

For L&I Staff Use Only	
Received: L&I Tukwila, 2A June 5, 2023 <i>SKH</i>	<i>Teri Gardner 6-5-23</i> L&I Admin
L&I Apprenticeship Consultant	

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



Request for Approval of Proposed Standards

TO: Washington State Apprenticeship & Training Council

FROM: R&S Electric Apprenticeship Training Cooperative

Check the appropriate box:

☒ Committee

☐ Plant

☐ OJT

Occupation(s)	SOC Code	Hours
General Electrician- 01 Inside Wireman	47-2111.00	8000

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

<input checked="" type="checkbox"/> Chair	Date	<input checked="" type="checkbox"/> Secretary	Date
<input type="checkbox"/> Authorized Signer	6/5/2023		6/5/2023
Print Name: Beau Somers		Print Name: Stephen DiMascio	
Signature: <i>[Signature]</i>		Signature: <i>[Signature]</i>	

Approved By:
Washington State Apprenticeship & Training Council
Signature of the WSATC:
Date:



Received: L&I
Tukwila, 2A ^{SKN}
June 5, 2023

Teri Gardner 6-5-23
Teri Gardner 6-9-23

Received: L&I
Tukwila, 2A ^{SKN}
June 9, 2023

APPRENTICESHIP PROGRAM STANDARDS
adopted by

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

(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

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

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.

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

Sponsor Introductory Statement (Required):

R&S Electric Apprenticeship Training Cooperative (RSEATC) is committed to developing and training competent and successful licensed electricians. Through the process of classroom education, hands-on lab experience, and on-the-job training, our goal is to equip apprentices in this program with the skills needed for obtaining an electrical journey level certification.

These standards have been prepared by RSEATC, assisted by the Apprenticeship Section of the Department of Labor and Industries, and when approved by and registered with the Washington State Apprenticeship and Training Council, will govern the training of apprentices registered to this apprenticeship and training program.

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.

The area which these standards cover shall be the following counties in Washington State: King, Pierce, Skagit, and Snohomish.

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>
Education:	<i><u>General Electrician (01)</u> 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 Show evidence of successful completion of: 1 full year of high school Algebra with a passing grade of “C” or better. 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>

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- 1. Equivalent post high school algebra course(s) with a grade of “C” or better.*
- 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: **Applicant must provide a copy of their valid Washington State driver’s license.**

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 available and accepted year round Monday through Friday from 9:00am to 3:00pm at the R&S Electric Apprentice Training Cooperative office located at 18820 Smokey Point Blvd., Suite B, Arlington, WA 98223. Applications may also be requested and returned electronically via email at info@r-selectric.com**
- 2. All in-person applicants will sign the Record of Apprenticeship Application log book. Applicants that return applications electronically agree to have their names added to the log book by RSEATC staff. Applicants will be assigned an Apprentice Applicant Number (AAN) which will identify and track them through the application process.**

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- 3. Interviews will be scheduled for all applicants meeting the minimum qualifications not more often than once per month.**
- 4. The Committee will determine the number of openings prior to holding interviews.**
- 5. Interviews:**
 - a. All applicants will be asked the same questions.**
 - b. The interviewers shall have in their possession for each applicant: Application form, relevant documentation of education, and proof of date of birth.**
 - c. All Applicants will be interviewed individually.**
 - d. Introduction of the members of the interviewing committee.**
 - e. The interviewing committee will ask questions to determine the applicant's capacity to participate in the apprenticeship program.**
 - f. Questions will be for evaluation of technical and mechanical skills as well as motivation for wanting to enter and complete the program.**
 - g. Applicants will be scored on each topic based on a numerical system of 0-5 with 0 being unacceptable and 5 being excellent. In the event of a tie, the GPA on the educational transcript will be used for determining rank.**
 - h. Applicants interview questions and scores will be placed in the applicant's file for record keeping purposes.**
 - i. Applicants will be placed on a ranked list in descending order of score. Top scoring candidates will be offered a spot into the program based on the number of positions available and disclosed prior to any interviews taking place.**
- 6. After selection but prior to registration each applicant must pass a pre-employment background check and a standard DOT drug test (with negative results) for the purpose of determining employment eligibility at R&S Electric. These tests will be administered at no cost to the applicant.**

