STANDARDS OF APPRENTICESHIP
Adopted by

**NECA – IBEW ELECTRICAL JATC**
(sponsor)

| Skilled Occupational Objective(s): | SIC # | SOC # | SYMBOL | SUFFIX | Term |
|---|---|---|---|---|---|
| Residential Electrician | 1731 | 47-2111 | 0159 | 100 | 4,000 hours |

| MA# | 1004 | SOC Title | Electricians | License | Limited Residential Electrician |
|---|---|---|---|---|---|

THE NUCLEUS
APPRENTICESHIP
OF CRAFTSMANSHIP

APPROVED BY THE
Oregon State Apprenticeship and Training Council
REGISTERED WITH THE
Apprenticeship and Training Division
Oregon State Bureau Labor and Industries
800 NE Oregon Street
Portland, Oregon 97232

APPROVAL:

September 20, 2001
Initial Approval Date

By: **BRAD AVAKIAN**
Chairman of Council

June 16, 2016
Last Date Revised

By: **STEPHEN SIMMS**
Secretary of Council

June 18, 2015
Committee Amended Date

## APPRENTICESHIP STANDARDS

The Oregon State Apprenticeship and Training Council (OSATC) has the authority to develop, administer, and enforce apprenticeship program standards (Standards) for the operation and success of an apprenticeship or on-the-job-training program in the State of Oregon. Apprenticeship programs and committees function to administer, exercise or relinquish authority only with the consent of the OSATC and only apprentices registered with or recognized by the Oregon State Bureau of Labor and Industries (BOLI), Apprenticeship and Training Division (ATD) will be recognized by the OSATC. Parties signatory to these apprenticeship standards declare that their purpose and policy is to establish and sponsor an organized system of registered apprenticeship and training education.

These Standards are in conformity with and are to be used in conjunction with the Apprenticeship Rules, Chapter 839-011 OAR (Oregon Administrative Rules); Apprenticeship and Training Statutes, Chapter 660 ORS (Oregon Revised Statute); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which collectively govern the employment and training in apprenticeable occupations. They are part of the apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship.

If approved by the council, such amendment(s) and such changes as adopted by the council shall be binding to all parties on the first day of the month following such approval. Sponsors shall notify apprentices and training agents of changes as they are adopted by the council. If and when any part of these Standards becomes illegal, as it pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Bureau of Labor and Industries (BOLI) may recommend language that will conform to applicable law for adoption by the OSATC. The remainder of the Standards will remain in full force and effect.

See ORS Chapter 660 & OAR 839-011 for the definitions necessary for use with these Standards.

*Sections of the standard inside of a border are specific to the individual standard and may be modified by the sponsor by submitting a revised standard for approval by the Oregon State Apprenticeship and Training Council. All other sections of the standard are boilerplate and may only be modified by the Council.*

I. <u>GEOGRAPHIC AREA COVERED:</u>
The sponsor only has authority to recognize training agents (employers) that maintain their principal place of business inside of the geographical area covered by these standards. Training agents that maintain their principal place of business outside of the geographical area covered by this standard may only be recognized as traveling training agents when working in geographic area covered by this standard. The Sponsor will ensure compliance with the provisions for traveling training agents and of any Reciprocity Agreement recognized by the OSATC. (See ORS 660.137 / OAR 839-011-0260 / OSATC Policy # 16)

The geographic area covered by these standards shall be Clackamas, Clatsop, Columbia, Hood River, Multnomah, Sherman, Tillamook, Wasco, Washington Counties, and Yamhill County north of Section Line T4S, in the State of Oregon.

II. MINIMUM QUALIFICATIONS:
Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner (See ORS 660.126 (1b). Documentation must be provided for all minimum qualifications:

| | |
|---|---|
| Age: | Must be at least 18 years of age. |
| Education: | High school diploma or GED certificate. All applicants |
| | Documentation of successful completion of one full year of high school mathematics (or equivalent). Apprentices must complete the equivalent of high school algebra or integrated-math-2 during the probationary term. |
| | Note: The algebra requirement for the Limited Residential licensing exam will be fulfilled by successfully completing this program's first-year related training classes. |
| Physical: | None |
| Testing: | None |
| Other: | None |

Note:

a. Qualifying applicants will be scheduled for an interview and ranked based upon an objective interview.
b. Prior to participating in the Basic Skills Training Course qualifying applicants will be required to pass a substance abuse test with negative results in confirmance with the NECA-IBEW Training Trust Fund's substance free workplace policy.
c. Qualifying applicants will be required to complete a pre-employment orientation prior to being placed in employment and registered as an apprentice.

