





**APPRENTICESHIP PROGRAM STANDARDS  
adopted by**

**ALL PHASE U APPRENTICESHIP & TRAINING**

(sponsor name)

Occupational Objective(s):  
**GENERAL ELECTRICIAN (01)**

SOC#  
**47-2111.00**

Term [WAC 296-05-015]  
**8000 HOURS**



**APPROVED BY**  
**Washington State Apprenticeship and Training Council**  
**REGISTERED WITH**  
**Apprenticeship Section of Fraud Prevention and Labor Standards**  
Washington State Department Labor and Industries  
Post Office Box 44530  
Olympia, Washington 98504-4530

**APPROVAL:**

Provisional Registration

Standards Last Amended

Permanent Registration

By: \_\_\_\_\_  
Chair of Council

By: \_\_\_\_\_  
Secretary of Council

# **ALL PHASE U APPRENTICESHIP & TRAINING**

## INTRODUCTION

This document is an apprenticeship program standard. Apprenticeship program standards govern how an apprenticeship works and have specific requirements. This document will explain the requirements.

The director of the Department of Labor and Industries (L&I) appoints the Washington State Apprenticeship and Training Council (WSATC) to regulate apprenticeship program standards. The director appoints and deputizes an assistant director to be known as the supervisor of apprenticeship who oversees administrative functions through the apprenticeship section at the department.

The WSATC is the sole regulatory body for apprenticeship standards in Washington. It approves, administers, and enforces apprenticeship standards, and recognizes apprentices when either registered with L&I's apprenticeship section, or under the terms and conditions of a reciprocal agreement. WSATC also must approve any changes to apprenticeship program standards.

Apprenticeship programs have sponsors. A sponsor operates an apprenticeship program and declares their purpose and policy herein to establish an organized system of registered apprenticeship education and training. The sponsor recognizes WSATC authority to regulate and will submit a revision request to the WSATC when making changes to an apprenticeship program standard.

Apprenticeships are governed by federal law (29 U.S.C 50), federal regulations (29 CFR Part 29 & 30), state law (49.04 RCW) and administrative rules (WAC 296-05). These standards conform to all of the above and are read together with federal and state laws and rules

Standards are changed with WSATC approval. Changes are binding on apprentices, sponsors, training agents, and anyone else working under an agreement governed by the standards. Sponsors may have to maintain additional information as supplemental to these standards. When a standard is changed, sponsors are required to notify apprentices and training agents. If changes in federal or state law make any part of these standards illegal, the remaining parts are still valid and remain in force. Only the part made illegal by changes in law is invalid. L&I and the WSATC may cooperate to make corrections to the standards if necessary to administer the standards.

Sections of these standards identified as bold “**insert text**” fields are specific to the individual program standards and may be modified by a sponsor submitting a revised standard for approval by the WSATC. All other sections of these standards are boilerplate and may only be modified by the WSATC. See WAC 296-05-003 for the definitions necessary for use with these standards.

\*All sponsor inserted language must meet or exceed minimum requirements as established by the appropriate occupations outlined in these standards for each occupation. Minimum Guideline requirements have been *emboldened, italicized* and captured in bordering and may not be revised.

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Sponsor Introductory Statement (Required):

**All-Phase U Apprenticeship & Training is designed to develop knowledge, skills, and mindsets that transfer to success in the field and classroom. Our mission is to administer an innovative, high-quality learning experience that demonstrates the value of teamwork and providing safe, effective solutions for our customers. We believe that learning in the classroom met with hands on practice in the field allows for our apprenticeship team to successfully develop into electrical professionals.**

### **I. GEOGRAPHIC AREA COVERED:**

The sponsor must train inside the area covered by these standards. If the sponsor wants to train outside the area covered by these standards, the sponsor must enter a portability agreement with a sponsor outside the area, and provide evidence of such an agreement for compliance purposes. Portability agreements permit training agents to use apprentices outside the area covered by the standards. Portability agreements are governed by WAC 296-05-009.

**Our Standards are covered in the following counties in Washington State: Benton, Chelan, Douglas, Grant, Kittitas, Klickitat, Walla Walla, and Yakima.**

### **II. MINIMUM QUALIFICATIONS:**

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [WAC 296-05-015(17)].

Age:	<i>18 Years Old</i>
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Education:	<b><i><u>General Electrician (01)</u></i></b> <b><i>Must be a high school graduate from a school accredited by a State Education Agency; or have a GED; or have completed a High School Equivalency; or have completed an Associate degree or higher from a school accredited by a State Education Agency; and</i></b>  <b><i>Show evidence of successful completion of: 1 full year of high school Algebra with a passing grade of “C” or better.</i></b>  <b><i>Applicants who have not completed one full year of high school algebra with a passing grade of “C” or better, may qualify under one of the following:</i></b>  <b><i>1. Equivalent post high school algebra course(s) with a grade of “C” or better.</i></b>
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2. *Current math placement results from a community college facility indicating a placement level beyond high school level algebra.*
3. *Provide certificate of completion from a committee approved online tech math course.*

Physical: *Physically and mentally able to safely perform or learn to safely perform essential functions of the job with or without reasonable accommodations.*

Testing: **None**

Other: **To be qualified for All-Phase U Apprenticeship and Training, you must live in the counties covered by these Standards or have a plan to relocate or means to attend classes within (90) days of being accepted into the program. All required documentation is required to be submitted by the applicant (30) days prior to starting the program. Failure to turn in all documentation will require applicant to reapply.**

### **III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedure (chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex (including pregnancy and gender identity), sexual orientation, color, religion, national origin, age, genetic information, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations.