B. Equal Employment Opportunity Plan:

- 1. Distributing information about the nature of the apprenticeship program, program admission requirements, current apprenticeship opportunities, sources of apprenticeship applications, and the equal opportunity policy of the sponsor.**
- 2. Participating in workshops conducted by employment services agencies, school districts, and community based organizations to increase apprenticeship awareness of apprenticeship opportunities.**
- 3. Participating in existing outreach programs whose focus is the recruitment and preparation of minority and female apprenticeship applicants.**

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4. **Increase awareness of sponsor's equal opportunity policy within the sponsor's organization. The goal of this increased awareness within the sponsor's organization is to foster understanding, acceptance, and support among the sponsor's various officers, supervisors, and employees. This is to encourage the necessary active assistance in achieving the program's obligations required by these rules.**

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].

A. General Electrician (01)

8000 Hours of reasonably continuous employment

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.

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

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 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.

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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)*

Step	Hour Range or competency step	Percentage of journey-level wage rate
1	0000 – 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%

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

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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.
- Per WAC296-46B-945 Table 945-1 Note 6.

<u>General Electrician (01)</u>	<u>Approximate Hours/Competency Level</u>
<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</i>	
<i>INDUSTRIAL-wiring of all industrial buildings and equipment; the maintenance, repair, and alteration of the same; and necessary pre-fabrication and preparation</i>	<i>*No less than 4000 Hours*</i>
<i>2. RESIDENTIAL-wiring of residences, duplexes, and small apartment buildings and necessary pre-fabrication and preparation</i>	
<i>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</i>	<i>*No more than 4000 Hours*</i>
<i>Total Hours/# of Competency Levels:</i>	<i>8000</i>

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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): **Industry related safety training, CPR/AED certification, product and manufacture seminars by subject experts, and leadership training.**

☐ Sponsor approved online or distance learning courses (specify)

☐ State Community/Technical college

☐ Private Technical/Vocational college

☒ Sponsor Provided (lab/classroom): **R&S Electric Apprenticeship Training Cooperative will provide classroom and lab training at 18820 Smokey Point Blvd Suite B Arlington, WA 98223**

☐ Other (specify)

B. **(180)** 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: **(September)** through **(August)**.

☐ Two-thousand hours of on the job training.

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**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 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:

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).

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3. Sponsor Procedures:

- a. Apprentices are required to possess their Apprenticeship ID card while performing OJT assignments. Apprentices are required to obtain and possess a current Electrical Trainee Certificate while performing OJT assignments, and shall be responsible to supply a copy of this Certificate to the RSEATC. This may be done in person at the office or emailed to info@r-selectric.com.**
- b. Apprentices must maintain a valid Washington State driver license.**
- c. Apprentices are responsible for their own transportation to the shop, jobsites, and RSI classes and labs.**
- d. Credit for previous experience: All requests must be in writing and must be made within 90 days of registration as an apprentice.**
 - 1) RSI credit: Apprentices may request consideration for previous accredited educational training in the occupation of electrician. The apprentice must provide documents verifying previous accredited educational training such as transcripts or educational credentials.**
 - a) The apprentice may be able to test out of some RSI courses, or be granted RSI credit hours.**
 - b) The RSEATC will administer written proficiency examinations, will evaluate the results in a non-discriminatory manner, and determine the amount of RSI credit, and/or which RSI classes will be waived.**
 - 2) OJT credit: Apprentices may request consideration for previous work experience in the occupation of electrician.**
 - a) RSEATC will verify hours on file with L&I Electrical Licensing by reviewing verified affidavits online.**
 - b) Unless otherwise specified by current Electrical Licensing rules, RSEATC will evaluate verified affidavits and determine the amount of OJT credit to be awarded. This shall be done in a non-discriminatory manner.**
 - c) Credit hours required to be granted under current Electrical Licensing rules will be awarded according to rule and law.**
- e. RSI classes and labs: Apprentices are expected to attend all scheduled RSI classes and labs.**
 - 1) Apprentices will be sent written notice concerning the date and time of each next RSI class or lab they must attend.**

