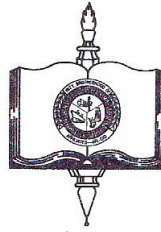


BOILERMAKERS

Larry Jansen, Chairman
Tom Baca, Secretary
Collin Keisling, Area Coordinator
westernstatesjac@gmail.com
Telephone: (928) 645 – 0277



Post Office Box 1612
819 North Navajo Units 6 & 7
Page, Arizona 86040
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Fax: (928) 645 – 0217

WESTERN STATES JOINT APPRENTICESHIP PROGRAM

NOTICE TO ALL APPRENTICES:

THE BOILERMAKERS NATIONAL APPRENTICESHIP PROGRAM (“BNAP”) AND THE WESTERN STATES JOINT APPRENTICESHIP PROGRAM WILL NOT TOLERATE DISCRIMINATION OR HARASSMENT OF ANY KIND.

The Boilermakers National Joint Apprenticeship Board and the Western States Joint Apprenticeship Program have a Discrimination & Harassment Policy (“Policy”). This Policy strictly prohibits discrimination or harassment of any kind and sets forth a complaint procedure for any apprentice who believes that he/she has been subjected to or witnessed discriminatory or harassing conduct. Each apprentice shall be provided a copy of the Policy upon beginning apprenticeship. It is the Western States Joint Apprenticeship Coordinator or Director’s responsibility to ensure that a copy of the Policy is made available to each apprentice, and a record of receipt and acknowledgment shall be maintained in the office of the Western States Joint Apprenticeship Program. **The Western States Joint Apprenticeship Coordinator or Director is responsible to see that all apprentices sign the “Acknowledgement and Agreement to Be Bound” on the last page of the Policy.**

This Policy shall be posted at the office of the Western States Joint Apprenticeship Program. A copy of the Policy shall also be posted at each training facility and classroom space operated or utilized by the Western States Joint Apprenticeship Program. To the extent the facility is owned by an entity other than the Western States Joint Apprenticeship Program, permission to post this policy shall be requested from the owner. Additional copies of the Policy are available upon request.

You are encouraged to review the Policy and submit any questions or suggestions you may have regarding it to any member of the Boilermakers National Joint Apprenticeship Board or the Western States Joint Apprenticeship Board of Trustees. You may also submit questions and suggestions to the National Coordinator or the Western States Joint Apprenticeship Coordinator/Director. In addition to utilizing the complaint procedure set forth in the Policy, you also have the right to file a complaint of discrimination or harassment with the Equal Employment Opportunity Commission (“EEOC”) and/or the Registration Agency with whom the apprenticeship program is registered. To obtain additional information about filing a complaint with the EEOC or Registration Agency, please see attached Appendix A.

Larry Jansen
Chairman Western
States Apprenticeship Trustees

J. Tom Baca
Secretary Western
States Apprenticeship Trustees

WESTERN STATES JOINT APPRENTICESHIP PROGRAM

DISCRIMINATION & HARASSMENT POLICY

I. PURPOSE

This Policy has been adopted by the Boilermakers National Joint Apprenticeship Board and the Western States Joint Apprenticeship Program to:

- (1) define their policy regarding discrimination or harassment directed at, or engaged in by, any of their apprentices,
- (2) to prohibit such discrimination or harassment in all its forms, and
- (3) to provide a method of redress for apprentices who believe that they have been victimized by or witnessed such discrimination or harassment while apprenticing in the Boilermakers National Apprenticeship Program and/or the Western States Joint Apprenticeship Program.

II. COVERAGE

This Policy applies to all apprentices. For the purposes of this Policy, apprentices shall include all pre-apprentices, apprentices, trainees, interns and helpers in BNAP and the Western States Joint Apprenticeship Program.

III. DISCRIMINATION DEFINED

Discrimination is adverse treatment of any individual based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information, or disability with regard to: (1) Recruitment, outreach, and selection procedures; (2) Hiring and/or placement, upgrading, periodic advancement, promotion, demotion, transfer, layoff, termination, right of return from layoff, and rehiring; (3) Rotation among work processes; (4) Imposition of penalties or other disciplinary action; (5) Rates of pay or any other form of compensation and changes in compensation; (6) Conditions of work; (7) Hours of work and hours of training provided; (8) Job assignments; (9) Leaves of absence, sick leave, or any other leave; and (10) Any other benefit, term, condition, or privilege associated with apprenticeship.

