

Teri Gardner 12-1-2020

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



REQUEST FOR REVISION OF STANDARDS


Received 11/24/2020
By S. Patterson
L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

From: Power Line Clearance and Tree Trimmers Apprenticeship Committee #210
(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.) 
(sec.)

Approved by:
Washington State Apprenticeship & Training Council
Secretary of WSATC:

date: November 24, 2020

date:

attach additional sheets if necessary

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II. MINIMUM QUALIFICATIONS:

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Age: **Must be at least eighteen (18) years old. (~~provide copy of birth certificate or driver's license~~).**

Physical: **Applicants must be physically capable, ~~with or without reasonable accommodation,~~ of performing the work with due regard to working aloft in trees or aerial lifts, and agility, strength and endurance. with or without reasonable accommodation and without endangering the safety or health of co-workers.**

Testing: **N/A None**

Other: **None Must have valid driver license.**

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

A. Selection Procedures:

1. Application Process:

a.

1) **Apply from our website:**

~~<http://www.nwpowerlinetreectrimmer.org/>~~ **<http://www.nwlinejatc.com>**

Applicants may call for more information (360-816-7100) or they may view our website at ~~<http://www.nwpowerlinetreectrimmer.org/>~~ **<http://www.nwlinejatc.com>**.

5. Pool of Eligibles:

d. **Five (5) Eleven (11) eligibility lists will be maintained and ranked in order of the applicants scores. These lists are based on the geographic area(s) applicants are willing to be dispatched to for their apprenticeship. Applicants who refuse a dispatch from a selected area will have their application filed closed and will be removed from all lists. Scored applicants may choose to be on one or more of the following lists:**

(1) **Northwest Washington**

(~~Whatcom, Skagit, Snohomish, King, Kitsap, Jefferson, Clallam, Island & San Juan counties~~)

Area 1 – Washington counties of: Island, Whatcom, San Juan, Skagit, Snohomish

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- (2) Southwest Washington
 (~~Grays Harbor, Mason, Pierce, Thurston, Pacific, Lewis, Wahkiakum, Cowlitz, Clark, Skamania & Klickitat counties~~)
Area 2 – Washington counties of: King, Kitsap, Pierce *Teri Gardner 12-17-2020*
- (3) Eastern Washington
 All Washington counties (East of the Cascades) and the following counties of Idaho: ~~Benewah, Bonner, Boundary, Clearwater, Idaho, Kootenai, Lata, Lewis, Nez Perce, and Shoshone Counties.~~
Area 3 - Washington counties of: Clallam, Grays Harbor, Jefferson, Mason
- (4) Northern Oregon
 (~~Counties of Washington, Yamhill, Marion, Clackamas, Multnomah, Hood River, Wasco, Clatsop, Jefferson, Deschutes, Crook, Wheeler, Sherman, Gilliam, Morrow, Columbia, Grant Harney, Umatilla, Union, Baker, Wallowa, and Tillamook~~)
Area 4 - Washington counties of: Cowlitz, Lewis, Pacific, Thurston, Wahkiakum
- (5) Southern Oregon
 (~~Counties of Lake, Klamath, Jackson, Josephine, Curry, Coos, Douglas, Lane, Linn, Benton, Lincoln, and Polk; and Del Norte, Modoc, and Siskiyou counties in California~~)
Area 5 - Washington counties of: Chelan, Douglas, Grant, Kittitas, Klickitat, Okanogan, Skamania, Yakima
- (6) Area 6 - Washington counties of: Adams, Asotin, Benton, Columbia, Franklin, Ferry, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman and the Idaho counties of Benewah, Bonner, Boundary, Clearwater, Idaho, Kootenai, Lata, Lewis, Nez Perce, and Shoshone.
- (7) Area 7 – Oregon counties of: Clackamas, Clark, Columbia, Hood River, Marion, Multnomah, Washington
- (8) Area 8 - Oregon counties of: Clatsop, Lincoln, Polk, Tillamook
- (9) Area 9 - Oregon counties of: Benton, Lane, Linn
- (10) Area 10 - Oregon counties of: Coos, Curry, Douglas, Jackson, Josephine and California counties of: Del Norte, Modoc and Siskiyou
- (11) Area 11 - Oregon counties of: Baker, Crook, Deschutes, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Morrow, Umatilla, Union, Wallowa, Wasco, Wheeler

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Note: Applicants and apprentices please note that while the State of Washington has no responsibility or authority in the State of Idaho, Oregon or California, the JATC will apply the same standards and guidelines to apprentices registered in the program while working in the State of Idaho, Oregon or California.