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- 2) Each apprentice will be released from OJT commitments to attend scheduled RSI classes and labs.
 - 3) Apprentices are responsible to pay the cost of books and lab fees in full prior to the beginning of each class or lab.
 - 4) Immediately following class reviews of completed tests, the Instructor shall collect and submit all tests and materials to the Training Director for proper filing. No completed tests or test materials will be left in the hands of the apprentices.
 - 5) Apprentices must maintain a GPA of 70%.
- f. Apprentices are responsible for reporting their OJT and RSI hours each month. This may be done in person at the R&S Electric Apprenticeship and Training Cooperative office or electronically by emailing info@r-selectric.com. The OJT and RSI hours report is due no later than the 5th of each month for the hours accrued the previous month.
 - g. Apprentices must submit an Apprentice Evaluation form monthly no later than the 5th of each month. This form is to be completed and signed by the journey-level worker or foreman who worked most often with the apprentice during the month to be reviewed; the results are to be shared with the apprentice along with direction and guidance for improvement.
 - h. Apprentice performance reviews will be conducted by the RSEATC quarterly to ensure satisfactory progress is being made by each apprentice and for proper alignment with the wage progression chart. Such reviews will include reports from RSEATC Instructors, apprentice grades, and Apprentice Evaluation forms.
 - i. Requirements for advancement:
 - i. Full attendance at RSI classes and labs.
 - ii. Maintaining a 70% average grade for classes and labs.
 - iii. Timely submission of OJT/RSI hour reports each month.
 - iv. Timely submission of the Apprentice Evaluation each month.
 - v. All performance reviews must have a minimum rating of “satisfactory.”
 - j. Apprentices must take the 01 Journey Level examination within thirty (30) days of being approved for examination by the Department of Labor and Industries. Results are to be reported to the R&S Electric Apprenticeship and Training Cooperative within (5) days of testing.
 - 1) A failing score will require the apprentice to complete additional coursework as determined by RSEATC.

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- 2) A passing score on the exam is required within 120 days of completing all OJT and RSI requirements.**

k. Laid off Apprentices:

- 1) Apprentices will remain registered while completing any RSI class or lab in which they are currently enrolled and may enroll for and complete one additional RSI class or lab.**
- 2) When an apprentice is laid off due to business conditions, the apprentice will be re-employed when hiring resumes and before any additional apprentices are registered.**
- 3) In the event hiring does not resume, RSEATC will provide resources to assist with the transfer of a laid off apprentice that remains registered (per #1 above) to another registered apprenticeship program in Washington State.**

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.

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- 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. **Termination for cause from R&S Electric will result in due notice to be sent for appearance before the RSEATC for cancellation of the apprenticeship agreement.**
 - b. **Apprentices caught cheating or plagiarizing will be sent due notice to appear before the RSEATC for possible disciplinary action up to and including suspension or cancellation of the apprenticeship agreement.**
 - c. **Regular attendance at RSI classes and labs is mandatory. Missing more than two classes or labs due to unexcused absences will result in due notice to be sent to appear before the RSEATC for possible disciplinary action up to and including suspension or cancellation of the apprenticeship agreement.**
- An excused absence is defined as follows:**
- 1) **Death of or funeral for an immediate family member**
 - 2) **Emergency medical situation for self or family member**
 - 3) **Jury Duty**
 - 4) **Military Service**
 - 5) **Anything covered by the Washington State Family Leave Act**
- d. **Apprentices who miss related instruction will not advance to the next wage/step progression until the deficiencies have been remedied by attending make-up classes or labs. All make-up classes or labs must be coordinated with the instructor, who will schedule the class or lab at a time convenient for them. All make-ups shall be completed prior to the beginning of the next RSI quarter or the apprentice will be sent due notice to appear before the RSEATC for possible disciplinary action up to and including suspension or cancellation of the apprenticeship agreement.**
 - e. **Apprentices shall be required to maintain a GPA of 2.0 (70%) at all times. Failure to do so will result in due notice to be sent to appear before the RSEATC for possible disciplinary action up to and including suspension or cancellation of the apprenticeship agreement.**

