _____
 Signature Post Office or Mailing Address

 Name (typed or printed) City State ZIP Code

8. _____
 Signature Post Office or Mailing Address

 Name (typed or printed) City State ZIP Code

9. _____
 Signature Post Office or Mailing Address

 Name (typed or printed) City State ZIP Code

Notary's Affirmation

Sworn to before me and subscribed in my presence, this _____ day of _____, _____.

Notary Public _____

My Commission Expires: _____

Sample Oath for a National Bank Director

Bank Name _____

Date: _____

State of _____

County of _____

I, the undersigned, a (proposed) director of the above-named bank, do solemnly swear (affirm) that:

As a director, I have a legal responsibility and a fiduciary duty to shareholders to administer the bank's affairs faithfully and to oversee its management. In carrying out my duties and responsibilities, I shall exercise reasonable care and place the interests of the bank before my own interests. I shall fulfill my duties of loyalty and care to the above-named bank.

I shall, commensurate with my duties, diligently and honestly administer the affairs of the depository institution, and I shall not knowingly violate, or willingly permit to be violated, any applicable statute or regulation. I shall ensure that I learn of changes in statutes, regulations and policies of the Office of Comptroller of the Currency, the Federal Deposit Insurance Corporation and any state to whose jurisdiction my bank is subject, which affect my duties, responsibilities or obligations as a director and affiliated person of the bank.

I am the owner, in good faith and in my own right, of the number of stock that the law requires. I have either subscribed for this stock or it is issued and outstanding, and it is not hypothecated, or in any way pledged, as security for any loan or debt.

I shall attend board of directors meetings and participate fully on all board committees to which I am appointed.

Signature _____

Typed Name _____

Mailing Address _____

City _____ State _____ Zip Code _____

Notary's Affirmation

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Extreme governance: A Hippocratic Oath for company directors

SanLu Chairwoman Tian Wenhua was sentenced today to life in a Chinese prison, and two of her suppliers were sentenced to death for their part in melamine contamination cases. According to the China Daily, Tian “was convicted for her failure to stop producing and selling milk products even after she was informed that they were contaminated. She was fined about 25 million yuan (US\$3.7 million), too.”

We’re fond talking about how a director’s primary responsibility is to act in the best interests of the company (Section 131 of the Companies Act), and it goes without saying that a director must not break any laws while exercising their responsibility.

But I’m left wondering if it might not be prudent to be more specific in the Companies Act about the company’s relationship to its consumers and the general public.

In any case, it would be good for company directors to specifically acknowledge their responsibilities as part of their induction process. Speaking the words of a public promise, with witnesses, that one can easily recall, sharpens the focus and would encourage better self-awareness of a director’s actions, as well as promoting public accountability.

I propose the following “Hippocratic Oath” for company directors:

In the exercise of my duties as a company director:

I will not deliberately harm our shareholders, other directors, company staff, our suppliers, customers, end-users, or members of the public.

I will always act within the law, and ensure that the company acts within the law. Where I am unsure of the law, I will seek professional advice.

I commit to act in the best interests of the company, ensure that the company meets its obligations, and strive to make the company responsibly successful in achieving the strategy

that is collectively set by the Board.

I will not seek to derive unfair personal gain from any transactions with the company or its personnel.

I will communicate clearly in a respectful and professional manner with my colleagues, being diligent and timely in my record keeping and reporting.

I will model behaviour as a director that I would expect from any company personnel.

I will not betray the confidentiality of information that has been properly given to me in confidence, nor will I seek personal gain from such information. Likewise, I will disclose without hesitation any information that that is required to be made available to government agencies, other directors, stakeholders, or the general public.

What do you think?

This entry was posted on January 23, 2009 at 3:19 pm and is filed under Uncategorized. Tagged: board of directors, directors, disclosure, first do no harm, governance, hippocratic, hippocratic oath, oath, sanlu. You can follow any responses to this entry through the [RSS 2.0 feed](#). You can leave a response, or [trackback](#) from your own site.