#### A. Selection Procedures:

1. **Applications are accepted at any time throughout the year. Standard operating hours are 7:00am to 4:00pm Monday through Friday. Applications can be picked up or filled out in person at 1515 W Ahtanum Road Yakima, WA 98903.**
2. **Any person(s) who apply will be assigned an Apprentice Applicant Number (AAN), if selected this number will double as your apprenticeship ID throughout the program. You will additionally need to sign our apprenticeship interest log. If**

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you have elected to apply via email or online, you have agreed to sign our apprenticeship interest log and understand a (AAN) will be assigned.

3. Interviews will be conducted with all qualified applicants, if it meets the demands of our business. When staffing levels have been met the Apprenticeship Interest log will act as a waiting list.
4. When openings are determined by our committee interviews will be scheduled and conducted.
5. Interview Process:
  - a. Applicants will be interviewed as individuals, but with 2 or more members of the committee.
  - b. All applicants will be asked the same questions.
  - c. Interviewers should have the following information available to them: Application, certificates, and list of experience, proof of birth date and documents to prove the applicant can legally work in the USA.
  - d. Once all members of the committee have been introduced, questions will follow to discover the strengths and weaknesses of the applicant. Additionally, what the applicant wants to gain from the apprenticeship program.
  - e. Questions will help to determine mechanical/technical knowledge and ability to learn and adapt. Questions will also help to discover applicants' willingness and coachability. Understanding this will help to determine how motivated the applicant is to complete our program.
  - f. Interviews will be conducted using the STAR interview method. This behavior-based interview style will be graded with a 0–5-star rating 0 being little no interest and 5 being high-level interest. In the event we have a tie relevant work experience and previous education will be considered to break the tie.
  - g. Interview questions and responses will be recorded and kept on record for future review.
  - h. After the interview process is complete applicants will be ranked based on results.
  - i. Once a position is open for the apprenticeship program, the top applicant on the ranked list will be offered a position, and the selected party will be enrolled in the apprenticeship program.
  - j. Qualified applicants will remain active on the ranked list for two years.

### **B. Equal Employment Opportunity Plan:**

1. **Distribute information about All-Phase U Apprenticeship & Training and the benefits of our program, additional information regarding admission requirements. Ensure available openings are communicated along with where interested applicants can apply and a time window in which these positions will be opened. To completely ensure EEO regulations are met all ads will include the equal opportunity policy of this sponsor.**
2. **Work with state/local school districts, community organizations that create awareness to our program, and all employment service agencies.**

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3. **Work closely with tech schools and programs that support trade work training. This could include high school programs, job placement programs, or supplemental job training programs.**

### C. Discrimination Complaints:

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint with the supervisor of apprenticeship (WAC 296-05-443).

## **IV. TERM OF APPRENTICESHIP:**

The term of apprenticeship for an individual apprentice may be measured through the completion of the industry standard for on-the-job learning (at least two thousand hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach) [WAC 296-05-015].

<p><b><u>A. General Electrician (01)</u></b> <b><i>8000 Hours of reasonably continuous employment</i></b></p>
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## **V. INITIAL PROBATIONARY PERIOD:**

An initial probationary period applies to all apprentices, unless the apprentice has transferred from another program. During an initial probationary period, an apprentice can be discharged without appeal rights. An initial probationary period is stated in hours or competency steps of employment. The initial probationary period is not reduced by advanced credit or standing. During an initial probationary period, apprentices receive full credit for hours and competency steps toward completion of their apprenticeship. Transferred apprentices are not subject to additional initial probationary periods [WAC 296-05-003].

The initial probationary period is [WAC 296-05-015(22)]:

- A. The period following the apprentice's registration into the program. An initial probationary period must not be longer than twenty percent of the term of the entire apprenticeship, or longer than a year from the date the apprenticeship is registered. The WSATC can grant exemptions for longer initial probationary periods if required by law.
- B. The period in which the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice may terminate the agreement without a hearing or stated cause. An appeal process is not available to apprentices in their initial probationary period.

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C.

***1. General Electrician (01)***

***The first one thousand-six hundred (1,600) hours of employment shall constitute the initial probationary period or one year from date of registration, whichever occurs first.***

**VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS**

Supervision is the necessary education, assistance, and control provided by a journey-level employee on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. Sponsors ensure apprentices are supervised by competent, qualified journey-level employees. Journey level-employees are responsible for the work apprentices perform, in order to promote the safety, health, and education of the apprentice.

- A. The journey-level employee must be of the same apprenticeable occupation as the apprentice they are supervising unless as noted above or otherwise allowed by the Revised Code of Washington (RCW) or the Washington Administrative Code (WAC) and approved by the WSATC.
- B. The numeric ratio of apprentices to journey-level employees may not exceed one apprentice per journey-level worker [WAC 296-05-015(5)].
- C. Apprentices will work the same hours as journey-level workers, except when such hours may interfere with related/supplemental instruction.
- D. Any variance to the rules and/or policies stated in this section must be approved by the WSATC.
- E. The ratio must be described in a specific and clear manner, as to the application in terms of job site, work group, department or plant:

***1. General Electrician (01)***

***The employer is allowed a ratio of one (1) apprentice to one (1) journey-level worker per job site, unless one of the following conditions is met:***

***No more than two apprentices for every journey level Residential (02) or Limited Energy (06) specialty electrician when working in that electrician's specialty.***

***Apprentices with a minimum of 7,000 hours of OJT will be allowed to work without the direct supervision of a journey-level person provided that they have***



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*been issued a six- month, nonrenewable, unsupervised electrical training certificate by the Washington State Labor and Industries Electrical Section. Such apprentices will not be counted for the purposes of a ratio calculation nor be allowed to supervise other apprentices.*

*Supervision and Ratio of apprentices registered in the above occupations shall follow requirements established under RCW 19.28.161.*