Discrimination may involve, but is not limited to, one of the following: (1) Making decisions based on stereotypes or assumptions about the abilities, traits, or performance of individuals of a certain race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, or individuals with disabilities, or based on myths or assumptions about an individual's genetic information, or (2) Denying opportunities to a person because of marriage to, or association with, an individual of a particular race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information or an individual with a disability.

IV. HARASSMENT DEFINED

Harassment is a form of discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), the Americans with Disabilities Act of 1990, (ADA), the Pregnancy Discrimination Act, (PDA), the Genetic Information Nondiscrimination Act, (GINA) and the regulations promulgated thereunder.

Harassment is unwelcome conduct that is based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age, genetic information, or disability. Harassment becomes unlawful where: (1) enduring the offensive conduct becomes a condition of continued participation in the apprenticeship program, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination or harassment charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality. To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to reasonable people.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, including, but not limited to, the following:

1. The harasser can be the victim's supervisor, a supervisor in another area, a fellow apprentice, a journeyworker, an agent of an employer, a co-worker, or a non-employee.
2. The victim does not have to be the person harassed, but can be anyone affected by the offensive conduct.
3. Unlawful harassment may occur without economic injury to, or discharge of, the victim.

IV. PROHIBITION OF DISCRIMINATION AND HARRASSMENT

BNAP and the Western States Joint Apprenticeship Program believe that discrimination and harassment are forms of misconduct that undermine the integrity of the apprenticeship and training relationship, debilitate morale and, therefore, interfere with effective apprenticeship and training. BNAP and the Western States Joint Apprenticeship Program will not tolerate discrimination or harassment of any kind. BNAP and the Western States Joint Apprenticeship Program will not tolerate any adverse treatment of its apprentices because they reported

instances of discrimination or harassment or provided information relating to an investigation into allegations of discrimination or harassment. It is the policy of the BNAP and the Western States Joint Apprenticeship Program to prevent and promptly correct any instance of discrimination against, or harassment of or by, its apprentices.

V. COMPLAINT PROCEDURE

A. *Filing a Complaint*

BNAP and the Western States Joint Apprenticeship Program cannot effectively prevent or remedy acts of discrimination or harassment without knowledge of its occurrence. Apprentices who believe they or another apprentice have been subjected to discrimination or harassment should immediately report such conduct through the Complaint Procedure described in Section V of this Policy. BNAP and the Western States Joint Apprenticeship Program strongly encourage anyone who believes that they suffered or witnessed discrimination or harassment to report such discrimination or harassment *before* it becomes severe or pervasive.

Complaints of discrimination or harassment should be submitted in writing to one or more of the individuals identified in Appendix B who are responsible for overseeing BNAP and the Western States Joint Apprenticeship Program's commitment to equal opportunity in registered apprenticeship. Such complaints may be hand-delivered to any of these individuals or mailed to their address in an envelope marked "Personal." The Coordinator or Director of the Western States Joint Apprenticeship Program should ensure that any changes to the appointed individuals or contact information in Appendix B are communicated in a timely manner. Individuals who believe they have been subjected to or witnessed discrimination or harassment by the Chairman and/or Secretary of BNAP and/or the Western States Joint Apprenticeship Program should submit their allegations in writing, in an envelope marked "Personal," to BNAP and the Western States Joint Apprenticeship Program's legal counsel Jason McClitis or Michael J. Stapp (or BNAP's successor legal counsel) at the following address: Blake & Uhlig, P.A., 753 State Avenue, Ste. 475, Kansas City, KS 66101.

All such complaints should include the following information:

1. the identity of the complainant, including the complainant's name, address and telephone number or other means of contacting the complainant;
2. the identity of alleged offender(s);
3. the behavior that the apprentice believes constitutes discrimination or harassment, including the date(s), location(s), and the presence of any witnesses; and
4. any other information the complainant believes to be relevant or important.

