

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



REQUEST FOR REVISION OF STANDARDS

Received 12/02/2021
By S. Patterson
Rec 12/13/2021 S.Patterson
L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

Teri Gardner 12-2-2021

From: Northwest Line Construction Industry JATC #487
(NAME OF PROGRAM STANDARDS)

Teri Gardner 12-13-2021

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.)	Approved by: Washington State Apprenticeship & Training Council Secretary of WSATC:
(sec.)	
date: <i>December 2, 2021</i>	date:

attach additional sheets if necessary



II. MINIMUM QUALIFICATIONS:

A. ENTRY LEVEL ENTRANCE:

Physical: Physically and mentally able to safely perform or learn to safely perform essential functions of the job either with or without reasonable accommodations and without endangering the safety or health of co-workers throughout the term of the apprenticeship agreement such as:

a. Able to climb ladders, scaffolds, poles and towers of various heights.

b. Able to crawl and work in confined spaces such as attics, manholes and crawlspaces.

c. Able to read, hear and understand instructions and warnings in English.

Testing: ~~None~~ **Score a minimum of 2 on the NJATC/ETA Aptitude test.**

Other: Submit a DD-214 to verify military training and/or experience if they are a veteran and wish to receive consideration for such training/experience.

Possess a valid unrestricted Class A Commercial Driver License (CDL). Manual transmission (no code "E" restriction).

Possess a valid First Aid / CPR card; online certifications are not recognized and will not meet this qualification.

Possess a valid Flagger / Traffic Control card; online certifications are not recognized and will not meet this qualification.

[Please delete Section II, B, C, D and E in their entirety]

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

A. Selection Procedures:

1. Selection shall be on the basis of rank from a pool of eligible applicants. All eligible applicants must meet the minimum qualifications established in Section II of these standards.

~~Age: Meet the minimum age requirement of 18 at the time of application (must provide evidence of minimum age as required by the AJATC, in accordance with State laws and regulations).~~

~~Education: Be at least a high school graduate, or have a high school equivalency, or in lieu of a high school diploma or high school equivalency, have a two-year Associate Degree or higher.~~

~~Show evidence of successful completion of: one full credit of high school algebra with a passing grade of C or better, or one post high school algebra course (e.g. Adult Education, Continuing Education, Community College, etc.) with a passing grade of C or better, or provide evidence of having successfully completed the NJATC Online Tech Math Course.~~

~~Provide an official transcript(s) for high school and post high school education and training. All GED records must be submitted if applicable. (Note: schools shall be requested to obliterate reference to date of birth, years of attendance, graduation date, age, race and sex, if required by State law or regulation.)~~

2. **EXCEPTIONS:**

- a. **Transfer of Apprenticeship - Direct Entry.**

- (2) The transferring apprentice must **meet the minimum qualifications and:**

~~(g) possess a valid Class A Commercial Driver License (CDL).~~

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b. Non-Signatory Journey-level worker: Direct Entry.

An electrical line construction employee of a non-signatory employer not qualifying as a Journey worker when the employer becomes signatory, shall be evaluated by the AJATC, using consistent, standard, nondiscriminatory means, and registered at the appropriate period of apprenticeship based on previous work experience and related training. This is a method of direct entry. For such applicants to be considered, they must meet the minimum qualifications and:

- (1) Complete an application form and be: ~~accurately responding to all questions and items including statements indicating that they are:~~
 - ~~(a) physically and mentally able to safely perform or learn to safely perform essential functions of the job either with or without reasonable accommodations.~~
 - ~~(b)~~(a) able to get to and from work at jobsites anywhere within the geographical area that this apprenticeship program covers.
 - ~~(c)~~(b) able and willing to attend all related classroom training as required to complete their apprenticeship.
 - ~~(d) able to climb and work from ladders, poles and towers of various heights.~~
 - ~~(e) able to crawl and work in confined spaces such as, manholes and crawlspaces.~~
 - ~~(f) able to read, hear and understand instructions and warnings.~~
- ~~(5) posses a valid Commercial Driver License (CDL)~~
- ~~(6)~~(5) submit a DD-214 to verify military training and/or experience if they are a veteran and wish to receive consideration for such training/experience.

