

J.C. Lee Construction & Supply Co.

1016 Annisville Road

Petrolia, PA 16050

Phone: (724) 894 – 2301

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January 6, 2025

NAACP Washington Branch

PO Box 188

Washington, PA 15301

To Whom It May Concern:

J C Lee Construction & Supply Company, Inc. is an Equal Opportunity (EO) Employer, and our objective is to obtain qualified employees consistent with position requirement to seek, employ, promote, and treat all employees and applicants for employment, without regard to race, religion, gender, sexual orientation, origin, age, disability, marital status or status as a covered veteran in accordance with applicable federal, state and local laws.

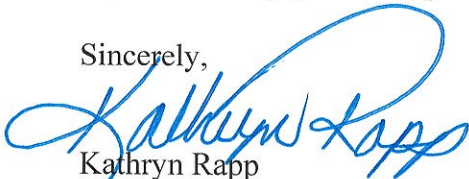
We are a union contractor working on Federal funded jobs. We are required to provide written notification to minority and female recruitment sources regarding union employment opportunities.

For this reason, are actively seeking applicants that would be interested in joining the local union for employment. Pennsylvania unions will not discriminate against apprenticeship applicants, apprentices or journey workers based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older.

Please post these union notifications and refer any interested applicants to us on the attached referral notice.

If you have any questions, please feel free to contact our office at (724)894-2301.

Sincerely,



Kathryn Rapp

Administrative Assistant to EEO Officer

CARPENTERS

HEAVY HIGHWAY AND RAILROAD CARPENTERS JOINT APPRENTICESHIP AND TRAINING PROGRAM

TIMELINE FOR 2025 CLASSES Applications are accepted year-round. Application deadline for the first class is February 28, 2025. Training begins April 7, 2025. Additional classes may be held according to workforce needs.

HOW TO APPLY You must first register to attend an information session at kmliap.org. After registering and attending the information session, you will receive an application code and further instructions for applying to the program. Information Sessions are scheduled on an as needed basis by the Local Union Apprenticeship Committee. Visit kmltf.org for more information.

APPLICANT SELECTION Selection is based on the needs within the region of Western Pennsylvania. Candidates will be selected by an independent organization or appointed panel using job-related testings and interview. This program offers an excellent training opportunity, it does not guarantee full employment. Employment is assigned by the Union as provided for in the collective bargaining agreements.

Qualification Requirements of the Program Include:

- Applicants must be not less than 17 years of age, 18 to go to work
- Be physically capable of performing the work of the Heavy Highway Carpenter
- Pass a Drug Test
- Be a citizen of the United States or a Legal Alien
- Have a high school diploma, GED and furnish a transcript of high school courses and grades
- Have a valid photo government issued ID and have dependable transportation. Must be willing to travel from one job to another, regardless of the distance involved with the 33 county area



The Heavy Highway and Railroad Carpenters Joint Apprenticeship and Training Program will not discriminate against apprenticeship applicants, apprentices or journeyworkers based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The Program will take affirmative action to provide equal opportunity in apprenticeship and will operate the program as required under Title 29 of the CFR, part 30.

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CEMENT MASONS

APPRENTICE AND JOURNEYMAN EDUCATION AND TRAINING FUND OF CEMENT MASONS' UNION LOCAL 526

TIMELINE FOR 2025 CLASS Application dates are March 10-21, 2025.

Interviews will be on March 27 & 28, 2025.

Selection and training will be in April 2025.

Additional selection may be held throughout the summer and fall according to workforce needs.

HOW TO APPLY Applications can be picked up in person Monday through Friday, March 10-21, 2025 from 8:30 am to 11:00 am at the Cement Masons Local 526 office at 2606 California Ave, Pittsburgh PA 15212.

The Cement Masons Apprenticeship is a three-year program that includes on-the-job training and classroom instruction.
opcma526.org (412) 761-6310

APPLICANT SELECTION Selection is based on the needs within the region of Western Pennsylvania. Candidates will be selected by an independent organization or appointed panel using a job-related selection interview. This program offers an excellent training opportunity, it does not guarantee full employment. Employment is assigned by the Union as provided for in the collective bargaining agreements.