**VII. APPRENTICE WAGES AND WAGE PROGRESSION:**

- A. Apprentices must be paid at least Washington’s minimum wage, unless a local ordinance or a collective bargaining agreement require a higher wage. Apprentices must be paid according to a progressively increasing wage scale. The wage scale for apprentices is based on the specified journey-level wage for their occupation. Wage increases are based on hours worked or competencies attained. The sponsor determines wage increases. Sponsors must submit the journey-level wage at least annually or whenever changed to the department as an addendum to these standards. Journey-level wage reports may be submitted on a form provided by the department. Apprentices and others should contact the sponsor or the Department for the most recent Journey-level wage rate.
- B. Sponsors can grant advanced standing, and grant a wage increase, when apprentices demonstrate abilities and mastery of their occupation. When advanced standing is granted, the sponsor notifies the employer/training agent of the wage increase the apprenticeship program standard requires.
- C. Wage Progression Schedules

**1. General Electrician (01)**

Levels	Hour Range or competency step	Percentage of journey-level wage rate
1	0 - 1000 hours	40 %
2	1001 - 2000 hours	45 %
3	2001 - 3000 hours	50 %
4	3001 - 4000 hours	55 %
5	4001 - 5000 hours	65 %
6	5001 - 6000 hours	75 %
7	6001 – 7000 hours	80%
8	7001 – 8000 hours	85%

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***General Electrician (01) apprentices shall not be paid less than the progressive scale identified within this section regardless the scope of work being performed.***

**VIII. WORK PROCESSES:**

The apprentice shall receive on the job instruction and work experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit. The following work process descriptions pertain to the occupation being defined.

**A. General Electrician (01)**

In no case shall:

1. The term of apprenticeship be less than 8000 hours, or
2. Work hours in electrical specialty occupations, such as the residential (02) or limited energy (06) specialties, be more than 4000 cumulative hours for the term of apprenticeship, or
3. Commercial and industrial work hours be less than 4000 cumulative hours for the term of apprenticeship, or
4. Department credited work experience in electrical specialties with less than a 4000 hour experience requirement be credited toward apprenticeship completion.  
PerWAC296-46B-945 Table 945-1 Note 6.

<b><u>General Electrician (01)</u></b>	<b><u>Approximate Hours/Competency Level</u></b>
<b><i>1. COMMERCIAL-wiring of public commercial, school and hospital buildings; the installation and repair of all equipment therein; and necessary pre-fabrication and preparation INDUSTRIAL-wiring of all industrial buildings and equipment; the maintenance, repair, and alteration of the same; and necessary pre-fabrication and preparation</i></b>	<b><i>*No less than 4000 Hours*</i></b>
<b><i>2. RESIDENTIAL-wiring of residences, duplexes, and small apartment buildings and necessary</i></b>	

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<i>pre-fabrication and preparation</i>	<i>*No more than 4000 Hours*</i>
<i><b>SPECIALIZED SYSTEMS-wiring of systems which include; sound, data transmission, telephone, fire alarm, fiber optics, energy management, closed circuit television programmable controllers, and nurse call systems</b></i>	
<i><b>Total Hours/# of Competency Levels:</b></i>	<i><b>8000</b></i>

**IX. RELATED/SUPPLEMENTAL INSTRUCTION:**

The apprentice must attend related/supplemental instruction (RSI). Time spent in RSI shall not be considered as hours of work and the apprentice is not required to be paid.

RSI must be provided in safe and healthy conditions as required by the Washington Industrial Safety and Health Act and applicable federal and state regulations.

Hours spent in RSI are reported to L&I each quarter. Reports must show which hours are unpaid and supervised by a competent instructor versus all other hours (paid and/or unsupervised) for industrial insurance purposes.

For purposes of coverage under the Industrial Insurance Act, the WSATC is an employer and the apprentice is an employee when an unpaid, supervised apprentice is injured while under the direction of a competent instructor and participating in RSI activities.

If apprentices do not attend required RSI, they may be subject to disciplinary action by the sponsor.

A. The methods of related/supplemental training must be indicated below (check those that apply):

Supervised field trips

Sponsor approved training seminars (specify) **OSHA, First AID**

Sponsor approved online or distance learning courses (specify) **Mile Holt Training Courses**

State Community/Technical college

Private Technical/Vocational college

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Sponsor Provided (lab/classroom)

Other (specify)

B. **(200)** Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

Twelve-month period from date of registration.\*

Defined twelve-month school year: (insert month) through (insert month).

Two-thousand hours of on the job training.

*\*If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

C. Additional Information:

**1. General Electrician (01)**

*The 144 hours identified above shall be 144 hours/year of competent instructor led classroom instruction (“must” include lab or hands-on instruction)*

- *This requirement includes a minimum of 720 RSI hours over the term of apprenticeship under the same conditions.*
- *On-line would not be excluded as a delivery method but could only be offered for hours over the 144 annual minimum/720 cumulative total.*

**RSI Hours Per Year:**

**180 Classroom hours**

**20 Online learning hours**

*RSI plans shall be updated by the sponsor every five years or as requested by the department to ensure compliance with these standards.*

***Competent Instructor qualifications shall include the following:***

- *Meets requirements of WAC 296-05-003, excluding the Journey Level Experience requirement*
- *Meets requirements of WAC 296-46B-970, excluding the following;*
  - *Manufacturer/Vendor representative when not accompanied by Competent Instructor*
  - *Electrical Administrator with no Journey level trade qualification*

**X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:**

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### A. Administrative Procedures:

The sponsor may include in this section a summary and explanation of administrative actions performed at the request or on the behalf of the apprentice. Such actions may include but are not limited to:

1. Voluntary Suspension: A temporary interruption in progress of an individual's apprenticeship agreement at the request of the apprentice and granted by the sponsor. The program sponsor shall review apprentices in suspended status at least once each year to determine if the suspension is still appropriate.
2. Advanced Standing or Credit: The sponsor may provide for advanced standing or credit for demonstrated competency, acquired experience, training or education in or related to the occupation. All sponsors need to ensure a fair and equitable process is applied to all apprentices seeking advanced standing or credit per WAC 296-05-015(11).
3. Sponsor Procedures:
  - a) **All-Phase U Apprenticeship & Training will use the All-Phase Electric scorecard to determine comprehension and progress quarterly throughout the apprenticeship program. The review progress will include classroom instructor(s), assigned Journey level supervisor and will be monitored by the Operations Manager.**
  - b) **RSI classes will take place up to 3 days per month. All OJT commitments must be worked around these RSI classes. Apprentices are required to attend RSI when classes are in session.**
  - c) **Apprentices are required to have reliable transportation to attend work, required classes, and labs.**
  - d) **A Washington State driver's license is required throughout the duration of the apprenticeship program.**
  - e) **It is the responsibility of the apprentice to report OJT and RSI hours to the Sponsor, this can be done either in person at All-Phase Electric HQ or via email.**
  - f) **Requirements to advance in program:**
    - i. **Attend and participate in RSI classes and lab activities.**
    - ii. **Make-up missed RSI classes and Labs if missed.**
    - iii. **Maintain 70% average grade or better for class and labs.**
    - iv. **Report all OJT hours.**

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- v. **Maintain Meets expectations or better for Performance review.**
  
- g) **Apprentices are required to purchase their own books to be enrolled for the apprenticeship program.**
  
- h) **Apprentices are expected to carry their current Electrical Trainee Certificate and Apprenticeship Credentials documents. These documents should be available to present upon request of All-Phase Electric or an electrical inspector.**
  
- i) **(01) Apprentices are required to take the state level examination within thirty. (30) days of being approved for examination by the Department and report results to the Committee. Any Apprentice who fails the exam will be required. to engage in additional study as determined by the Sponsor and retake and pass exam within 120 days of completing their OJT and RSI requirements.**
  
- j) **Laid off Apprentices:**
  - i. **Unless requested by written letter Apprentices will remain registered in All-Phase U.**
  
  - ii. **Once workload is back to normal and hiring is required, priority is reserved for laid off apprentices enrolled in All-Phase U.**
  
  - iii. **An Apprentice is allowed to continue RSI training while laid off for up to one year.**
  
  - iv. **Sponsor will provide resources in assisting with transfer to another program when applicable.**
  
- k) **Travel Policies for Apprentices:**
  - i. **This Apprenticeship Program will make every effort to ensure that training programs take place in or around Yakima. However, if an Apprentice is required to travel more than (150) miles for training or disciplinary procedures, the following accommodations will be made:**
  
  - ii. **Lodging will be booked and paid for by the program at a local hotel. Apprentices will be required to share a room. Maximum of two (2) apprentices per room. Same gender apprentices only will be required to share rooms.**
  
  - iii. **A Per Diem rate of \$10 an hour will be paid when staying out of town for work or training.**

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### B. Disciplinary Procedures

1. The obligations of the sponsor when taking disciplinary action are as follows:
  - a. The sponsor shall be responsible for enacting reasonable policies and procedures and applying them consistently. The sponsor will inform all apprentices of their rights and responsibilities per these standards.
  - b. The sponsor shall notify the apprentice of intent to take disciplinary action and reasons therefore 20 calendar days prior to taking such action. The reason(s) supporting the sponsor's proposed action(s) must be sent in writing to the apprentice.
  - c. The sponsor must clearly identify the potential outcomes of disciplinary action, which may include but are not limited to discipline, suspension or cancellation of the apprenticeship agreement.
  - d. The decision/action of the sponsor will become effective immediately.
2. The sponsor may include in this section requirements and expectations of the apprentices and an explanation of disciplinary actions imposed for noncompliance. The sponsor has the following disciplinary procedures to adopt:
  - a. Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is complete.
  - b. Disciplinary Suspension: A temporary interruption in the progress of an individual's apprenticeship agreement. Conditions will include not being allowed to participate in On-the-Job Training (OJT), go to Related Supplemental Instruction (RSI) classes or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action. The program sponsor shall review apprentices in such status at least once each year.
  - c. Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. [WAC 296-05-003].
3. Sponsor Disciplinary Procedures:
  - a) **Separation of employment from All-Phase Electric may result in cancellation of Apprenticeship Agreement.**

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- b) Apprentices determined to be cheating or found plagiarizing will be called before the Committee and disciplinary action will be determined up to and including cancellation of the Apprenticeship Agreement.**
- c) Scheduled classes are required to be attended per Apprenticeship Agreement. Unexcused absences and or tardies exceeding (2) will result in the Apprentice meeting with the Committee potentially facing disciplinary action up to and including cancellation of the Apprenticeship Agreement.**
- d) An excused absence is defined as stated below:
  - i. Military Service**
  - ii. Medical restriction**
  - iii. Funeral for immediate family member**
  - iv. ER visit for self or an immediate family member**
  - v. Jury Duty**
  - vi. Anything determined by the WA Family Leave Act****
- e) Apprentices who have missed instruction are required to schedule at the convenience of the instructor a plan to make up all missed class activities including assignments, quizzes, and tests. All learning must be caught up and on schedule prior to the next term of classes. Failure to meet requirements can result in disciplinary action up to and including cancellation of Apprenticeship Agreement.**
- f) Apprentices are required to always maintain a 70% pass rate. Failure to meet the expected 70% pass rate will result in disciplinary action up to and including cancellation of the Apprenticeship Agreement.**
- g) Apprentices who fail to achieve a minimum expectation grade on the All-Phase Scorecard may be called before the Committee and face disciplinary action up to and including cancellation of the Apprenticeship Agreement.**
- h) Harassment will not be tolerated by the Committee. Harassment has been defined as follows: Unwelcome conduct that is based on race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, older age (beginning at age 40), disability, or genetic information (including family medical history).**
- i) When an Apprentice is required to appear before the Committee for possible disciplinary action, they will be given a written twenty (20) day notice to request their appearance.**
- j) If an Apprentice fails to appear or respond to the Committee after due notice, disciplinary action up to and including the cancellation of the Apprenticeship Agreement, may be determined by the Committee. |**