c. Signatory Individual/Non-Signatory Employer

An individual who signs an authorization card during an organizing effort - wherein thirty percent or more of the employees have signed authorization cards, whether or not the employer becomes signatory - and is an employee of the non-signatory electrical line contractor and does not qualify as an IBEW Journey worker, shall be evaluated by the AJATC, using consistent, standard, nondiscriminatory means, and registered at the appropriate period of apprenticeship based on previous work experience and related training. This is a method of direct entry. All employees of the non-signatory electrical line contractor must have been offered the opportunity to sign authorization cards. For such applicants to be considered, they must meet minimum qualifications and:

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- (1) Complete an application form and be: ~~accurately responding to all questions and items including statements indicating that they are:~~
 - ~~(a) physically and mentally able to safely perform or learn to safely perform essential functions of the job either with or without reasonable accommodations.~~
 - ~~(b)(a) able to get to and from work at jobsites anywhere within the geographical area that this apprenticeship program covers.~~
 - ~~(e)(b) able and willing to attend all related classroom training as required to complete their apprenticeship.~~
 - ~~(d) able to climb ladders, scaffolds, poles and towers of various heights.~~
 - ~~(e) able to crawl and work in confined spaces such as, manholes and crawlspaces.~~
 - ~~(f) able to read, hear and understand instructions and warnings.~~

e. Experienced Entry:

(1) Individuals who can verify (by providing undisputable documenting evidence) that they have worked a minimum of three-thousand, five-hundred (3,500) hours specifically in the electrical line construction industry (work experience must include climbing and other occupational related work applicable to that of a Journey worker Lineman or Line apprentice), may submit a written Industry recommendation and may qualify for direct interview; as determined by the AJATC and available apprenticeship opportunities. To qualify under this provision, applicants must meet the minimum qualifications and:

- (a) Provide to the AJATC proper, undisputable documentation that defines their experience in the electrical line construction industry. This documentation must be comprised of official documents such as notarized letters of experience confirmation and sworn statements. Such documentation must remain with the applicant's record. The AJATC will examine all documentation submitted to determine qualification of the applicant. The AJATC will schedule an experience evaluation interview with the applicant if it is deemed appropriate. An absolute minimum of three- thousand, five-hundred (3,500) hours of ELECTRICAL LINE CONSTRUCTION WORK EXPERIENCE (including climbing) 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 AJATC will determine, using standard means of evaluation (see Section X), if OJT and/or related instruction credit will be awarded for previous training and experience.

f. Military Entry:

(1) An honorably discharged military veteran (as well as Inactive Ready Reserve, Active Reserve and National Guardsman) who completed military technical training and participated in a registered apprenticeship, or completed military technical school in a recognized apprenticeable occupation during their military service applicable to the electrical construction industry (as determined by the AJATC), and can document a minimum of two (2) years of military experience in the military technical occupation, may qualify for direct interview (must apply within five (5) years from military technical occupation experience); as determined by the AJATC and available apprenticeship opportunities. To qualify under this provision, applicants must meet the minimum qualifications and;

(a) Have previous military work experience as stipulated above.

(b) 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 interview under this provision.

(2) An honorably discharged military veteran will qualify for oral interview by the AJATC (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. This is a method of direct interview. If selected under this provision, the AJATC will determine using consistent, standard, nondiscriminatory means (see Section X), if OJT and/or related instruction credit will be awarded for previous training and experience. To qualify under this provision, applicants must meet the minimum qualifications and;

(a) Provide to the AJATC proper, undisputable documentation of the honorable discharge from military service.

(b) Submit a DD-214 to verify military training and/or experience if they are a veteran and wish to receive consideration for such training/experience.

g. Pre-Apprenticeship Entry:

(1) 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 AJATC 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 AJATC; may qualify for direct interview; as determined by the AJATC and available apprenticeship opportunities. To qualify under this provision, applicants must meet the minimum qualifications and;

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(a) Provide to the AJATC 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 AJATC will examine all documentation submitted to determine qualification of the applicant. The AJATC will schedule an experience evaluation interview with the applicant if it is deemed appropriate.