III. CONDUCT OF PROGRAM UNDER OREGON EQUAL EMPLOYMENT OPPORTUNITY IN APPRENTICESHIP PLAN (OAR 839-011-0200):
Standards must include the Oregon Equal Employment Opportunity in Apprenticeship and Training Pledge (See OEEOA Section 4)

**THE SPONSOR HEREBY ADOPTS:**

"The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, national origin, age, 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 Oregon State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations."

Sponsors with five (5) or more apprentices in an apprenticeable occupation must adopt an Equal Employment Opportunity Plan and Selection Procedures and submit the plans for Council approval. (See OAR 839-011-0200 / Sections 5 & 6 of the Oregon Equal Employment Opportunity in Apprenticeship (OEEOA) / Council policy # 23).

A. SELECTION PROCEDURES:
The committee shall select apprentices from a pool of eligible applicants according to the following procedure: (ORS 660.137 (3) / OEEOA section 6)

1. All out of work apprentices in good standing will be offered the opportunity for re-employment prior to new applicants being registered in conformance with the committee's approved initial employment policy.

An applicant may be removed from the committee's eligibility lists and/or barred from future application for up to one year for documented acts of abuse, assault, battery, harassment, intimidation, stalking, or other threatening behavior toward an individual involved in the operation of an apprenticeship or training committee, including (but not limited to) committee members, staff to the committee, representatives of participating unions and training agents, and staff of classroom training facilities.

2. **Selection Process**

All applicants must complete an application form, provided by this Program, truthfully and accurately responding to all questions, items and terms.

(a) **Open Application Term; Announced:** The Committee will accept and process applications, as needs of the Trade arise, at announced locations and on dates specified by the Committee in accordance with statute and regulatory requirements, these Standards, its Affirmative Action Work Plan and its policies and procedures.

(b) **Conditional Applications; Permitted:** The Committee may, at any time, accept applications as a condition, or conditions, described in this paragraph are met:

1. **From an applicant with at least 2,000 OJT hours of electrical trade experience equivalent to this Program:**
   i. The applicant, within the preceding 180 days, has made no other application for admission to this program;
   ii. The applicant meets this Program's Minimum Qualifications;
   iii. The applicant has at least 2,000 hours of verifiable and legal on-the-job hours in the Electrical Industry equivalent to this Program's Work Processes;
   iv. Complete authenticated apprenticeship records, from the all past and current apprentice programs to which the applicant has been registered, are provided to, and considered by, this Committee before acceptance of the application;
   v. Applicant will be interviewed and, based upon score, merged into the existing Ranked Pool.
2. **From an applicant who has completed any OSATC-approved Pre-apprenticeship Program:**
   i. The Applicant will be interviewed and, based upon score, merged into the existing Ranked Pool.
   ii. The applicant must meet this Program's Minimum Qualifications;
3. **From an applicant who signs an authorization card during a IBEW organizing effort after receipt of signatures from 30% of the targeted workforce:**
   i. The applicant meets this Program's Minimum Qualifications.
   ii. Complete authenticated apprenticeship records, from all past and current apprentice programs to which the applicant has been registered, are provided to, and considered by, this Committee before acceptance of the application;
   iii. The applicant has documented all electrical industry employment;

iv. Applicant will be interviewed and, based upon score, merged into the existing Ranked Pool.

4. **From a military veteran of the United States armed forces, without electrical trade experience**
   i. The Applicant must meet this Program's Minimum Qualifications;
   ii. The Applicant, submits a DD-214 form that documents honorable discharge from the US armed forces, Selected Reserve, Ready Reserve or National Guard within 24 months of the date of application;
   iii. The Applicant is an active duty military member who is within 180 days of the expected separation from date from service with an honorable discharge [prior to registration to these Standards a DD-214 form that documents honorable discharge must be submitted];
   iv. Applicant will be interviewed and, based upon score, merged into the existing Ranked Pool.