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### C. Apprentice Complaint Procedures:

1. The apprentice must complete his/her initial probationary period in order to be eligible to file a complaint (WAC 296-05-105).
2. Complaints involving matters covered by a collective bargaining agreement are not subject to the complaint procedures in this section.
3. Complaints regarding non-disciplinary matters must be filed with the program sponsor within 30 calendar days from the date of the last occurrence. Complaints must be in writing.
4. If the apprentice disagrees with the resolution of the complaint or wishes to contest the outcome of a disciplinary action by the program sponsor, the apprentice must file a written request for reconsideration with the program sponsor within 30 calendar days from the date the apprentice received written notice of action by the program sponsor.
5. The program sponsor must reply, in writing, to the request for reconsideration within 30 calendar days from the date the program sponsor receives the request. The program sponsor must send a copy of the written reply to the apprentice within the 30 calendar days.
6. If the apprentice disagrees with the program sponsor's decision, the apprentice may file an appeal with the Apprenticeship Program, (WAC 296-05-105). If the apprentice does not timely file an appeal, the decision of the program sponsor is final after 30 calendar days from the date the program sponsor mails the decision to the apprentice. See section "D" below.

### D. Apprentice Complaint Review/Appeals Procedures:

1. If the apprentice disagrees with the program sponsor's decision, the apprentice must submit a written appeal to L&I's apprenticeship section within 30 calendar days from the date the decision is mailed by the program sponsor. Appeals must describe the subject matter in detail and include a copy of the program sponsor's decision.
2. The L&I apprenticeship section will complete its investigation within 30 business days from the date the appeal is received and attempt to resolve the matter.
3. If the Apprenticeship section is unable to resolve the matter within 30 business days, the Apprenticeship section issues a written decision resolving the appeal.
4. If the apprentice or sponsor is dissatisfied with L&I's decision, either party may request the WSATC review the decision. Requests for review to the WSATC must be

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in writing. Requests for review must be filed within 30 calendar days from the date the decision is mailed to the parties.

5. The WSATC will conduct an informal hearing to consider the request for review.
6. The WSATC will issue a written decision resolving the request for review. All parties will receive a copy of the WSATC's written decision.

### **XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE**

The following is an overview of the requirements associated with administering an apprenticeship program. These provisions are to be used with the corresponding RCW and/or WAC. The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. The sponsor may assign an administrator or a committee to be responsible for day-to-day operations of the apprenticeship program. Administrators and/or committee members must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards. If applicable, sponsors must develop procedures for:

- A. Committee Operations (WAC 296-05-009): (Not applicable for Plant Programs)  
Apprenticeship committees must be composed of an equal number of management and non-management representatives from a minimum of four to a maximum of twelve members. Committees must convene meetings at least three times per year attended by a quorum of committee members as defined in these approved standards.

- B. Program Operations

The sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department upon request. Records required by WAC 296-05-100 will be maintained for five (5) years; all other records will be maintained for three (3) years. Apprenticeship sponsors will submit required forms/reports to the Department of Labor and Industries through one of the two prescribed methods below:

Sponsors shall submit required reports through assigned state apprenticeship consultant.

Sponsors shall submit required forms/reports through the Apprentice Registration and Tracking System (ARTS).

1. The following is a listing of forms/reports for the administration of apprenticeship programs and the time-frames in which they must be submitted:
  - a. Apprenticeship Agreements – within first 30 days of employment
  - b. Authorization of Signature forms - as necessary
  - c. Approved Training Agent Agreements– within 30 days of sponsor action

## **ALL PHASE U APPRENTICESHIP & TRAINING**

- d. Minutes of Apprenticeship Committee Meetings – within 30 days of sponsor approval (not required for Plant program)
  - e. Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor.
  - f. Journey Level Wage Rate – annually, or whenever changed as an addendum to section VII. Apprentice Wages and Wage Progression.
  - g. Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
    - 1st quarter: January through March, due by April 10
    - 2nd quarter: April through June, due by July 10
    - 3rd quarter: July through September, due by October 10
    - 4th quarter: October through December, due by January 10
  - h. On-the-Job Work Hours Reports (bi-annual)
    - 1st half: January through June, by July 30
    - 2nd half: July through December, by January 31
2. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these standards. Requests for revision to these standards of apprenticeship must be submitted 45 calendar days prior to a quarterly WSATC meeting. The Department of Labor and Industries, Apprenticeship Section’s manager may administratively approve requests for revisions in the following areas of the standards:
- a. Program name
  - b. Sponsor’s introductory statement
  - c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
  - d. Section VII: Apprentice Wages and Wage Progression
  - e. Section IX: Related/Supplemental Instruction
  - f. Section XI: Sponsor – Responsibilities and Governing Structure
  - g. Section XII: Subcommittees
  - h. Section XIII: Training Director/Coordinator
3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

### **C. Management of Apprentices:**

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement with the Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.

## **ALL PHASE U APPRENTICESHIP & TRAINING**

2. The sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:
  - a) Certificate of completion
  - b) Additional credit
  - c) Suspension (i.e. military service or other)
  - d) Reinstatement
  - e) Cancellation
  - f) Corrections
  - g) Step Upgrades
  - h) Probation Completion date
  - i) Other (i.e., name changes, address)
  - j) Training Agent Cancellation
3. The sponsor commits to rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
4. The sponsor shall periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
5. The sponsor has the obligation and responsibility to provide, insofar as possible, reasonably continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another program when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these standards. The new training agent will assume all the terms and conditions of these standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
6. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
7. The sponsor shall hear and decide all complaints of violations of apprenticeship agreements.
8. Upon successful completion of apprenticeship, as provided in these standards, and passing the examination that the sponsor may require, the sponsor will recommend the WSATC award a Certificate of Completion of Apprenticeship. The sponsor will make an official presentation to the apprentice who has successfully completed his/her term of apprenticeship.

