



Minnesota Department of Labor and Industry  
 Division of Labor Standards and Apprenticeship  
 443 Lafayette Road N.  
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY	
Agreement No.	170252
Date Approved	06/16/2022
Director of Apprenticeship	Jessica Grosz

### APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: <b>CARSON R EHLE</b>	Employer Name: <b>NORTHLAND CONSTRUCTORS INC.</b>	Agreement Date: <b>06/13/2022</b>
Sponsor Name: <b>MN OPERATING ENG JAC</b>		Union: <b>IUOE LOCAL 49</b>

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: <b>UNIVERSAL EQUIPMENT OPERATOR</b>	Standard Number: <b>9187</b>	Apprenticeship Start Date: <b>06/13/2022</b>
Term of Apprenticeship (Total OJT Training) <b>6000</b>	Hours Credited to Apprentice:	Remaining Hours to Complete: <b>6000</b>
Related Instruction Training Hours: <b>432</b>	Program Safety Training Hours:	School time compensated: <input type="radio"/> Yes <input type="radio"/> No

Fringe Benefits Provided to Apprentice: \*(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour)

Journeyworker applicable rate on 05/02/2022 was 38.25

<b>0 - 1,500</b>	<b>Hours</b>	<b>70.00%</b>	<b>\$26.78</b>	<b>1,501 - 3,000</b>	<b>Hours</b>	<b>77.50%</b>	<b>\$29.64</b>
<b>3,001 - 4,500</b>	<b>Hours</b>	<b>85.00%</b>	<b>\$32.51</b>	<b>4,501 - 6,000</b>	<b>Hours</b>	<b>92.50%</b>	<b>\$35.38</b>

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the UNIVERSAL EQUIPMENT OPERATOR are hereby made a part of this Agreement.

Apprentice Signature: <small>(Parental/Guardian Signature Required for Minor)</small> <b>CARSON R EHLE</b>	Telephone Number: <b>218-393-9883</b>	To be completed by Apprentice	
		Date of Birth <b>06/05/2003</b>	Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI
Street Address (Apprentice): <b>2408 HANFORD AVE.</b>	City, State & Zip Code: <b>DULUTH, MN 55811</b>	Gender: <b>MALE</b>	Race: <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hawaiian/Pac Island <input checked="" type="checkbox"/> White <input type="checkbox"/> DNSI <input type="checkbox"/> Other
Sponsor Name: <b>MN OPERATING ENG JAC</b>	Officer Name: <b>GEOFF MOVOLD</b>	SSN: <b>xxx-xx-4060</b>	
Street Address, City, State & Zip Code: <b>40276 FISHTAIL ROAD HINCKLEY, MN 55037</b>	Officer Signature:	<input type="checkbox"/> Veteran <small>(with 181 days or more on active duty)</small>	
Employer Name: <b>NORTHLAND CONSTRUCTORS INC.</b>	Officer Name:		
Street Address, City, State & Zip Code: <b>4843 RICE LAKE RD DULUTH, MN 55803</b>	Officer Signature:		



Minnesota Department of Labor and Industry  
 Division of Labor Standards and Apprenticeship  
 443 Lafayette Road N.  
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY	
Agreement No.	170252
Date Approved	6/16/2022
Director of Apprenticeship	Jessica Grosz

**APPRENTICESHIP AGREEMENT**

**PARTIES TO THIS AGREEMENT:**

Apprentice Name: <b>CARSON R EHLE</b>	Employer Name: <b>NORTHLAND CONSTRUCTORS INC.</b>	Agreement Date: <b>6/13/2022</b>
Sponsor Name: <b>MN OPERATING ENG JAC</b>		Union: <b>IUOE LOCAL 49</b>

**PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:**

Trade or Occupation: <b>UNIVERSAL EQUIPMENT OPERATOR</b>	Standard Number: <b>9187</b>	Apprenticeship Start Date: <b>6/13/2022</b>
Term of Apprenticeship (Total OJT) <b>6000</b>	Hours Credited to Apprentice: <b>0</b>	Remaining Hours to Complete: <b>6000</b>
Related Instruction Training Hours: <b>432</b>	Program Safety Training Hours:	School time compensated:

Fringe Benefits Provided to Apprentice: \*(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour) - Journeyworker applicable rate on 5/2/2022 was 38.25.

Units	Range Start	Range End	Percent	Rate	Competency
HOURS	0	1500	70.00%	26.78	
HOURS	1501	3000	77.50%	29.64	
HOURS	3001	4500	85.00%	32.51	
HOURS	4501	6000	92.50%	35.38	

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the UNIVERSAL EQUIPMENT OPERATOR are hereby made a part of this Agreement.

Apprentice Signature: <b>CARSON R EHLE</b>	Telephone Number: <b>218-393-9883</b>	Date of Birth: <b>6/5/2003</b>	Ethnic Group: <b>NON-HISPANIC or NON-LATINO</b>
---	--	-----------------------------------	--

Street Address (Apprentice): <b>2408 HANFORD AVE.</b>	City, State & Zip Code: <b>DULUTH, MN 55811</b>	Gender: <b>Male</b>	Race: <b>WHITE</b>
Sponsor Name: <b>MN OPERATING ENG JAC</b>	Officer Name: <b>GEOFF MOVOLD</b>	SSN: <b>xxx-xx-4060</b>	
Street Address, City, State & Zip Code: <b>40276 FISHTAIL ROAD, HINCKLEY, MN 55037</b>	Officer Signature: <b>GEOFF MOVOLD</b>	Veteran: (with 181 days or more on active duty) <b>Non Veteran</b>	
Employer Name: <b>NORTHLAND CONSTRUCTORS INC.</b>	Officer Name:		
Street Address, City, State & Zip Code: <b>4843 RICE LAKE RD, DULUTH, MN 55803</b>	Officer Signature:		

**Terms of this Agreement:**

The Employer, Sponsor, and Apprentice (or Apprentice's parent or guardian), in conformity to the terms and conditions provided herein, mutually agree as follows:

Employer agrees to employ (or cause to be employed) the Apprentice for the purpose of enabling said Apprentice to learn the stated trade or craft under applicable standards and according to the attached schedule.

Apprentice agrees to perform diligently and faithfully the work of the stated trade or occupation, complying with the training program as scheduled and authorizes any institution where related training is received to release records of related training to the Director of Apprenticeship, the State Department of Education, the joint apprenticeship committee or its authorized representative, and/or the employer, understanding that the supervision and certification of apprenticeship programs, under applicable law, necessitates periodic review of related training records.

Apprentice will be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination due to race, color, creed, religion, national origin, sex, sexual orientation, marital status, physical or mental disability, receipt of public assistance or age.

When the journeyworker wage rate paid to employed journeyworkers in the stated trade exceeds the journeyworker wage rate shown in this agreement, the higher journeyworker wage rate shall apply to this agreement and the apprentice graduated scale shall be adjusted to and increased proportionally to any increase in the journeyworker wage rate paid in the stated trade.

Should the Employer be unable to fulfill their obligations under this agreement, it may, with the approval of the Director, transfer such contract to another employer, provided the Apprentice consents and such other employer agree to assume the obligations of this agreement.

The standard must provide a period of probation of not more than 500 hours of employment and instruction