In the event the alleged discrimination or harassment occurs during or in connection with employment with a signatory employer, all resulting claims of discrimination or harassment must be processed in compliance with the grievance/arbitration procedure as set forth in the applicable

collective bargaining agreement (CBA). The complainant should contact his/her union steward or other union representative, if he/she needs assistance in filing a timely grievance. In the event the complainant does not know who to contact, he or she may contact the Western States Joint Apprenticeship Coordinator or Director identified in Appendix B who shall assist the complainant in determining the proper person to contact. Please note many CBAs may have a short period of time within which to file a grievance. The union responsible for processing grievances under the applicable CBA shall process such grievance in accordance with the CBA and in accordance with the union's duty of fair representation.

In addition to filing a grievance under the terms of the CBA, apprentices should report discrimination or harassment in connection with their employment with a signatory employer to BNAP and/or the Western States Joint Apprenticeship Program using the complaint procedure provided in Section V of this Policy. It is the policy of BNAP and the Western States Joint Apprenticeship Program to undertake steps to address harassment or discriminatory actions taken by signatory employers when BNAP and the Western States Joint Apprenticeship Program have knowledge of such actions. Such steps include entering into written agreements with the employer setting forth reasonable procedures to ensure that employment opportunity is being granted and terminating relationships with employers who fail to remedy acts of harassment or discrimination.

B. Investigation of the Complaint

Immediately upon receipt of the complaint of discrimination or harassment, the individual who receives the complaint shall contact and promptly forward a copy of the complaint to the BNAP Chairman and Secretary and, if applicable, the trustees of the Western States Joint Apprenticeship Program and the Western States Joint Apprenticeship Coordinator(s) or Director. In cases involving alleged discrimination or harassment by the Chairman and/or Secretary of BNAP and/or the Western States Joint Apprenticeship Program, BNAP and the Western States Joint Apprenticeship Program's legal counsel will forward such complaints to the remaining members of the BNAP and Western States Joint Apprenticeship Program Board of Trustees who are not alleged to have involvement in the alleged discrimination or harassment.

An individual or a committee shall be appointed to conduct a prompt, thorough, and impartial investigation of the complaint and recommend remedial action, if warranted and available under the circumstances. In no event shall the appointed investigator(s) include the alleged offender(s), nor shall the appointed investigator(s) be related to the alleged offender(s) by blood or by marriage. The investigation will include, but will not necessarily be limited to, interviews with the complainant and/or victim(s), offender(s), and witnesses.

Upon completion of the investigation, the appointed investigator or investigatory committee shall submit its findings and recommended remedial action, if any, to BNAP and/or the Western States Joint Apprenticeship Program.

C. Determinations of Harassment and Corrective Action

BNAP and/or the Western States Joint Apprenticeship Program shall review the investigation's findings and recommendations, and (with the aid of legal counsel, if necessary): (1) make a determination as to whether discrimination or harassment has occurred; and, if so, (2) take any action it believes to be available and appropriate to correct such discrimination or harassment and to prevent its reoccurrence. BNAP and/or the Western States Joint Apprenticeship Program shall issue a written determination of its findings, which shall be mailed to the complainant's address.

If BNAP and/or the Western States Joint Apprenticeship Program determine from the investigation that no discrimination or harassment has occurred, and/or that BNAP and/or the Western States Joint Apprenticeship Program is not the appropriate entity to remedy the alleged discrimination or harassment, the results of the investigation will be reduced to writing and the complainant shall be so notified. The investigatory file shall be closed and no notation shall be made in the personnel files of either the complainant or the alleged offender.

Should BNAP and/or the Western States Joint Apprenticeship Program determine from the investigation that discrimination or harassment has occurred, it shall, if appropriate under the circumstances, take any action it believes to be available and appropriate to correct such discrimination or harassment and to prevent its reoccurrence, including actions that may differ from the investigation's recommendations. The complainant shall be informed of the determination and the remedial actions taken against the offender. Additionally, a notation regarding the discrimination or harassment and the remedial action taken shall be placed in the offender's file.