ALL PHASE U APPRENTICESHIP & TRAINING

D. Training Agent Management:

1. The sponsor shall offer training opportunities for apprentices by ensuring reasonable and equal working and training conditions are applied uniformly to all apprentices. The sponsor shall provide training at an equivalent cost to that paid by other employers and apprentices participating in the program. The sponsor shall not require an employer to sign a collective bargaining agreement as a condition of participation.
2. The sponsor must determine whether an employer can adequately furnish proper on the job training to an apprentice in accordance with these standards. The sponsor must also require any employer requesting approved training status to complete an approved training agent agreement and to comply with all federal and state apprenticeship laws, and these standards.
3. The sponsor will submit training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty calendar days from the effective date. Additionally, the sponsor must submit rescinded training agent agreements to the Department within thirty calendar days of said action.

E. Committee governance (if applicable): (see WAC 296-05-009)

1. Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. The sponsor must also provide the following information:

a. Quorum: **The Quorum shall be made up of four (4) members minimum, Employer and Employee representation will be equal.**

b. Program type administered by the committee: **Individual Non-Joint**

c. The employer representatives shall be:

**Zachary S. Dennis, Chair**  
**1515 W. Ahtanum Rd**  
**Union Gap, WA 98903**

**Andrew Lea**  
**1515 W. Ahtanum Rd**  
**Union Gap, WA 98903**

d. The employee representatives shall be:

**Erik Gaskell, Secretary**  
**1515 W. Ahtanum Rd**  
**Union Gap, WA 98903**

**Isaiah Kizziar**  
**1515 W. Ahtanum Rd**  
**Union Gap, WA 98903**

**ALL PHASE U APPRENTICESHIP & TRAINING**

F. Plant programs

For plant programs the WSATC or the Department designee will act as the apprentice representative. Plant programs shall designate an administrator(s) knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards.

The designated administrator(s) for this program is/are as follows:

None

**XII. SUBCOMMITTEE:**

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these standards, and are subject to the main committee. All actions of the subcommittee(s) must be reviewed by the main committee. Subcommittees authorized to upgrade apprentices and/or conduct disciplinary actions must be structured according to the same requirements for main committees.

NONE

**XIII. TRAINING DIRECTOR/COORDINATOR:**

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/ training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

Erik Gaskell,  
1515 W. Ahtanum Rd  
Union Gap, WA 98903

***\*Must be designated by the sponsor for electrical training programs***

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*Christina Chance 7/7/2023*  
*Christina Chance 5/15/2023*  
L&I Apprenticeship Consultant

*Teri Gardner 7-7-23*  
*Teri Gardner 5-22-23*  
L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



## Apprenticeship Related/Supplemental Instruction (RSI) Plan Review


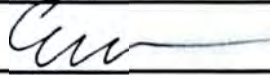
Program Name All Phase U Apprenticeship & Training	
Occupation General Electrician (01)	
Term/OJT Hours 8000	Total RSI Hours 800
Training Provider All-Phase Electric, Inc.	

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:

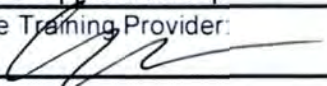
1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliances with WISHA and applicable federal and state regulations.
4. The RSI Plan is maintained, updated and submitted to the Department a minimum of once every 5 years (WSATC Policy 2015-01; rev, 10-21-21).
5. The RSI will be conducted by instructors who meet the qualification of the "competent instructor" as described in WAC 296-05-003:
  - a. Has demonstrated a satisfactory employment performance in her/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
  - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
  - c. Has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide the related technical instruction.
6. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, instruction shall be clearly defined.

**Signatures on next page**

**Form must be signed by Committee Chair *and* Secretary or Program's Authorized Signer**


<input checked="" type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date 05/02/23	<input checked="" type="checkbox"/> Secretary	Date 05/02/23
Print Name: Zachary S. Dennis		Print Name: Erik Gaskell	
Signature: 		Signature: 	

**Training Provider Signature**

Approved By (Print Name): All Phase U Apprenticeship	Title: Secretary
Signature of the Training Provider: 	
Date: 07/05/23	

If additional training providers are needed, go to page 4.

**SBCTC**

Print Name: Genevieve Howard	Title: Policy Associate
Signature of the Program Administrator: 	
Date: 7/10/2023	
<input checked="" type="checkbox"/> SBCTC recommends approval <input type="checkbox"/> SBCTC recommends return to sponsor	



Program Name All Phase U Apprenticeship & Training	Occupational Objective General Electrician (01)
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**Note:** The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of Element/Course" field.

**Describe minimum hours of study per year in terms of (check one):**

- 12-month period from date of registration.
- Defined 12-month school year.
- 2,000 hours of on-the-job training.

Element/Course: <b>Y1</b> Safety & Tools	Planned Hours: 22
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Introduction and Orientation: OSHA Construction Safety, PPE, Electrical Safety, Fall Protection, Ladders, Scaffolds, Proper Tool Use, Proper Lifting Techniques, Jobsite Cleanliness, Safe Work Practices.	

Element/Course: <b>Y1</b> DC Fundamentals	Planned Hours: 54
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Principles of DC Theory, Volts, Amps, Resistance, Watts, Matter, Electron Theory, Conventional Current Flow Theory, Electron Current Flow Theory, Ohms Law, Math related to Ohms Law, Series Circuits, Parallel Circuits, Series-Parallel Circuits, Overcurrent Protection, Magnetism, Electromagnetism.  49 hours will be in classroom, 5 hours will be online.	

Element/Course: <b>Y1</b> AC Fundamentals	Planned Hours: 37
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Principles of AC Theory, Generators, AC Sine Waves, Utility Electrical Systems, Transformers, Capacitance, Inductance, Power Factor, Efficiency, Overcurrent Protection, AC Circuits, Basic Introduction to Variable Frequency Drives.  32 hours will be in classroom, 5 Hours will be online.	