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- f. Apprentices that receive an unsatisfactory Apprentice Evaluation will be sent due notice to appear before the RSEATC for possible disciplinary action up to and including suspension or cancellation of the apprenticeship agreement.**
- g. Harassment defined as follows will not be tolerated: unwelcome or unsolicited verbal, physical, or sexual conduct which creates an intimidating, offensive, or hostile environment. The RSEATC will swiftly investigate and act upon all complaints of harassment while maintaining confidentiality of the report and person(s) involved.**
- h. Failure to report OJT/RSI hours and Apprentice Evaluations timely, will result in due notice to be sent to appear before the RSEATC for possible disciplinary action up to and including suspension or cancellation of the apprenticeship agreement.**

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.

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

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 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

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

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
 - 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

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

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.
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.

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

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.

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: **50% plus 1**
 - b. Program type administered by the committee: **Individual Non-Joint)**

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

c. The employer representatives shall be:

**Beau Somers, Chair
18820 Smokey Point Blvd.
Arlington, WA 98223**

**Tristan Murphay
18820 Smokey Point Blvd.
Arlington, WA 98223**

d. The employee representatives shall be:

**Stephen DiMascio, Secretary
18820 Smokey Point Blvd.
Arlington, WA 98223**

**Seth Garner
18820 Smokey Point Blvd.
Arlington, WA 98223**

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:

N/A

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.

**Daniel M. Dimascio, Training Director
18820 Smokey Point Blvd., Suite B
Arlington, WA 98223**

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

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



For L&I Staff Use Only	
Received: L&I Tukwila, 2A June 5, 2023 SKH	Teri Gardner 6-9-23 Teri Gardner 6-5-23
L&I Apprenticeship Consultant	L&I Admin

Received: L&I Tukwila, 2A
June 6, 2023 SKH

Apprenticeship Related/Supplemental Instruction (RSI) Plan Review



Program Name R&S Electric Apprenticeship Training Cooperative	
Occupation General Electrician – Inside Wireman (01)	
Term/OJT Hours 8000	Total RSI Hours 720
Training Provider R&S Electric Apprenticeship Training Cooperative	

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

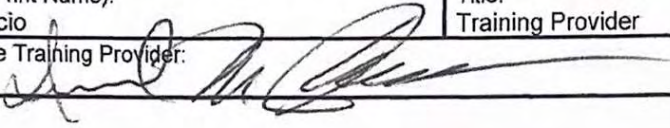
1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliances with WISHA 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

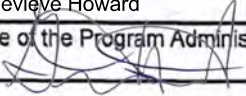
<input checked="" type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date 6/5/2023	<input checked="" type="checkbox"/> Secretary	Date 6/5/2023
Print Name: Beau Somers		Print Name: Stephen DiMascio	
Signature: 		Signature: 	

Training Provider Signature

Approved By (Print Name): Daniel DiMascio	Title: Training Provider
Signature of the Training Provider: 	
Date: 6/5/2023	

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

SBCTC

Print Name: Genevieve Howard	Title: Policy Associate
Signature of the Program Administrator: 	
Date: 6/30/2023	
<input checked="" type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name R&S Electric Apprenticeship Training Cooperative	Occupational Objective General Electrician – Inside Wireman (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: Year 1 – Safety and Introduction to Tools	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: R&S Electric Apprenticeship Training Cooperative Description of element/course: OSHA 10 – Construction Safety – PPE, Falls, Ladders, Scaffolding, Tool Introduction, and proper use	

Element/Course: Year 1 – Intro to Lab Safety	Planned Hours: 5
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Introduction to the Lab, Proper Attire, and Safety	