In the event an apprentice believes he/she has been subject to discrimination or harassment on a job site or in connection with employment by a signatory employer, he/she shall make his/her employer immediately aware and follow the employer's discrimination and harassment policy. He/she may also file a grievance in accordance with the applicable collective bargaining agreement in effect. Should BNAP or the Western States Joint Apprenticeship Program determine that a signatory employer has not properly remedied or addressed acts of discrimination or harassment, it shall address such acts with the employer, and if continuing or otherwise unremedied, take steps to remove the employer from participating in the apprenticeship program.

D. Appeals

If a complainant or an alleged offender feels that BNAP's and/or the Western States Joint Apprenticeship Program's determinations and/or corrective actions are incorrect, inappropriate, or otherwise not satisfactory or sufficient, he or she may appeal such determination and/or action at the next full meeting of the National Board and/or the Western States Joint Apprenticeship Program, by filing a written "Appeal" addressed to the National Board (753 State Ave., Ste. 754

Kansas City, KS 66101) and/or the Western States Joint Apprenticeship Program Board of Trustees (P.O. Box 1612, Page, AZ 86040), as appropriate. An “Appeal” must be received within 30 days of the written determination as set forth in Article V(c) of this Policy and Procedure.

E. Confidentiality & Prohibition against Retaliation

All complaints and testimony provided by individuals during the course of an investigation into allegations of discrimination or harassment shall be kept as confidential as possible and shall be held in a file separate from other personnel and apprentice files.

It should be noted, however, that the identity of the complainant is usually revealed to the alleged offender and witnesses during the course of an investigation into alleged discrimination or harassment. Nonetheless, retaliation against any apprentice for bringing a discrimination or harassment complaint or assisting in the investigation of such a complaint is strictly prohibited. Any employee or apprentice who believes that they are a victim of or have knowledge of such retaliation should report such conduct through this Complaint Procedure. Such a complaint shall be investigated and addressed in the same manner as a discrimination or harassment complaint.

Larry Jansen
Chairman Western
States Apprenticeship Trustees

J. Tom Baca
Secretary Western
States Apprenticeship Trustees

Acknowledgment and Agreement to Be Bound

I have read the attached “Notice to All Apprentices,” the Discrimination & Harassment Policy, Appendix A and Appendix B. I agree to be bound by and comply with the terms of the Discrimination & Harassment Policy. I acknowledge that failure to abide by the Discrimination & Harassment Policy could result in discipline up to and including permanent expulsion from the Apprenticeship Program.

Print Name

Signature

Date

YOUR RIGHT TO EQUAL OPPORTUNITY

It is against the law for a sponsor of an apprenticeship program registered for Federal purposes to discriminate against an apprenticeship applicant or apprentice based on race, color, religion, national origin, sex, sexual orientation, age (40 years or older), genetic information, or disability. The sponsor must ensure equal opportunity with regard to all terms, conditions, and privileges associated with apprenticeship. If you think that you have been subjected to discrimination, you may file a complaint within 300 days from the date of the alleged discrimination or failure to follow the equal opportunity standards with the U.S. Department of Labor, Office of Apprenticeship or State Apprenticeship Agency: **Alaska:** 605 W. 4th Avenue, Room G-30, Anchorage, AK 99501, Tel: (907) 271-5035, E-Mail: Hakala.John@dol.gov, Attn: John Hakala; **Arizona:** 1789 West Jefferson Street, P.O Box 6123, Phoenix, AZ 85007, Tel: (602) 542-5641, E-Mail: WHiggins@AZDES.Gov, Attn: William (Willie) Higgins; **California:** 801 I Street, Room 202, Sacramento, CA 95814, Tel: (916) 414-2389 E-Mail: Davis.Richard@dol.gov, Attn: Richard Davis; **Colorado:** 721 19th Street, Room 465, Denver, CO 80202-2517, Tel: (303) 844-6362, E-Mail: Mclain.Cynthia@dol.gov, Attn: Cynthia Mclain; **Hawaii:** 830 Punchbowl Street - Room 329, Honolulu, HI 96813, Tel: (808) 586-8877, E-Mail: EYoung@dliir.state.hi.us, Attn: Elaine Young; **Idaho:** 1387 S. Vinnell Way #110, Boise, ID 83706, Tel: (208) 321-2972, E-Mail: Kober.William@dol.gov, Attn: William Kober; **Montana:** P.O. Box 1728, Helena, MT 59624-1728, Tel: (406) 444-3556, E-Mail: DHolzer@mt.gov, Attn: Darrell Holzer; **Nevada:** 675 Fairview Drive, Suite 226, Carson City, NV 89701, Tel: (775) 687-4850, E-Mail: schambers@laborcommissioner.com, Attn: Shannon Chambers; **New Mexico:** 401 Broadway NE, Albuquerque, NM 87102, Tel: (505) 841-8077, E-Mail: Katrina.Vigil@state.nm.us, Attn: Katrina Vigil; **Oregon:** 800 N.E. Oregon Street, Suite 1045, Portland, OR 97232, Tel: (971) 673-0760, E-Mail: Steve.Simms@state.or.us, Attn: Stephen Simms; **Utah:** 125 State Street, Room 2412, Salt Lake City, UT 84138, Tel: (801) 524-5451, E-Mail: Couse.Robert@dol.gov, Attn: Robert “Bob” Couse; **Washington:** P.O. Box 44530, Olympia, WA 98504-4530, Tel: (360) 902-5320, E-Mail: rojo235@lni.wa.gov, Attn: Jody Robbins; **Wyoming:** 308 West 21st Street, Room 205, Cheyenne, WY 82001-3637, Tel: (307) 772-2448, E-Mail: Broad.Michael@dol.gov, Attn: Michael Ann Broad. You may also be able to file complaints directly with the EEOC, or State fair employment practices agency. If those offices have jurisdiction over the sponsor/employer, their contact information is listed below¹.