Element/Course: <b>Y1</b> Digital Multimeter Principles	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Multimeter Safety, DMM Abbreviations, Symbols, Displays, Features, Measuring AC and DC Voltage, Measuring Resistance and Continuity, Measuring Frequency.	

Element/Course: <b>Y1</b> Introduction to NEC	Planned Hours: 40
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Purpose of the NEC, Overview of the NEC, Introduction, Navigating The NEC, Definitions, Requirements for Electrical Installations, Basics of Article 250. (Grounding & Bonding)  30 hours will be in classroom, 10 hours will be online.	

Element/Course: <b>Y1</b> Introduction to WAC/RCW	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Purpose of the WAC and RCW. Navigating WAC/RCW, Arrangement, Titles, Definitions, Licensing Requirements, Renewal Requirements, Examination Process. Titles, Definitions, Code Enforcements, Citations.	

Element/Course: <b>Y1</b> Labs	Planned Hours: 25
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Electrical Safety, Digital Multimeters, DC Circuits, AC Circuits, Single Pole, 3 Way, and 4 Way circuits, Box Fill, Wiring Practices, Multiwire Circuits, Transformer Connections, Conduit Bending and Route Selections, Specialty Electrician Tools.	

Element/Course: <b>Y2</b> Safety & Tools	Planned Hours: 19
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: OSHA Construction Safety, PPE, Electrical Safety, Lockout-Tagout, Emergency Response, Confined Spaces, Proper Tool Use, Stored Energy in Tools, Safe Work Practices.	

Element/Course: <b>Y2</b> Theory	Planned Hours: 29
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by All Phase U Apprenticeship & Training	
Description of element/course: Voltage Drop calculations, Conductor Properties, Variable Frequency Drives, Motor Theory and Terminations, Megohmmeters, Troubleshooting Techniques, Grounded Conductors, Grounding Conductors, Ungrounded Conductors, AC Neutral Current, Ballasts & HID Lighting, LED Lighting.  19 Hours will be in classroom, 10 hours will be online.	

Element/Course: <b>Y2</b> NEC	Planned Hours: 122
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Requirements for Electrical Installations, Grounded Conductors, Branch Circuits, Feeders, Services, Overcurrent Protection, Calculations, Grounding and Bonding, GFCI Devices, AFCI Devices, Conductors, Outlet Boxes, Pull boxes, Cable Types, Switchboards, Panelboards.  112 Hours will be in classroom, 10 hours will be online.	

Element/Course: <b>Y2 Labs</b>	Planned Hours: 30
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Conductor Terminations, Panel Makeups, MC cable, Flexible Conduit, PVC heating, Underground Conduit Installations, Raceway Sizing Calculations, AFCI and GFCI Devices, Specialty Electrician Tools.	

Element/Course: <b>Y3 Safety &amp; Tools</b>	Planned Hours: 19
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: OSHA Construction Safety and PPE, Electrical Safety, Motor Vehicles/Machinery Safety, Basic Fire Protection, Safe Work Practices.	

Element/Course: <b>Y3 Theory</b>	Planned Hours: 26
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Harmonics, Electrical Noise, Power Quality, KW vs KVA, Troubleshooting.  22 hours will be in classroom, 4 hours will be online.	

Element/Course: <b>Y3 NEC</b>	Planned Hours: 85
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Flexible Cords and Cables, Fixture Wires, Switches and Receptacles, Switchboards, Switchgear, and Panelboards, Luminaires, Appliances, Fixed Electric Space Heating, Motors, Motor Circuits, Motor Controllers, Air Conditioning/Refrigeration Equipment, Grounding and Bonding, Hazardous Locations, Commercial Garages, Motor Fuel Dispensing, Health Care Facilities, Electric Signs.  79 hours will be in classroom, 6 hours will be online.	

Element/Course: <b>Y3 Intro to Motors, Controls, and Automation</b>	Planned Hours: 38
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Purpose of Motor Control Circuits, Safety Hazards With Automation, Control Power, Relays, Contactors, Timers, Electromagnetic Coils, Emergency Stop Circuits, Reading Schematics, Drawing Schematics, Ladder Logic, Electromechanical Latching Circuits, PLC Basics.  28 hours will be in classroom, 10 hours will be online.	

Element/Course: <b>Y3 Labs</b>	Planned Hours: 32
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: 3 Wire Start/Stop Scenario's, Relay Logic Scenario's, Level Controls, Industrial Refrigeration/ Controlled Atmosphere Control Systems, Variable Frequency Drive Controls, Motor Terminations.	

Element/Course: <b>Y4 Safety &amp; Tools</b>	Planned Hours: 21
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: OSHA Construction Safety and PPE, Electrical Safety, Hazard Communication/Jobsite Exposures/Work Zone Safety, Proper Tool Usage, Safe Work Practices.	

Element/Course: <b>Y4 Leadership and Administrative Skills</b>	Planned Hours: 21
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Leadership Skills, Blueprint Reading, Project Management, Paperwork Management, Jobsite Inspections.  16 hours will be in classroom, 5 hours will be online.	

Element/Course: <b>Y4 Theory</b>	Planned Hours: 29
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Fundamental Review of: Direct Current, Ohms Law, Math, Series Circuits, Parallel Circuits, Series-Parallel Circuits, Alternating Current, Electrical Formulas, Motors, Transformers.  24 hours will be in classroom, 5 hours will be online.	

Element/Course: <b>Y4 NEC</b>	Planned Hours: 71
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Review of: Article 90-110, 200-240, 300-314, 400-480, General Calculations, Conductor Sizing, OCPD Sizing, Motor Calculations, Load Calculations, 01 Exam Preparation.  66 hours will be in classroom, 5 hours will be online.	