Element/Course: Year 1 – DC Fundamentals – Ohms & Power Laws	Planned Hours: 48
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Intro to Physics/Matter, Electron Theory, Magnetism, Electromagnetism, Series Circuits, Parallel Circuits, Combination Circuits, DC Circuits, Math	

Element/Course: Year 1 – AC Fundamentals – Ohms & Power Laws	Planned Hours: 36
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Overcurrent protection devices, Electrical systems, Alternating Current, Capacitance, Inductance, Power Factor, Efficiency, Inductive reactance, Capacitive reactance, Generators, Transformers	

Element/Course: Year 1 - Digital / Analog Multimeter use and operation	Planned Hours: 6
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Proper use and safety, Measuring units, Voltage / Amperage / Ohm Measurements, Peak vs. RMS vs. Average Measurements, Introduction to Diodes	

Element/Course: Year 1 – Introduction to Laboratory Safety and Environment	Planned Hours: 3
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: R&S Electric Apprenticeship Training Cooperative Description of element/course:	

Proper Attire, Emergency Stations use and locations, Lock-out Tag-out of energized circuits, Working spaces, Housekeeping in regards to safe working spaces

Element/Course: Year 1 – Digital / Analog Multimeter use and Operation Lab	Planned Hours: 12
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: Review use and safety of Measuring Devices, Measuring units, Voltage / Amperage / Ohm Measurements, Hands – on use of Measuring Devices	

Element/Course: Year 1 – National Electric Code (NEC)	Planned Hours: 24
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: Introduction to the NEC, article 90 – how to navigate the NEC; Article 100 – Definitions; Article 110 – Requirements for Electrical Installations, Workspace Clearances; Article 250 – Grounding and Bonding	

Element/Course: Year 1 – RCW / WAC	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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: Introduction to the Washington Administrative Code, Introduction to the Revised Code of Washington, Table of Contents RCW/WAC, RCW Definitions, WAC Definitions, State Authority, Titles, State Enforcement, Licensing Requirements, Renewals, Examinations, Training Certificates, Apprentice Certificates, 75% Supervision, 100% Supervision, 0% Supervision, Logging Hours, Reporting Hours, Display of Training Certificate	

Element/Course: Year 1 – Hand-on Lab time	Planned Hours: 24
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: AC / DC Circuits, Digital / Analog Measuring Device Practice, Branch Circuits, 3-Way/4-Way Switching Circuits, Ohms Law Applications, Splice / Device / Junction Boxes – Terminating, Electrical Panel Termination and Make-up. Good practices, Workmanship, Be proud of your Work	

Element/Course: Year 2 – Safety and Introduction to Tools	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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: OSHA Construction Safety – Electrical Safety, PPE, Confined Spaces, Emergency Response, Lockout – Tagout – Electrical, Lockout-Tagout – All other, Stored Energy in Tools	

Element/Course: Year 2 – Introduction to Lab Safety	Planned Hours: 5
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: Orientation to Lab and Safety for the Environment	

Element/Course: Year 2 – Electrical Theory	Planned Hours: 21
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: R&S Electric Apprenticeship Training Cooperative	

Description of element/course: Branch Circuits, Multi-wire Branch Circuits, Feeders, Service Conductors, Overcurrent Protection, Grounded vs Ungrounded Conductors, Grounded vs Grounding Conductors, Branch Circuit Sizing, Continuous Loads, Voltage Drop Calculations

Element/Course: Year 2 – National Electrical Code	Planned Hours: 90
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: General Requirements, Grounded Conductor Identification, Wiring and Protection of Branch Circuits / Feeders, Service Conductors, Overcurrent Protection, Grounding, Bonding, Conductors, Box Fill, Box Sizing, Raceway Sizing, Ampacity Adjustments for Conductors, Grounding Electrode Conductor Sizing, Equipment Grounding Conductor Sizing, Main / Supply Side / System / Grounded Conductor Sizing, Panelboards, Lighting Panels, Switchboards	

