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



REQUEST FOR REVISION OF STANDARDS



TO: Washington State Apprenticeship & Training Council

From: Northwest Washington Electrical Industry Joint Apprenticeship and Training Committee - #65
(NAME OF PROGRAM STANDARDS)

Please update our Standards of Apprenticeship to reflect the following changes.

Additions shall be underlined.

Deletions shall be ~~struck through~~.

See attached.

Authorized signatures

(chr.) <u>Robert E Bartel</u>	Approved by: Washington State Apprenticeship & Training Council
(sec.)	Secretary of WSATC:
date: <u>3/4/2020</u>	date:

attach additional sheets if necessary

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II. MINIMUM QUALIFICATIONS:

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A. General - All Occupations:

2. — Exceptions:

a. — Individuals with Previous Work Experience.

(1) — Inside Wireman

~~(a) — Individuals who can verify (by providing undisputable documenting evidence) that they have worked a minimum of four thousand (4000) hours specifically in the electrical construction industry, shall submit a written Industry recommendation and may qualify for either direct interview or direct entry; as determined by the JATC if apprenticeship opportunities are available. The JATC will use standard means of evaluation for individuals who may qualify for direct entry or direct interview. Such individuals shall not be required to meet the education requirements under Section II, Subsection A, but must sit for the electrical industry's aptitude test developed and validated by the American Institutes for Research.~~

~~To qualify under this provision, applicants must provide to the JATC proper, undisputable documentation that defines their experience in the electrical construction industry. This documentation must be comprised of official documents such as tax/payroll records, notarized letters of experience confirmation and sworn statements. Such documentation must remain with the applicant's record. The JATC will examine all documentation submitted to determine qualification of the applicant and schedule an interview if needed. An absolute minimum of four thousand hours of ELECTRICAL CONSTRUCTION WORK EXPERIENCE must be proven to meet this qualification. No other form of electronic or electrical experience/training or construction experience will be given credit under this provision. If selected under this provision, the JATC will determine, using standard means of evaluation, if OJT and/or related instruction credit will be awarded for previous training and experience.~~

~~(b) — Individuals who can verify (by providing undisputable documenting evidence) that they have worked a minimum of two thousand (2,000) hours specifically in the electrical construction industry, will qualify for a direct interview by the JATC to be considered along with other qualified applicants. Such individuals shall not be required to meet the education requirements under Section II, Subsection A.~~

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- ~~(c) Qualified applicants interviewed and selected for this occupation who have previously completed another IBEW/NECA apprenticeship will be awarded a minimum of three thousand, five hundred (3,500) hours OJT credit. Such individuals will be properly evaluated by the JATC and placed in the appropriate year of related training.~~

~~(2) Limited Energy/Sound and Communication Technician~~

- ~~(a) Individuals who have accumulated a minimum of twenty-four hundred (2400) hours of sound and communications work experience shall be qualified for oral interview. If selected, their previous work experience and training shall be evaluated by the JATC, or the Subcommittee, using consistent, standard, nondiscriminatory means and thereby awarded advanced standing in the apprenticeship program. (Note: meeting this qualification allows the applicant to be interviewed during the normal selection process—this is not a form of direct entry.) Such individuals shall not be required to meet the education requirements under Section II, Subsection A.~~

~~To qualify under this provision, applicants must provide the JATC with proper documentation that defines their experience in the limited energy/sound and communications industry. This documentation must be comprised of official documents such as tax/payroll records, notarized letters of experience confirmation and sworn statements. The JATC will examine all documentation submitted before qualification is acknowledged. An absolute minimum of two thousand four hundred hours of LIMITED ENERGY/SOUND AND COMMUNICATIONS WORK EXPERIENCE must be proven to meet this qualification.~~

- ~~(b) Youth who completed a Jobs Corps training program in the occupation of telecommunications will qualify for an oral interview by the JATC to~~

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~~be considered along with other qualified applicants. (Note: meeting this qualification allows the applicant to be interviewed during the normal selection process – this is not a form of direct entry.) If selected under this provision, the JATC will determine, using standard means of evaluation, if OJT and/or related instruction credit will be awarded for previous training and experience. All post selection requirements remain in force. Such individuals shall not be required to meet the education requirements under Section II, Subsection A.~~