¹ U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov. **Alaska:** Alaska State Commission for Human Rights, 800 "A" Street, Suite 204, Anchorage, Ak 99501, Toll-Free Complaint Hot Line (in-state only): (800) 478-4692, TTY/TDD (Anchorage Area): (907) 276-3177, Phone (Anchorage Area): (907) 274-4692, TTY/TDD Toll-Free Complaint Hot Line (in-state only): (800) 478-3177, Website: <https://humanrights.alaska.gov>; **Arizona:** Arizona State Attorney General, Civil Rights Division, 1275 West Washington Street, Phoenix, AZ 85007-2926, Tel: (602) 542-5263 - TDD (602) 542-5002 or (877) 491-574 - TDD (877) 624-8090, Fax: (602) 542-8885, Website: www.attorney-general.state.az.us/civil_rights; **California:** California Department of Fair Employment and Housing - Elk Grove, 2218 Kausen Drive, Suite 100, Elk Grove, CA 95758, (800) 884-1684, Videophone (916) 226-5285, TDD (800) 700-2320, Website: <http://dfeh.ca.gov/Offices.htm>; **Colorado:** Colorado Civil Rights Division, 1560 Broadway Suite 1050, Denver, CO 80202, Tel: (303) 894-2997 or 800-262-4845, Hotline Español: 720-432-4294, Email: CCRD@dora.state.co.us, Website: www.dora.state.co.us/civil-rights; **Hawaii:** Hawaii Civil Rights Commission, 830 Punchbowl St. Room 411, Honolulu, HI 96813, Tel: (808) 586-8636, TDD/TTY: (908) 586-8692, Neighbor Islands, call toll free: Kaua'i: 274-3141, Ext. 6-8636#, Maui: 984-2400, Ext 6-8636#, Hawai'i: 974-4000, Ext. 6-8636#, Lana'i & Moloka'i: 1-800-468-4644, Ext. 6-8636#, Email: DLIR.HCRC.INFOR@hawaii.gov, Website: <http://labor.hawaii.gov/hcrc>;

Each complaint filed must be made in writing and include the following information:

1. Complainant's name, address and telephone number, or other means for contacting the complainant;
2. The identity of the respondent (i.e. the name, address, and telephone number of the individual or entity that the complainant alleges is responsible for the discrimination);
3. A short description of the events that the complainant believes were discriminatory, including but not limited to when the events took place, what occurred, and why the complainant believes the actions were discriminatory (for example, because of his/ her race, color, religion, sex, sexual orientation, national origin, age (40 or older), genetic information, or disability);
4. The complainant's signature or the signature of the complainant's authorized representative.