Qualification Requirements of the Program Include:

- At least 18 at the time of job placement
- Reside in 33 counties of Western Pa (bring social security card or birth certificate)
- High school diploma or GED certificate (bring document and transcript)
- Valid driver's license & dependable transportation (bring license and owner/registration card)
- A non-refundable \$10 fee (bring \$10 cash or money order)
- Pass a drug test



The Apprentice and Journeyman Education and Training Fund of Cement Masons' Union Local 526 ("the Program") will not discriminate against apprenticeship applicants, apprentices or journeymen based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The Program will take affirmative action to provide equal opportunity in apprenticeship and will operate the program as required under Title 29 of the CFR, part 30.

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SKILLED LABORERS

PENNSYLVANIA LABORERS' JOINT APPRENTICESHIP & TRAINING PROGRAM

TIMELINE FOR 2025 CLASSES

1ST CLASS: Application deadline is February 28, 2025. Testing & interviews in March 2025.

2ND CLASS: Application deadline is April 17, 2025 . Testing & interviews in April 2025 .

3RD CLASS: Application deadline is May 30, 2025 . Testing & interviews in June 2025 .

Applications are accepted year round.

Selection for the first class will include all 33 counties in the Western PA region

Selection for additional classes will be according to workforce needs.

HOW TO APPLY

Applications can be completed online at palabortraining.org or downloaded and mailed to:
Pennsylvania Laborers' Training Center, 317 Deer Creek Rd, Saxonburg, PA 16056

APPLICANT SELECTION Selection is based on the needs within the region of Western Pennsylvania. Candidates will be selected by an appointed panel using job-related selection testing and interview. These programs offer an excellent training opportunity. They do not guarantee full employment. Employment is assigned by the Union as provided for in the collective bargaining agreements.

Qualification Requirements of the Program include:

- At least 18 years old when selected
- High school diploma or GED certificate
- Valid PA driver's license & dependable transportation
- Pass a drug test
- Reside in 33 counties of western PA for past 6 months



The Pennsylvania Laborers' Joint Apprenticeship & Training Program will not discriminate against apprenticeship applicants, apprentices or journey workers based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The Program will take affirmative action to provide equal opportunity in apprenticeship and will operate the program as required under Title 29 of the CFR, part 30.

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OPERATING ENGINEERS & MECHANICS

WESTERN PENNSYLVANIA OPERATING ENGINEERS JOINT APPRENTICESHIP & TRAINING PROGRAM

TIMELINE FOR 2025 CLASS Application Deadline is December 31, 2024. Testing and interviews will be in January & February 2025, Selection by Mid-March, and Training begins in April, May & June 2025.

HOW TO APPLY Applications online at wpaoperators.org.

APPLICANT SELECTION Selection is based on the needs within the region of western PA and eastern Ohio. Candidates will be selected by an independent organization or appointed panel using job-related selection testing and interview. These programs offer an excellent training opportunity, they do not guarantee full employment. Employment is assigned by the Union as provided for in the collective bargaining agreements.

Qualification Requirements of the Program include:

1. Be at least 18 at the time of acceptance into the Program.
2. Reside in one of the 33 counties of western Pennsylvania or Columbiana, Mahoning or Trumbull counties in Ohio for a minimum of 6 months.
(visit wpaoperators.org for a list of counties)
3. Have a high school diploma or GED.
4. Have a valid Pennsylvania or Ohio driver's license and dependable transportation.
5. Submit a non-refundable fee of \$50 with each application.
6. Pass a DOT physical exam and drug test.



The Western Pennsylvania Operating Engineers Joint Apprenticeship & Training Program ("the Program") will not discriminate against apprenticeship applicants, apprentices or journeymen based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The Program will take affirmative action to provide equal opportunity in apprenticeship and will operate the program as required under Title 29 of the CFR, part 30. See notice at wpaoperators.org/EEO.

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