One Response to “Extreme governance: A Hippocratic Oath for company directors”

1. *Mike Dwyer Says:*

January 30th, 2009 at 1:46 am

Your thoughts and approach are resonating. That led me to this rambling. If globalization and the wiring of the world are flattening everything, then the old barriers we as business people had to rely on are disappearing. National boundaries, economic hurdles, even the notion of distance as a tool are going away. With these are many of the defenses we had for our actions of the past, national security, economic advantage, and sovereignty all are flattened when I push the send button to pass this on to you. Yet we, as members of the human race, must still live as moral and ethical people that provide mutual security and safety to all in our village.

My mind goes back to Rousseau, Adam Smith, and the other ‘rebel thinkers’ who made it clear that freedom, particularly economic freedom requires each practitioner to be both morally and ethically responsible for their actions and the collective action of the community. If this did not happen, these ‘rebel thinkers’ believed in the necessity of government to impose that moral and ethical hurdle so that all must clear so that everyone in the society was secure, safe, and free. I interpret this in your oath as I was taught to understand the this series of choices beginning with choosing to embraced the status quo or to embrace change. I choose the latter. We must be always adapting and inspecting what we do to make sure that it results in the most benefit and that we are striving to change what we offer to better meet societies needs and desires - within the morals and ethics of our tribe. This is not some veiled notion of religion, no matter how much you or I or anyone believe in our faith. This simply is recognizing that the moral and the ethical choice is to do no harm to anything that encourages a better future to one and all. I will stop here as I have unfinished thoughts beyond this point. But in stopping, I see the need for directors and boards to advocate change, embrace risk, and reward courage as these are what make transparent the morals of a man and the ethics of a tribe. Thank you again for pushing my grey cells around.

PUBLIC OFFICERS, OATHS OF.

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3. That such company shall have power to elect annually six or more directors or trustees, a secretary, treasurer, and such other officers and assistants as they shall deem necessary, take from them such security as they may deem expedient, by bond or otherwise, be able and capable in law to prosecute the same to effect, and generally to sue and be sued, defend and be defended, in all courts of judicature, and have and use a common seal for sealing all deeds, contracts, and other writings touching such corporation.

Election of directors and officers.

4. That the capital stock of such corporation, not to exceed two thousand dollars, shall be used and applied in defraying the expenses incident to the pursuit and detection of thieves of horses, mules, cattle, or other property, and for securing and advancing the aforesaid object, in such mode as to said company, or its directors or managers, shall seem most effectual.

Capital stock, for what to be used.

5. That any company, already formed or incorporated for the objects specified in this act, or any of them, may avail itself of the benefits of this act, by complying with the provisions of the first and second sections thereof.

Companies already formed may have benefit of act.

Public Officers, Oaths of.

1. Oath of allegiance, form of.
2. Who to take it.
3. Official oath of governor.
4. Of judges of errors and appeals.
- “ Chancellor, and judges of other courts.
5. Clerks and register.
6. Counsellors, attorneys, etc.
7. General form of oath.
8. Who to administer to governor.
9. Legislators.
10. Chancellor, judges, etc.
11. Judges of pleas and others.
12. Names enrolled and filed.
13. By whom administered, if clerk absent.
14. Oath of clerk of pleas.
15. Penalty on clerk for neglect.

16. Duty of courts.
17. Who to administer oath of allegiance.
18. And so, though official not required.
19. Penalty on jurors for refusal.
20. Officers to qualify in two months.
21. So of justices of the peace.
22. Swearing with uplifted hand.
23. Such oath good.
24. What oaths thus taken.
25. And if false, declared perjury.
26. Affirmations and declarations.
27. Who may administer.
28. Allowed, in what cases.
29. If false, declared perjury.
30. Oath of governor, who to administer and when.
31. Repealer.

An act prescribing certain oaths.

Approved April 17, 1846. Rev. 429, 440.

1. That every person who is or shall be required by law to give assurance of fidelity and attachment to the government of this state, shall take the following oath:

P. L. 1845, p. 220.
R. S. 866.

I, ———, do sincerely profess and swear, that I do and will bear true faith and allegiance to the government established in this state, under the authority of the people. So help me God.

Oath of allegiance.

2. That the governor for the time being of this state, and every person who shall be appointed or elected to any office, legislative, executive or judicial, under the authority of this state, or to any office in the militia thereof, and every counsellor, solicitor and attorney at law, shall, before he enters upon the execution of his trust, office or duty, take and subscribe the foregoing oath of allegiance.