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(3) — Residential Wireman

- (a) — ~~Individuals who have accumulated a minimum of twenty-four hundred (2400) hours residential work experience shall be qualified for oral interview. If selected, their previous work experience and training shall be evaluated by the JATC, or the Subcommittee, using consistent, standard, nondiscriminatory means and thereby awarded advanced standing in the apprenticeship program. (Note: meeting this qualification allows the applicant to be interviewed during the normal selection process – this is not a form of direct entry.) Such individuals shall not be required to meet the education and testing requirements under Section II, Subsection A.~~**

~~To qualify under this provision, applicants must provide the JATC with proper documentation that defines their experience in the residential industry. This documentation must be comprised of official documents such as tax/payroll records, notarized letters of experience confirmation and sworn statements. The JATC will examine all documentation submitted before qualification is acknowledged. An absolute minimum of two thousand four hundred hours of RESIDENTIAL WORK EXPERIENCE must be proven to meet this qualification.~~

- (b) — ~~Youth who completed a Jobs Corps training program in the occupation of electrical construction will qualify for an oral interview by the JATC to be considered along with other qualified applicants. (Note: meeting this qualification allows the applicant to be interviewed during the normal selection process – this is not a form of direct entry.) If selected under this provision, the JATC will determine, using standard means of evaluation, if OJT and/or related instruction credit will be awarded for previous training and experience. All post selection requirements remain in force. Such individuals shall not be required to meet the education requirements under Section II, Subsection A.~~**

b. — Individuals with Previous Military Experience

(1) Inside Wireman

- (a) — ~~An honorably discharged military veteran who completed military technical training school in a Military Occupational Specialty (MOS) applicable to the electrical construction industry (as determined by the~~**

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JATC), and can document a minimum of two (2) years of military experience in that MOS, may qualify for either direct interview or direct entry (must apply within five (5) years from MOS experience); as determined by the JATC if apprenticeship opportunities are available. Applicants who have served overseas and/or lived on base for a minimum of two (2) years prior to application will have any existing residency restriction waived.

Such individuals must provide reliable documentation and adequate verification (which shall be recorded and securely filed in the applicant's file) to substantiate previous military training and experience (DD-214), in order to qualify for direct entry under this provision.

If selected under this provision, the JATC will determine, using standard means of evaluation, if OJT and/or related instruction credit will be awarded for previous training and experience. Such individuals shall not be required to meet the education and testing requirements under Section II, Subsection A, but must sit for the electrical industry's aptitude test developed and validated by the American Institutes for Research.

- (b) — An honorably discharged military veteran will qualify for oral interview by the JATC (must apply within five (5) years from discharge date). Applicants who have served overseas and/or lived on base for a minimum of two (2) years prior to application will have any existing residency restriction waived. Such individuals must provide to the JATC proper, undisputable documentation of the honorable discharge from military service. This is a method of direct interview.

If selected under this provision, the JATC will determine, using standard means of evaluation, if OJT and/or related instruction credit will be awarded for previous training and experience. Such individuals shall not be required to meet the education requirements under Section II, Subsection A.

c. — Individuals with Previous Education and Training

(1) — Inside Wireman

- (a) — Individuals who have received an Associate's Degree in the fields of Commercial or Industrial Electrical or Instrumentation issued by a public Community or Technical College in the State of Washington with an overall GPA of 2.0 or higher will qualify for an oral interview by the JATC to be considered along with other qualified applicants. If selected under this provision, the JATC will determine, using standard means of evaluation, if OJT and/or related instruction credit will be awarded for the previous education and training. Such individuals shall not be required to meet the education and testing requirements

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- (b) ~~Individuals who can verify that they have completed a structured pre-apprenticeship training program meeting minimum requirements established by the NJATC and recognized by the JATC and sponsored by community outreach groups, or by the IBEW, NECA, or by the Local, State, Regional or National Building Trades programs, or by the JATC; may qualify for either direct interview or direct entry; as determined by the JATC and available apprenticeship opportunities. Such individuals shall not be required to meet the education requirements under Section II, Subsection A.1.~~

~~To qualify under this provision, applicants must provide to the JATC proper, undisputable documentation confirming that they meet the specific requirements of the pre-apprenticeship program. This documentation must be comprised of official documents such as: completion/graduation certificates, transcripts, notarized letters of confirmation and sworn statements. Such documentation must remain with the applicant's record. The JATC will examine all documentation submitted to determine qualification of the applicant. The JATC will schedule an experience evaluation interview with the applicant if it is deemed appropriate.~~