(b) Submit a DD-214 to verify military training and/or experience if they are a veteran and wish to receive consideration for such training/experience.

h. Applicants selected for apprenticeship shall be employed only with participating (signatory) Training Agents upon becoming registered.

i. All selected applicants (including direct entry) must provide the documentation specified to complete their application.

B. Equal Employment Opportunity Plan:

2. Participation coordination with local educational programs and in any workshops conducted by employment service agencies for the purpose of familiarizing school, employment service and other appropriate personnel with the apprenticeship system and current opportunities therein.
3. ~~Cooperation with the local school boards and vocational education systems to develop programs for preparing students to meet the standards and criteria required to qualify for entry into apprenticeship programs.~~

Develop partnerships and entry programs specializing in recruitment and placement of women and minorities to remove barriers to entry into the Outside Line construction trade.

V. INITIAL PROBATIONARY PERIOD:

1. ~~The first one thousand four hundred (1400) hours of employment as an apprentice. ~~OJT and satisfactory performance in related classroom training and the apprentice must also demonstrate climbing ability on wood and steel structures either on the job or during 1st Camp Rilea training, during such time shall constitute the probationary period. During this period the apprenticeship agreement may be canceled by either party without the formality of a hearing. The Registration Agency shall be notified of such cancellations.~~~~
2. During the probationary period, the AJATC shall make a thorough review of the apprentice's ability and development to include demonstrating climbing ability. Advanced standing for previous training or experience does not reduce the probationary period.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS

E.

3. The AJATC shall allow each qualified employer a ratio of one (1) apprentice to one (1) journey-level lineman when registered apprentices are available. Such ratio shall apply on any job. ~~Section A and C~~ and shall be subject to the conditions listed in the "Apprentice Ratios Memorandum of Understanding" as follows:

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

C. Construction Lineman

1. Step Advancements

- e. Prior to advancing to the 5th step "hot" work (above 600kv) as defined in section 2 below, apprentices must have the approval of the AJATC and meet the following requirements must be met:
 - (1) Have OJT progress reports supporting the advancement ~~to 5th step~~.
 - (2) Verbal recommendation of their current and/or recent foreman and journeyman.
 - (3) Successfully completed the 2nd year Camp Rilea Training Program.
 - (4) ~~4,000 hours of on the job training with a~~ Adequate cold distribution hours (750 - 1,000 hrs.)

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

[Please delete and replace committee in its entirety]

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

1.

c. The employer representatives shall be:

**Shawn Spencer, Secretary
Mountain Power
5299 North Pleasant View Road
Post Falls, ID 83854**

**David Hatch
International Line Builders
5516 N Starr RD
Newman Lake, WA 99025**

**Chris Hughes
Wilson Construction
PO Box 1190
Canby, OR 97013**

**Rich Williams
Potelco, Inc.
14103 Stewart Road
Sumner, WA 98390**

**Brad Proctor, Alternate
Wilson Construction
PO Box 1190
Canby, OR 97013**

**Mark Swanson, Alternate
Potelco, Inc.
14103 - 8th Street East
Sumner, WA 98390**

d. The employee representatives shall be:

**Byron Allen, Chair
IBEW LU 483
3545 Alder St
Tacoma, WA 98409**

**Jude Jolma
IBEW Local 125
17200 NE Sacramento
Gresham, OR 97230**

**Rick Strait
IBEW LU 77
N 1506 Washington St
Spokane, WA 99201**

**James Davidson
IBEW Local 659
4480 Rogue Valley Hwy, Ste. #3
Central Point, OR 97502**

**Travis Eri, Alternate
IBEW LU 125
17200 NE Sacramento
Portland, OR 97230**

**Don McElroy, Alternate
IBEW Local 659
4480 Rogue Valley Hwy, Ste. #3
Central Point, OR 97502**

XIII. TRAINING DIRECTOR/COORDINATOR:

Banjo Reed Terry Lowen
9817 NE 54th St., Suite 101
Vancouver, WA 98662