Who to take it.

3. That every person who shall be elected governor of this state, or who shall at any time administer the government thereof, shall, before he enters upon the execution of his said office, take and subscribe the following oath, to wit:

Official oaths of.

I, ———, elected governor of the state of New Jersey, do solemnly promise and swear, that I will diligently, faithfully and to the best of my knowledge, execute the said office in conformity with the powers delegated to me; and that I will to the utmost of my skill and ability, promote the peace and prosperity, and maintain the lawful rights of the said state. So help me God.

Governor.

Judges, etc.

4. That the members of the court of errors and appeals in the last resort in all causes, the chancellor, the judges of the supreme court, and the judges of the inferior court of common pleas, and orphans' court, shall, before they enter upon the execution of their respective offices, take and subscribe the following oath, to wit:

I, ———, do solemnly promise and swear, that I will administer justice without respect to persons, and faithfully and impartially perform all the duties incumbent on me as ——— according to the best of my abilities and understanding, agreeably to the constitution and laws of the state of New Jersey. So help me God.^(a)

Clerks, etc.

5. That every person who shall be chosen or appointed to the office of register or clerk of any judicial court of this state, shall, before he enters upon the execution of his office, take and subscribe the following oath, to wit:

I, ———, being appointed register (or clerk, as the case may be), of the ——— do solemnly promise and swear, that I will truly and faithfully enter and record all the orders, decrees, judgments and proceedings of the said court; that I will justly and honestly keep the records, parchments, papers, writings and books to me committed, and to be committed, by virtue of my said office; and that I will faithfully and impartially perform all the duties of the said office, according to the best of my abilities and understanding. So help me God.

Counsellors, etc.

6. That every counsellor, solicitor or attorney at law, shall, before he be permitted to practice in any court of this state, take and subscribe in open court, the following oath, to wit:

I, ———, do solemnly promise and swear, that I will faithfully and honestly demean myself in the practice of an attorney (or of a counsellor or solicitor, as the case may be), and will execute my office according to the best of my abilities and understanding. So help me God.

General form.

7. That where the form of an official oath is not or shall not be specially prescribed, then one shall be taken in the following words, to wit:

I, ———, do solemnly promise and swear, that I will faithfully, impartially and justly perform all the duties of the office of ——— according to the best of abilities and understanding. So help me God.

Who to administer to governor.

8. That any member of the senate shall be and hereby is authorized to administer the oaths of office and allegiance to the person who shall be elected governor of this state; which oaths shall be administered in senate, if the legislature be in session. *Infra*, § 30.

Legislators.

9. That any member of the senate or of the general assembly shall be and hereby is empowered to administer the oath of allegiance to his fellow members of the same house.

Chancellor and others.

10. That the supreme court and each judge thereof, shall be and hereby is authorized to administer the oath of office and of allegiance to any person who shall be appointed to the office of chancellor, or secretary, or attorney general of the state, or judge or clerk of the said supreme court.

Judges of pleas and others.

11. That it shall be the duty of the clerk for the time being, of the inferior court of common pleas of each county in this state, and of none other, to administer the oaths of office and allegiance to every person who shall be chosen or appointed a judge of the said court, or elected a justice of the peace, sheriff or coroner in and for the said county.

Names enrolled and filed.

12. That it shall be the duty of the said clerk to enroll the name of every person to whom he shall administer the said oaths, together with the time of administering the same, on paper or parchment, to be by him for that purpose kept and filed in his office, and to transmit, within twenty days after administering said oath, the name of such person so sworn in, and the time when, to the secretary of state, to be by him filed in his office.

When judges of pleas to administer certain oaths.

13. That if the clerk of the court of common pleas be absent, removed or dead, then it shall and may be lawful for any judge of the said court to administer the oaths of office and allegiance to the persons, or any of them, required to take the same in and by the eleventh section of this act; and the said judge shall report the name of the person to whom the said oaths were administered, and the date thereof, to the said clerk or his successor, who shall enroll the same and transmit a copy of such enrollment to the secretary of state, as is directed by the section next preceding.

(a) See *State v. Parkhurst*, 4 Hal. 427, 445.

PUBLIC OFFICERS, OATHS OF.

