

# The Systems Group Craft Incentive Program FAQ's

## Frequently Asked Questions

- Can an employee who is a “Combination Hand”, meaning they can weld and work as a pipefitter, get the \$3.00/hr increase if they have the written assessment for Welder and a written assessment for Industrial Pipefitter?
  - YES - An employee is eligible for \$1.50 for the first 2 certifications and it does not matter if they cross over crafts. Only requirement is the certifications have to be on the LIST OF approved NCCER/NCCCO/CIA CERTIFICATIONS recognized by The Systems Group
- Can an employee have a written assessment for Industrial Pipefitting and performance verification for Industrial Millwright and get the \$3.00/hr increase?
  - YES - An employee is eligible for \$1.50 for the first 2 certifications and it does not matter if they cross over crafts. Only requirement is the certifications have to be on the LIST OF approved NCCER/NCCCO/CIA CERTIFICATIONS recognized by The Systems Group
- Can an employee have performance verification for Industrial Pipefitting and performance verification for Instrumentation Fitter and get the \$3.00/hr increase?
  - YES - An employee is eligible for \$1.50 for the first 2 certifications and it does not matter if they cross over crafts. Only requirement is the certifications have to be on the LIST OF approved NCCER/NCCCO/CIA CERTIFICATIONS recognized by The Systems Group
- Can an employee hired as a pipefitter who has a written assessment and/or a performance verification in Industrial Carpenter get the \$1.50/hr increase?
  - YES – Employee does not have to be working in the same craft as designated by the certification. Only requirement is the certifications have to be on the LIST OF approved NCCER/NCCCO/CIA CERTIFICATIONS recognized by The Systems Group
- Can an employee have a written assessment Core: Introductory Craft Skills and get the \$1.50/hr increase?
  - NO – Core: Introductory Craft Skills is not on the LIST OF approved NCCER/NCCCO/CIA CERTIFICATIONS recognized by The Systems Group
- Can a Foreman, General Foreman or Superintendent get an increase in pay if he/she has passed a written assessment and/or performance verification?
  - YES – They are eligible for all the same pay increases as the Craftsman.
- Can a Foreman, General Foreman or Superintendent get an increase in pay if he/she has been certified as a NCCER Master Trainer, Instructor or Testing Proctor?
  - NO – The Systems Group does not recognize this as being eligible for a pay increase.
- Can an employee receive the same pay increases for a combination of NCCER, NCCCO, and CIA certifications?
  - YES – As long as all the NCCER, NCCCO, CIA certifications are on the LIST OF approved NCCER/NCCCO/CIA CERTIFICATIONS recognized by The Systems Group, the employee will be paid \$1.50 per hour for the first 2 and then \$0.50

- per hour on all remaining up to an additional (14) certifications.
- Can an Hourly Safety Employee be paid for craft certifications as well as the Field Safety?
    - o YES – The Hourly Field Safety will be eligible for \$1.50 per hour on both the Field Safety assessment and the Field Safety Performance Verification as well as \$0.50 per hour for any additional (14) certifications as long as they are on the LIST OF approved NCCER/NCCCO/CIA CERTIFICATIONS recognized by The Systems Group.
  - If an Hourly Field Safety employee does not have either of the Field Safety certifications can they still earn increases for having craft certifications?
    - o YES – Because we are multi craft the Hourly Field Safety will be eligible for \$1.50 per hour on the first 2 craft certifications and \$0.50 per hour on up to (14) additional ones as long as they are on the LIST OF approved NCCER/NCCCO/CIA CERTIFICATIONS recognized by The Systems Group.
  - Can a Non Safety employee receive pay for the Field Safety certifications?
    - o NO – An employee has to be working in the position of Field Safety to qualify for any increases for either the Field Safety Assessment or Performance Verification. They can only be paid for craft certifications as long as they are on the eligible list recognized by The Systems Group.
  - Can a current employee sign up for testing on their own?
    - o NO – All employees must be recommended by their Supervisor and meet the qualifications outlined in the Testing Policy
  - Does an employee have to work a year or longer at Systems prior to being considered for testing?
    - o NO – It is based on the recommendation of the Supervisor and the requirement that the employee has no attendance OR SAFETY issues?
  - Can an employee who is laid off still be considered for the assessment?
    - o YES –The employee still has to be recommended by Supervisor and the POST EMPLOYMENT test must be taken within 14 calendar days of their last day of work. All testing is subject to available scheduling of the proctor, or trainer in the area.
  - Can an employee who is laid off still be considered for Performance Verification?
    - o NO –The Systems Group will only allow outside participants to take the assessment. Performance Verifications are only given to current employees.
  - If an employee fails a test can they retake?
    - o YES –Retesting is permitted for current employees only. Refer to retesting policy for specific guidelines and waiting periods. All testing is subject to available scheduling of the proctor, or trainer in the area.
  - Does the employee have to pay any portion of the testing fees on either the assessment or performance verification?
    - o NO –The Systems Group will pick up the expense on all testing.
  - Does an outside participant have to pay any portion of the testing fees on either the assessment or performance verification?
    - o NO –The Systems Group will pick up the expense on all testing.
  - Can an employee receive additional pay for certifying on different size cranes under the

same category?

o NO –Once you have passed the Assessment and Performance Verification for one of the cranes listed on the approved list you will receive no additional pay for further tonnage certifications. An example would be (Passed Assessment and Performance Verification on a Lattice Boom Crawler and the PV was done on a 45 Ton crane. Now the employee wants to certify on a Lattice Boom Crawler 70 Ton, no additional pay will be added.