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8. **Exemptions: Exceptions:**

After completion an application:

c. **Applicants applying for the program with non-power line clearance and/or incidental power line clearance OJT experience, will be evaluated by the sponsor and registered in the appropriate step in the program based on standardized testing administered by JATC personnel.**

(1) To qualify under this provision, applicants must meet all minimum qualifications.

(2) Pass JATC administered exams with a score of 80% or higher. Applicants who fail the test will not qualify for direct entry and must apply to the program under the entry level process.

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

C. Tree Trimmer

An apprentice who is given credit for previous experience in the trade shall be paid the rate of the period to which such credit advances them.

Advancement Requirements:

3. **Advancements are not automatic. Requirements must be met as listed:**
 1. **Meet the OJT hours required.**
 2. **Meet the school hours required.**
 3. **Have satisfactory employer records.**
 4. **Have all current monthly progress reports submitted.**
 5. **Have satisfactory test results from classroom instruction.**
 6. **All apprenticeship accounts with the JATC are paid in full.**
 7. **All apprentices must obtain a Class B Commercial Drivers manual transmission (no code "E" restriction) License within the first 1000 OJT hours of the registration date.**
 8. **All apprentices must obtain 1st Aid/CPR certification within 45 days of registration date, Traffic Control Flagger certification within 90 days of registration date, and Commercial Driver's License Permit within 90 days of registration date.**
 9. **Apprentices advancing from 3rd to 4th pay step must have received a passing grade on the Laws & Safety Pesticide licensing.**

{Please reformat section in its entirety to follow appropriate citation sequence.}

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*Teri Gardner 12-17-2020***X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:****A. Administrative Procedures:****3. Sponsor Procedures:**

3. A valid driver license ~~and CDL permit~~ will be required by the employer upon obtaining employment. Each apprentice must obtain a Class B commercial driver ~~license~~ permit within 90 days of employment and a Class B commercial license with manual transmission (no code "E" restriction) within the first 1000 OJT hours of registration date. Apprentices will be required to provide current driver abstract upon request.

b. Apprenticeship fees (~~tuition and books~~) are due monthly ~~for the duration of the program~~ unless paid in full upon registration. No refunds will be allowed by the Committee.

c. Failure to obtain/maintain required licensing (CDL, Herbicide application cards, First Aid and Flagging certifications). Per industry standards and JATC policy, CPR cards must be renewed annually. Failure to maintain these certifications throughout the term of the apprenticeship agreement will result in disciplinary action up to and including termination.

Failure to maintain a Commercial Driver License (CDL)/Commercial Driver License Permit (CDL Permit) for the duration of the apprenticeship agreement will result in disciplinary action up to and including termination. The apprentice must notify their training agent and the JATC office, within 48 hours of any traffic citation they are issued that may affect their CDL driving privileges. If an apprentice is suspended, temporarily removed from the schedule or terminated from employment due to failure to comply with company policy, the training agent and apprentice will notify the JATC office as soon as possible, but not more than 48 hours after ~~termination~~ such action.

4. Credit for Previous Training

Previous experience will be evaluated and credit awarded by the Committee for advanced standing of a new apprentice in the following manner:

a. ~~Applicants who have been registered apprentices in a like program or were previously registered with this program may transfer or be registered into this program at the same step, on the same Related Training schedule, and have all hours transferred accordingly. Records from previous apprenticeship program must be submitted.~~ In the event a previously registered apprentice is registered into this program, and the submitted hours were obtained under different "minimum requirement" for advancement, the applicant will be registered with full credit for hours, but be registered at their prior step. Additional hours can be reviewed for credit after 3 months of OJT evaluation.