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14. That any judge of the inferior court of common pleas shall be and hereby is authorized to administer the oaths of office and allegiance to the person who shall be elected or appointed clerk of the said court; and it shall thereupon be the duty of the said clerk to enroll his own name and the time of his being sworn into office, and transmit, as aforesaid, a copy of such enrollment to the secretary of state, for the purpose above mentioned.

To administer
oaths to clerk.

15. That if the clerk of any inferior court of common pleas shall neglect or refuse to perform, in due time, any service or duty enjoined on him by this act, he shall, for every such offence, forfeit thirty dollars, to be recovered by action of debt, with costs, by any person who will sue for the same.

Penalty for
neglect of clerk.

16. That it shall be the duty of any court of judicature of this state to administer the oath of allegiance to such person as shall be by law required to take the same in the said court.

Duty of courts.

17. That it shall be lawful for every court, body corporate, judge, justice of the peace or other person or persons, before whom it is or shall be incumbent for any person, who shall be elected or appointed to office, to take his official oath, to administer at the same time the oath of allegiance to such person, if he is or shall be by law required to take the same.

Who to adminis-
ter oath of
allegiance.

18. That where the oath of allegiance is or shall be required by law, without any official or other oath, then it shall be lawful for any judge of the inferior court of common pleas, or any justice of the peace, in and for his proper county, to administer the same, unless it is or shall be otherwise directed by this or any other act: *and further*, the said judge and justice are hereby respectively empowered and required to administer the oath of allegiance to any person who shall apply to take the same.

And so where no
official oath
required.

19. That if any grand or petit juror, who hath not already taken and subscribed the oath of allegiance to this state, shall refuse, if required by the court, to take and subscribe the oath of allegiance prescribed by this act, in any court to which he shall be summoned, he shall, for every such offence, be fined by the said court in any sum not less than eight, nor more than thirty dollars; and the clerk of the said court shall deliver a certified list of the name of the juror and the fine awarded, to the sheriff of the county, who shall thereupon levy and make the same, by distress and sale of such juror's goods, with costs.

Jurors fined for
refusing to take
oath of allegi-
ance.

20. That if any person, who shall be elected to any office by the senate and assembly in joint meeting, shall neglect or refuse to qualify into such office, for and during the space of two months after being informed of his election by any member of the senate or assembly for the county in which he resides, or by the clerk of the court of common pleas of such county, his said election shall thenceforth be void.

What officers
must qualify in
two months.

21. That if any justice of the peace, elected or to be elected under the present constitution, shall neglect or refuse to qualify into office for the period of two months after the date of his commission, his said election shall thenceforth be void.

When justice of
the peace must
be sworn.

22. That every person who shall be permitted or required to take an oath in any case, where by law an oath is allowed or required, may take the same with the ceremony of lifting up the hand and swearing by the ever living God, instead of that of touching and kissing the book of the gospels; and every person who is or shall be empowered and required to tender and administer an oath in the usual form, shall be and hereby is empowered and required, on request of the party to be sworn, to administer the same in the manner herein before prescribed.

Swearing with
uplifted hand.

23. That an oath, which shall be administered and taken agreeably to the mode prescribed in the preceding section of this act, shall be as good and effectual as if the same had been administered and taken in the usual form of laying the hand on and kissing the gospels.

Declared good.

24. That in all cases where, by any act of the legislature of this state now in force or hereafter to be made, an oath is or shall be allowed or required, the same shall, on the request of the party to be sworn, be taken with the ceremony of holding up the hand and swearing by the ever living God, instead of that of touching and kissing the book of the gospels, although no provision for that purpose is or shall be made in such act.

What oaths may
be thus taken.

PUBLIC SHOWS.