Element/Course: <b>Y4 WAC/RCW</b>	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Review of WAC/RCW, Scopes of Work, License Types, Most Common Violations, Journey-Level Requirements, Renewal.	

Element/Course: <b>Y4 Motors, Controls, and Automation</b>	Planned Hours: 16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Principles of: Industrial Control Circuits, Programmable Logic Controllers, Industrial Automation Devices and Components, UL Standards.  11 hours will be in classroom, 5 hours will be online.	

Element/Course: <b>Y4 Labs</b>	Planned Hours: 32
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: All Phase U Apprenticeship & Training	
Description of element/course: Troubleshooting Control Systems, Industrial Control Panels, Programmable Logic Controllers, Variable Frequency Drives, Insulation Resistance Testing of Motors.	

## Additional Training Providers (if necessary)

[Click or tap here to enter text.](#)

Print Name Training Provider

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Title of Training Provider

[Click or tap here to enter text.](#)

Print Name Training Provider

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Title of Training Provider

Signature of Training Provider

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Organization of Training Provider

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Signature of Training Provider

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Organization of Training Provider

**For L&I Staff Use Only**

*Christina Chance 5/15/2023*  
L&I Apprenticeship Consultant

*Teri Gardner 5-22-23*  
L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



**Journey Level Wage Rate**  
From which apprentices' wage rates are computed

TO: Washington State Apprenticeship & Training Council

FROM: All Phase U Apprenticeship & Training

Occupation:	County(ies):	Journey Level Wage Rate:	Effective Date:
01 Electrician	Benton, Chelan, Douglas, Grant, Kittitas, Klickitat, Walla Walla, Yakima	\$40	05/02/23
		\$	
		\$	
		\$	

Sponsors must submit the journey-level wage at least annually or whenever changed to the Department.

**Form must be signed by Committee Chair and Secretary or Program's Authorized Signer**

<input checked="" type="checkbox"/> Chair	Date 05/02/23	<input checked="" type="checkbox"/> Secretary	Date 05/02/23
<input type="checkbox"/> Authorized Signer			
Print Name: Zachary S. Dennis		Print Name: Erik Gaskell	
Signature: 		Signature: 	

**For L&I Staff Use Only**

*Christina Chance 5/15/2023*  
L&I Apprenticeship Consultant

*Teri Gardner 5-22-23*  
L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program All Phase U Apprenticeship & Training
--

Committee Representative Name Zachary S. Dennis	Committee Representative Signature <i>Zachary S. Dennis</i>
<input checked="" type="checkbox"/> Employer Representative <input type="checkbox"/> Employee Representative ( <i>Does not have the authority to hire or fire</i> )	

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Ops Manager	All-Phase Electric, Inc	11/21	Present
Ops Specialist	Columbia Electric Supply	02/20	11/21
General Manager	Sprint Corporation	07/17	01/20
Ops Manager	Cured by Visconti's	05/16	07/17
Retail Manager	Goodwill of the olympic and Peninsula Region	09/14	03/16
Cafe Manger	Starbucks Coffee Company	05/13	09/14

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
AC Davis High School	06/04	High School	H.S. Diploma

### Other Technical Certifications or Licenses Held



**For L&I Staff Use Only**

*Christina Chance 5/15/2023*  
L&I Apprenticeship Consultant

*Teri Gardner 6-9-23*  
L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program  
All Phase U Apprenticeship & Training

Committee Representative Name Erik Gaskell	Committee Representative Signature 
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Employer Representative     Employee Representative (*Does not have the authority to hire or fire*)

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
01 Electrician	All-Phase Electric, Inc	06/22	Present
01 Electrician	Arrow Electric	05/06	05/22
JW Electrician	Treasure State Electric	04/04	04/06
JW Electrician	Becker Electric	05/03	03/04
01 Trainee	Bergelectric Corp.	01/01	03/03

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Perry Technical Institute	12/00	Electrical Technology	Certificate
Selah High School	06/98	General Studies	Diploma

### Other Technical Certifications or Licenses Held

01 Journey Level Electrician

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L&I Apprenticeship Consultant

*Teri Gardner 5-22-23*  
L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



**Apprenticeship Committee  
Representative Qualifications**

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program  
All Phase U Apprenticeship & Training

Committee Representative Name  
Isaiah W Kizziar

Committee Representative Signature  
*Isaiah W Kizziar*

Employer Representative     Employee Representative (Does not have the authority to hire or fire)

**Work Experience**

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Principal	All-Phase Electric, Inc	01/2015	Present
Electrician	All-Phase Electric, Inc	09/2011	01/2015
Electrician	Allan Bros Fruit	03/2011	09/2011
Electrician	All-Phase Electric, Inc	03/2009	03/2011

**Education History**

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Perry Technical Institute	02/2009	Electrical Technology	Elec. Tech.
North Atlantic Regional High School	02/2007	High School	GED

**Other Technical Certifications or Licenses Held**

- Electrical Administrator  
- 01 Journey Level Electrician

**For L&I Staff Use Only**

*Christina Chance 5/15/2023*  
L&I Apprenticeship Consultant

*Teri Gardner 5-22-23*  
L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



**Apprenticeship Committee  
Representative Qualifications**

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program All Phase U Apprenticeship & Training
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Committee Representative Name Andrew Lea	Committee Representative Signature <i>Andrew Lea</i>
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Employer Representative     Employee Representative (Does not have the authority to hire or fire)

**Work Experience**

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
President	All-Phase Electric, Inc	01/15	Present
01 JM	All-Phase Electric, Inc	01/08	01/15
Trainee / 01 JM	All-Phase Electric	03/06	01/08
Trainee	Pro Controls	10/05	03/06

**Education History**

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Perry Technical Institute	10/05	Electrical Technology	Certificate
Selah High School	06/02	General	Diploma

**Other Technical Certifications or Licenses Held**

WA 01 Journey Level Electrician WA 01 Electrical Administrator
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