Element/Course: Year 2 – National Electrical Code Wiring Methods	Planned Hours: 27
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: NEC Chapter 3, Article 300, 320 – 399, Wiring Methods	

Element/Course: Year 2 – Introduction to Laboratory Safety and Environment	Planned Hours: 3
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: Proper Attire, Emergency Stations Use and Locations, Lockout – Tagout of Energized Equipment, Working Spaces, Housekeeping in Regards to Safe Working Spaces	

Element/Course: Year 2 – Hands on Lab Time	Planned Hours: 24
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: EMT, MC / AC Cable, Multi-wire Branch Circuits – Pitfalls, Digital Meter Usage, Ground Fault Protection, Arc Fault Protection, Voltage Drop, Raceway Sizing Review, Proper Tools Use and Safety	

Element/Course: Year 3 – Safety and Tools	Planned Hours: 24
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: OSHA Construction Safety – Electrical Safety, PPE, Excavation / Motor Vehicles / Tool Safety, Grounding and Bonding, Basic Fire Protection	

Element/Course: Year 3 – Electrical Theory	Planned Hours: 21
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: Power Quality, Power Factor, Inductive Loads, Capacitors for Correction of Power Factor, Neutral Currents, Harmonics, Electrical Noise, Troubleshooting Techniques, Workmanship	

Element/Course: Year 3 – National Electrical Code	Planned Hours: 75
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Equipment for General Use, Switches, Receptacles, Flexible Cords, Switchboards, Switchgear, Panelboards, Appliances, Fixed Electrical Space Heating, Motors, Motor Circuits, Special Occupancies, Special Equipment, Special Conditions	
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Element/Course: Year 3 – Motor Controls	Planned Hours: 33
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Introduction to Motor Controls and Circuits, Schematics, Wiring Diagrams, Ladder Diagram Logic, 2-Wire Control, 3-Wire Control, Input Devices, Motor Circuits	

Element/Course: Year 3 – Introduction to Laboratory Safety and Environment	Planned Hours: 3
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Proper Attire, Emergency Stations Use and Locations, Lockout – Tagout of Energized Equipment, Working Spaces, Housekeeping in Regards to Safe Working Spaces	

Element/Course: Year 3 – Hands on Lab Time	Planned Hours: 24
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Ballasts, Low Voltage Transformers, Low Voltage Lighting, Crest Factor, Motor Controls, Methods of Grounding and Bonding, Relays, Fire Alarm Systems	

Element/Course: Year 4 – Safety and Tool Review	Planned Hours: 15
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: OSHA Construction Safety, Electrical Safety, PPE, OSHA Construction Safety Handbook Review	

Element/Course: Year 4 – Construction Administrative & Leadership Skills	Planned Hours: 27
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Electrical Estimating, Labor Units, The Bidding Process, Leadership Training, Project Management	

Element/Course: Year 4 – Electrical Theory	Planned Hours: 27
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Electrician's Math Review, Formulas, Circuits, Transformers, Motors	

Element/Course: Year 4 _ National Electrical Code	Planned Hours: 63
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: R&S Electric Apprenticeship Training Cooperative Description of element/course: Review Code Articles 90, 100, 110, 200-240, 250, 300-399, 400-480, Basic and Advanced Load Calculations	

Element/Course: Year 4 – RCW / WAC	Planned Hours: 9
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: Review RCW / WAC, Scope of Work, License Types, Trainee / Apprentice Certificates, Violations, Renewal, Master Electrician / Administrator Roles and Responsibilities	

Element/Course: Year 4 – System Programming, Controllers, Automation	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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: Introduction / Basics of Programming Logic Controllers (PLC), Programmable Automation Controllers, Integrating to Limited Energy / Low Voltage Systems	

Element/Course: Year 4 – Introduction to Laboratory Safety and Environment	Planned Hours: 3
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: Proper Attire, Emergency Stations Use and Locations, Lockout – Tagout of Energized Equipment, Working Spaces, Housekeeping in Regards to Safe Working Spaces	