- And if false,
declared perjury. 25. That if the person, who shall take such oath and swear as aforesaid with the uplifted hand and by the ever living God, shall falsely, wilfully, and corruptly swear or depose any matter or thing which, if the same had been sworn or deposed in the usual form, would have amounted to wilful and corrupt perjury, then such person, so offending, shall be deemed and adjudged to be guilty of wilful and corrupt perjury, and, on conviction thereof, shall be punished accordingly.
- Affirmation and
declaration
legalized. 26. That every person, who shall be permitted or required to take an oath in any case, where by law an oath is allowed or required, and who shall allege that he or she is conscientiously scrupulous^(a) of taking an oath, shall, instead of the form of an oath, be permitted to make his or her solemn affirmation or declaration; and if such person shall choose to affirm, it shall be in words following, to wit:
- Affirmation. I, ———, do solemnly, sincerely, and truly declare and affirm:
- Declaration. But if such person shall choose to declare, it shall be in the words following, to wit:
I, ———, do declare, in the presence of Almighty God, the witness of the truth of what I say:
- Who may
administer. Either of which forms shall be as good and effectual in law, as an oath taken in the usual form, in which affirmation or declaration, the words "So help me God," at the close of the usual oath, shall be omitted.
- And allowed in
all cases of
conscience. 27. That every person, who is or shall be empowered and required to tender and administer an oath in the usual form, shall be and hereby is empowered and required to tender and administer the affirmation or declaration aforesaid, when requested to that purpose by any such scrupulous person as aforesaid.
- False affirmation,
etc., perjury. 28. That in all cases where, by any act of the legislature of this state now in force, or hereafter to be made, an oath is or shall be allowed or required, the affirmation or declaration, in the form above prescribed, of any such scrupulous person as aforesaid, shall be allowed and taken instead of an oath in the usual form, although no provision for that purpose is or shall be made in such act.
29. That if any person, who shall make such affirmation or declaration, shall falsely, wilfully, and corruptly affirm or declare any matter or thing which, if the same had been sworn or deposed in the usual form, would have amounted to wilful and corrupt perjury, then such person, so offending, shall be deemed and adjudged to be guilty of wilful and corrupt perjury, and, on being convicted thereof, shall be punished accordingly.^(b)

Supplement.

Approved January 14, 1869.

P. L. 1869, p. 3.

Who may
administer oath
of office to
governor, and
where.

Repealer.

30. SEC. 1. That the chief justice, chancellor, or any member of the senate, shall be and is hereby authorized to administer the oaths of office and allegiance to the person who shall be elected governor of this state, or who shall be constitutionally eligible to take the oath of office, which oaths, if the legislature be in session, shall be administered in the presence of the senate and house of assembly at such place as they may designate.
31. SEC. 2. That all acts and parts of acts inconsistent herewith, be and the same are hereby, to the extent that they are so inconsistent, repealed, and this act shall take effect immediately.

(a) Every person must be sworn unless he alleges that he is conscientiously scrupulous, &c., *Williamson v. Carroll*, 1 Harr. 217. See *State v. Putnam*, *Coxe* 260. *Anonymous*, Pen.

*330. *State v. Harris*, 2 Hal. 361. *State v. Fox*, 4 Hal. 244. *Coxe v. Field*, 1 Gr. 215. *Clark v. Collins*, 3 Gr. 473.
(b) See ante, p. 229, § 17, note (a).

Public Shows.

1. Menageries, &c., must be licensed.
2. How and by whom.
3. Sum to be paid.

4. Penalty for violation.
5. Money to whom paid.
6. Penalty how collected.

An act for regulating public shows.

R. S. 561.

Revision—Approved March 29, 1874.

- Menageries, etc., must be licensed. 1. That it shall not be lawful for any person or persons to exhibit or show within this state, for any price, gain or reward, any menagerie, or

Intergovernmental Committee Items-Pending

<u>Item</u>	<u>Referred By</u>	<u>Date Referred</u>	<u>Status</u>
Oath for Boards/Commissions	Beard	3-3-05	March Meeting
Construction Apprenticeship Program	James	2-17-09	March Meeting
Grievance Procedures	James	4-8-08	HR Project
Citizens' Advocate Office Draft Policy & Procedures Manual	Myers/ Ellinger	2-5-08	Law/CA Review
Boards & Commissions That Adhere to Ethics Act Financial Disclosure	Myers	8-14-07	Removed from Items List?
Review Current Boards & Commissions	Myers	6-12-07	Removed from Items List?
Boards/Commissions Reporting	Myers	8-14-07	Removed from Items List?
Council Standing Committees	Myers	1/16/07	COW Discussion
High Risk Pay Supplement	Gorton	2/14/06	Unknown
Proposed New Compensation System	Gorton	1/15/05	Delayed-Finance & HR

PAS 3.5.09