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

A. Selection Procedures:

2. Application request forms will be available, when applications are being accepted, at the JATC Training Center (306 Anderson Road, Mt. Vernon, WA 98273) every weekday (excluding holidays) from 9:00 a.m. to noon and 1:00 p.m. to 4:00 p.m. They can also be downloaded from the Program Information page of the JATC website at <http://www.nwejatc.org>. Applicants must then return the completed application request form, supplemental information form and application fee, in person or by mail, to the JATC Training Center, 306 Anderson Road, Mount Vernon, WA 98273 or by email to applications@nwejatc.org. Upon receipt of the properly completed forms and application fee, the JATC will mail the applications to the applicant.
3. Applications will be taken on a year-around an as needed basis.
6. Applicants will be selected in order from a ranked applicant list. All selected applicants (including direct entry) must provide the documentation specified to complete their application. Applicants will be informed that they have 60 days to provide all transcripts and any other documentation required by the JATC to qualify for an interview.

7. EXCEPTIONS:

e. Individuals with Previous Work Experience.

(1) Inside Wireman

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- (a) Individuals who can verify (by providing undisputable documenting evidence) that they have worked a minimum of four-thousand (4000) hours specifically in the electrical construction industry, shall submit a written Industry recommendation and may qualify for either direct interview or direct entry; as determined by the JATC if apprenticeship opportunities are available. The JATC will use standard means of evaluation for individuals who may qualify for direct entry or direct interview. Such individuals shall not be required to meet the education requirements under Section II, Subsection A, but must sit for the electrical industry's aptitude test developed and validated by the American Institutes for Research.

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- (b) Individuals who can verify (by providing undisputable documenting evidence) that they have worked a minimum of two-thousand (2,000) hours specifically in the electrical construction industry, will qualify for a direct interview by the JATC to be considered along with other qualified applicants. Such individuals shall not be required to meet the education requirements under Section II, Subsection A.

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(2) Limited Energy/Sound and Communication Technician

- (a) Individuals who have accumulated a minimum of twenty-four hundred (2400) hours of sound and communications work experience shall be qualified for oral interview. If selected, their previous work experience and training shall be evaluated by the JATC, or the Subcommittee, using consistent, standard, nondiscriminatory means and thereby awarded advanced standing in the apprenticeship program. (Note: meeting this qualification allows the applicant to be interviewed during the normal selection process - this is not a form of direct entry.) Such individuals shall not be required to meet the education requirements under Section II, Subsection A.

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(3) Residential Wireman

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f. Individuals with Previous Military Experience

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- (a) An honorably discharged military veteran who completed military technical training school in a Military Occupational Specialty (MOS) applicable to the electrical construction industry (as determined by the JATC), and can document a minimum of two (2) years of military experience in that MOS, may qualify for either direct interview or direct entry (must apply within five (5) years from MOS experience); as determined by the JATC if apprenticeship opportunities are available. Applicants who have served overseas and/or lived on base for a**

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VII. APPRENTICE WAGES AND WAGE PROGRESSION:

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.

Apprentices shall be employed on a stipulated hourly wage and benefits basis, as provided in the local CBA covering their occupation, where applicable. Increases shall be subject to satisfactory progress on the job, and satisfactory progress or completion of related instruction and timely submission of work reports by the apprentice. If work reports are delinquent step increases will be delayed one day for every day that the work reports are late, which results in a delayed pay raise.

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X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

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B. Disciplinary Procedures

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3. Sponsor Disciplinary Procedures:

13. CONDUCT ON THE JOB

f. Work reports are required to be turned in monthly and are due on the first day of the following month and must be turned in whether the apprentice is working or not working, including while attending school. They are delinquent after the 10th day of the following month. Late work reports will cause an apprentice's advancement to be delayed one day for every day that the work reports are late, not to exceed 31 days per report. Apprentices who have otherwise met the requirements for a step increase will not receive the step increase until the cumulative delay has been assessed and the work reports are received. Apprentice's repeated violations of this policy will result in additional disciplinary action up to, and including, cancellation.

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

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

1. The JATC shall be composed of ~~6~~ eight (8) members: ~~3~~ Four (4) who are qualified and duly appointed in writing to represent the Cascade Chapter, NECA (must be members or employees of NECA and active in the Industry) and ~~3~~ Four (4) who are qualified and duly appointed in writing to represent IBEW Local Union No. 191 (must be members or staff of the IBEW and active in the Industry). Each party shall have equal representation. Members of the JATC shall be appointed in writing by the party they represent.

2. The term of office shall be for ~~3~~ four (4) years. The term of one (1) employer representative and one (1) union representative shall expire each year on December 31. A committee member may be reappointed. Any reappointment shall also be in writing for the same specified term.