Element/Course: Year 4 – Hands on Lab Time	Planned Hours: 24
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: R&S Electric Apprenticeship Training Cooperative	
Description of element/course: Motor Controllers, Low Voltage Terminations, PLC's, Transformers, Light Emitting Diodes, Low Voltage Lighting, CAT-5 / CAT-6 Terminations, Coax Terminations	

Additional Training Providers (if necessary)

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

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Print Name Training Provider

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Organization of Training Provider

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Sandra Husband 6-5-23
L&I Apprenticeship Consultant

Teri Gardner 6-5-23
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: R&S Electric Apprenticeship Training Cooperative

Occupation:	County(ies):	Journey Level Wage Rate:	Effective Date:
Electrician 01 - General Electrician	Snohomish, King, Pierce, Kitsap	\$ 45.65	7/1/2023
		\$	
		\$	
		\$	

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	<input checked="" type="checkbox"/> Secretary	Date
<input type="checkbox"/> Authorized Signer	6/5/2023		6/5/2023
Print Name: Beau Somers	Print Name: Stephen DiMascio		
Signature: 	Signature: 		

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Teri Gardner 6-5-23
L&I Admin

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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

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

Committee Representative Name
BEAU SOMERS

Committee Representative Signature
Beau Somers

☒ 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)
Project Engineer	R&S ELECTRIC	10/20	current
Manager/safety	R&S ELECTRIC	11/15	10/20
EL02/manager	Merdian Center Electric	01/08	10/15
Owner/Operato	Kings Electric	01/06	01/08
Trainee	R&S ELECTRIC	03/04	12/05
Trainee	Hammer Electric	07/03	03/04

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Everett Community College	2001	Engineering	N/A
Marysville Pilchuck High School	2000	General	2000

Other Technical Certifications or Licenses Held

EL01 JOURNEY LEVEL SOMERBD825D9
EL02 RESIDENTIAL SOMERBD954OH
TRAINEE SOMERBD854PH
TRAINEE SOMERBD973MT

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Apprenticeship Committee Representative Qualifications

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Name of Program

R&S Electric Apprenticeship Training Cooperative

Committee Representative Name
Seth Garner

Committee Representative Signature

☐ 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)
Journeyman	R&S Electric	12/16	current
Trainee	Edison Electric	9/15	8/16
Trainee	Mauro Electric	1/15	9/15
Trainee	Garner Electric	8/14	11/14
Trainee	Olsen Electric	12/13	6/14

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Tahoma High school	2005	General	Diploma

Other Technical Certifications or Licenses Held

EL01 JOURNEY LEVEL GARNESW814MW
EL02 RESIDENTIAL GARNESW845OF
ELECTRICAL TRAINEE GARNESW875RW

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Name of Program

R&S Electric Apprenticeship Training Cooperative

Committee Representative Name
Stephen DiMascio

Committee Representative Signature

☐ 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)
Electrician	R & S Electric	9/17	present
Habilitation	AZ Masquerade	1/2014	7/17
Courtesy Clerk	Safeway	6/12	8/12

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
University of Arizona	8/15	Ecology & Evolutionary Biology	Yes
Desert Mountain High School	6/11	High School	Yes

Other Technical Certifications or Licenses Held

Trainee License: DIMASSA849O2 Recieved 09/22/2016
Residential License: DIMASSA829NC Recieved 09/05/2018
Journey License: DIMASSA792P8 Recieved 12/01/2021

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Name of Program

R&S ELECTRIC APPRENTICESHIP TRAINING COOPERATIVE

Committee Representative Name
TRISTAN MURPHY

Committee Representative Signature

☒ 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)
Admin. Assist	R & S Electric	10/21	Current
Cash Handler	Halftime Sports Bar	08/19	8/21

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
UNIVERSITY OF PROVIDENCE	05/19	Criminal Justice Major (B.S.)	Yes
STANWOOD HIGH SCHOOL	2015	General	Yes

Other Technical Certifications or Licenses Held

OSHA 10 HOUR CONSTRUCTION SAFETY AND HEALTH CERTIFIED
AED, FIRST AID AND CPR CERTIFIED