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- b. Applicants who have not been registered in a like-program, yet who can show documentation of power line tree trimming OJT hours may start per the following: will be placed in the appropriate step in the program based on standardized testing administered by JATC personnel:

To qualify under this provision applicants must:

- (1) ~~>= 500 hours: start at 2nd period with credit awarded for 500 ground hours; additional hours may be submitted for credit after a three-month evaluation of OJT experience.~~
Possess a valid First Aid / CPR card; online certifications are not recognized and will not meet this qualification.
 - (2) ~~< 500 hours: start at 1st period, with hours submitted credited toward 1st period ground hours.~~
Pass JATC administered exams with a score of 80% or higher. Applicants who fail to test will not receive credit for previous hours.
- e. ~~Applicants who provide documentation for tree trimming OJT experience, that is non-power line related, can receive credit upon entry into the program in the following manner:~~
- (1) ~~50% credit for aerial (bucket and climbing) experience, up to 500 Ground hours; additional hours can be reviewed for credit after 3 months of OJT evaluation. (Ex: If 2000 hours of documented aerial experience are submitted, the applicant would receive credit for 500 ground hours, and would start the apprenticeship at 2nd step.)~~
 - (2) c. There will be no credit awarded for non-aerial, non-power line hours.
- d. Credit for documented Related Training ~~will only be awarded if the apprentice has power line OJT, and~~ shall be awarded in the following manner:
- (1) ~~>= 2000,~~ hours OJT may challenge 1st year Final in order to begin at 2nd year Related Training level;
 - (2) < 2000 hours OJT, attend both years of Related Training

6. Progress Reports

- a. Apprentices must complete a Progress Report on a monthly basis utilizing the online reporting system or by Mail mailing. Mail your original report to the JATC office - 9817 NE 54th Street, Suite 101, Vancouver, WA 98662. Your report must be postmarked no later than the 15th 5th day of the month following the month for which the report is due (e.g., January's Progress Report is due by the ~~15th~~ 5th of February). Progress reports shall be submitted for months that an apprentice is not

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working. The apprentice shall write "Not working" on the form and mail to the JATC office as stated above. Faxed progress reports will not be accepted.

10. Cancellation

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- d. An apprentice that has had their apprenticeship agreement cancelled for disciplinary reason may not reapply for a period of one (1) year from the date of their cancellation.

Apprentices who have been terminated from the program for cause a second time will not be eligible to reapply for 48 months.

Local Apprenticeship Committee Policies

Personal Records & Files

All records and apprenticeship files are the sole property of the JATC and will be used only by the JATC or JATC Director and staff as needed to perform the daily duties of the JATC office, including but not limited to the overall performance of the apprentice.

Accident Reporting

~~Training Agents employing an JATC Apprentice are required to notify the Training Director of all incidents/accidents of a serious nature (accidents resulting in loss time or hospitalization) or that result in the reclassification of the apprentices' work to "light duty". Should the Training agent fail to take necessary corrective measures, the Committee may suspend or remove the training privileges of the Training Agent until such time as correction actions have been made.~~

Training Agents employing a JATC Apprentice are required to notify the Training Director of any accident/incident resulting in an, OSHA recordable, primary circuit interruption, or any other significant event, requiring an employer and or OSHA investigation, where an apprentice is part of the crew compliment. or that result in the reclassification of the apprentices' work to "light duty".

Results of the investigation and, notification, will be provided to the JATC, and the Local Union Representative in the jurisdiction in which the event occurred, in a timely manner. The JATC, and Local Union, reserves the right to attend any such investigation.

Should the Training agent fail to take necessary corrective measures, the Committee may suspend or remove the training privileges of the Training Agent until such time as corrective actions have been made.

{Please reformat section in its entirety to follow appropriate citation sequence.}