Idaho: Idaho Human Rights Commission, 317 West Main Street, 2nd Floor, Boise, ID 83735-0660, (208) 334-2873, (208) 334-2664 (Fax), (888) 249-7025 (Toll Free), Dial 711 for Idaho Relay Services, Email: Inquiry@ihrc.idaho.gov, Website: humanrights.idaho.gov; **Montana:** Montana Human Rights Bureau, P.O. Box 1728, Helena, MT 59624, (406) 444-4356 or 1-800-542-0807, Fax: (406) 444-4140, Telephone Relay Service: 711, Website: <http://erd.dli.mt.gov/human-rights>; **Nevada:** Nevada Equal Rights Commission, Equal Rights Commission Las Vegas, 1820 East Sahara Avenue, Suite 314, Las Vegas, NV 89104 Tel: (702) 486-7161, Fax: (702) 486-7054; Equal Rights Commission Northern Nevada, 1325 Corporate Blvd., Room 115, Reno, NV 89502, Tel: (775) 823-6690, Fax: (775) 688-1292, Website: <http://detr.state.nv.us/nerc.htm>; **New Mexico:** Human Rights Bureau, 1596 Pacheco Street, Santa Fe, NM 87505, Office: (505)827-6838, Toll-free: (800)566-9471, Fax: (505) 827-6878, Website: www.dws.state.nm.us; **Oregon:** Oregon Bureau of Labor and Industries, Civil Rights Division, 800 NE Oregon Street, Suite 1045, Portland, Oregon 97232, English: (971) 673-0764, Español: (971) 673-2818, Fax: (971) 673-0765, Email: CorreoElectronico-crdemail@boli.state.or.us, Website: <http://www.oregon.gov/BOLI/pages/index.aspx>; **Utah:** Utah Antidiscrimination & Labor Division, 160 East 300 South, 3rd Floor, P.O. Box 146640, Salt Lake City, UT 84114-6640, Phone: 801-530-6801 or 1-800-222-1238, TDD 801-530-7685, Email: discrimination@utah.gov, Website: <https://laborcommission.utah.gov/divisions/AntidiscriminationAndLabor>; **Washington:** Washington State Human Rights Commission, 711 South Capitol Way, Suite 402, P.O. Box 42490 Olympia, WA 98504-2490, Tel:(360) 753-6770, Statewide Toll Free: (800) 233-3247, Statewide TTY Toll Free: (800) 300-7525, Fax: (360) 586-2282, Website: <http://www.hum.wa.gov>; **Wyoming:** Wyoming Department of Employment Labor Standards, Fair Employment Program, 1510 E. Pershing, West Wing, Suite 2015, Cheyenne, WY 82002, (307) 777-7261, Fax: (307) 777-5633, Website: <http://www.wyomingworkforce.org/businesses/labor>.

PERSONS WITH WHOM COMPLAINTS MAY BE FILED

<u>TITLE</u>	<u>NAME</u>	<u>ADDRESS</u>
<i>BNAP</i>		
National Board Chairman	Michael P. Bray	1009 Broad Street Cinnaminson, NJ 08077
National Board Secretary	Lawrence J. McManamon	18500 Lake Rd., Ste. 210 Rocky River, OH 44116-1744
National Coordinator	Mark Wertz	753 State Ave., Ste. 754 Kansas City, KS 66101
<i>WESTERN STATES</i>		
Chairman	Larry Jansen	3500 Pegasus Drive Bakersfield, CA 93308-6855
Secretary	J. Tom Baca	1401 Willow Pass Road, Ste. 870 Concord, CA 94520
Coordinator	Collin Keisling	P.O. Box 1612 Page, AZ 86040 (928)645-0277
<i>*For complaints of discrimination or harassment involving the Chairman and/or Secretary of BNAP and/or the Western States Joint Apprenticeship Program</i>		
BLAKE & UHLIG		
General Counsel	Michael J. Stapp	753 State Avenue, Ste. 475 Kansas City, KS 66101
Associate General Counsel	Jason McClitis	753 State Avenue, Ste. 475 Kansas City, KS 66101