



## ASE Safety Training Reimbursement Program for Local #1 Employers

### Purpose

Assist employers with the costs of providing safety training for their employees through the reimbursement of tuition expenses. In addition, a training incentive is available to help offset the other costs associated with sending Local #1 ironworkers to safety training. See details below. This is not intended to cover safety orientation, toolbox talks or other site safety meetings.

### Tuition Reimbursement

Local #1 Employers can be reimbursed for 100% of the tuition paid for employees attending safety training classes such as **10-Hour** and **30-Hour OSHA Courses** and for other safety training required under OSHA such as for **CPR, Fall Protection, Confined Spaces** and **Scaffolding**. Training must be provided by a recognized safety training provider. Advance approval is required. Following satisfactory completion of the class, the company submits a request for reimbursement and payment will be mailed to the employer.

### Training Incentive

In addition to 100% Tuition Reimbursement described above, a special incentive will be paid to employers for training completed by Local #1 Ironworkers in their employ. The incentive will be paid to the employer at the rate of \$75 for each hour of class time multiplied by the number of Local #1 employees completing the classes, up to a maximum of \$10,000 per employer per calendar year.

### Procedures & Requirements

- Employer must be signatory to the Ironworkers Local #1 labor agreement and as such, an active contributor to the Associated Steel Erectors Industry Promotional Fund that has reported a minimum of 1800 hours in the prior year.
- The Employer selects the course to be given and decides which employees will participate. Any OSHA recognized training program is eligible for this program.
- At least 15 days before start of the training, the Pre-Approval Request form must be submitted to the ASE Promotional Fund listing the class, number of employees who will participate and anticipated tuition expenses for enrolling in the class. The Tuition Reimbursement Program is open to both management and craft labor employees. If the employer chooses to set up a private class, only the cost of the speaker will be covered; all other expenses will be the responsibility of the employer. Notice of acceptance will be issued within one week after the employer files the Pre-Approval Request.
- The Training Incentive Program only applies to Local #1 Ironworkers. A maximum of \$10,000 may be paid per calendar year to to an employer.
- Within 60 days after completion of the class, the employer will submit a Request for Payment Form to the Promotional Fund, including names of participating employees and proof of tuition payment such as a cancelled

*This program is sponsored by the ASE Industry Promotional Fund and is effective January 1, 2020. The Board of Trustees shall have the right to establish and amend the rules and regulations relating to the administration of the Safety Training Reimbursement Program at its discretion.*