5. **From an applicant, currently active in the Ranked Pool, who seeks review of the current placement; re-Interview will be upon the following terms:** The applicant, within the 180 days that precede the request for re-interview, has made neither similar request nor other application for admission to this Program;
   i. The applicant continues to meet this Program's Minimum Qualifications;
   ii. The applicant completes this Program's Re-interview Request Form;
   iii. The applicant provides verifiable documentation to include:
      - Completion of more than 1,000 hour of trade-related work experience, **or**;
      - Passing grades in two or more post-secondary trade-related classes from an educational institution accredited by a state education agency
   iv. Applicant, if eligible, will be interviewed and, based upon score, merged into the existing Ranked Pool or notified, in writing, that the re-interview has been rejected. A rejection will include the basis, but absent claim of discrimination no appeal will be permitted. The completed renewal of application will be the score on which the applicant is ranked, but the 2-year term of initial eligibility for the Ranked Pool will not be extended by the renewed application.
   v. No fee will be required for re-interview.

**Non-Qualified Applicants or Applicants removed from the Pool of Eligibles**

Applicants who fail to meet the minimum qualifications, or who may be removed from the Pool of Eligibles under terms of ¶ 4, below, will be notified in writing; notification will include the reason for rejection or removal, the requirements for admission to the eligibility pool, and any appeal rights available to the applicant.

**Pool of eligibles**

(a) An applicant who meets this Program's Minimum Qualifications; and
   1. applies in an open application period; or
   2. is permitted to apply under conditional bases; **and**
   3. completes a structured interview, as scheduled by the Program, then
   4. will be placed in the Ranked Pool of Eligibles based upon the interview score,

(b) Placement Order in the Ranked Pool of Eligibles may change as subsequent qualified applicants are merged into the pool;

(c) Applicants placed in the Pool of Eligibles will be retained on the list for a period of 2 years measured from the date the applicant is interviewed.

(d) Applicants in the Ranked Pool of Eligibles may be removed from the Pool or List:

1. at the request of the applicant;
2. if the applicant fails to provide the Committee with current contact information;
3. in accordance with the Committee Policies and Procedures;
4. for dishonesty in completion of the application process;
5. if a test for possession or consumption controlled substances in the Preliminary Screening is positive;
6. if the applicant declines an offer to enter the Placement Process;
7. applicants, removed from the Pool or List based upon ¶ 4 (d) (4) or (5), above, may reapply during an Open Application Term 12 months or more after the removal date;
8. applicants subjected to removal, based upon ¶ 4 (d) (4) or (5), above, have the right to contest the quality of the test or check as well as the verity of the result.

**Placement Process in the Program:**

(a) When the Committee determines that registration of additional apprentices is necessary, applicants, in descending order from the Ranked Pool, will be offered the opportunity to complete Program Orientation and the Basic Skills Training Course;

(b) Prior to assignment to an employer each applicant will complete Preliminary Screening, which includes adult felony conviction background check and a test for the consumption of illegal controlled substances;

(c) An applicant with an adult felony criminal conviction may participate in the program, but the nature of the conviction may prevent employment at certain job sites;

(d) A positive test for illegal controlled substances may result in the exclusion from the premises of the program's related training provider.

(e) All tests or checks during the Selection Process will be arranged, and associated fees paid, by the Programs' related training provider or separately operated Training Center. Any results of such tests or checks will be shared with an applicant under its written procedures, but all documentation and results become the property solely of the Training Center, which shall maintain them as confidential records.

**EXCEPTIONS – Alternate Selection Processes**

Conditions applicable to exercise of exceptions:

- Each apprentice registered under an exception will complete all related / supplemental instruction curricula in these Standards, except insofar as the Committee may award credit for instruction successfully completed prior to registration to these standards, which the Committee finds equivalent, and current, to its validated curricula.
- Applicants entering through an exception will be registered and placed at the bottom of the out-of-work list except registrants admitted under exceptions 1 (c) or 7. Prior to grant of entry through an exception, the Committee will evaluate each such proposed registration and permit the entry so long as it creates no diminution of its commitment to

its Equal Employment Opportunity Pledge, its Affirmative Action Plan and its Goals and Timetables.

- Each apprentice, prior to registration to these standards, must meet this Program's eligibility requirements under § II and III, A 5 of these Standards.

**1. APPRENTICE TRANSFER**

(a) The committee may, at any time, allow transfer of registered apprentices acitve in a Program sponsored by, or affiliated with, a Joint NECA / IBEW registered apprenticeship program.

(b) Upon the following terms, the committee may, at any time, allow application for transfer of such currently registered apprentices:

i. The applicant, within the preceding 90 days, has made no other application for admission to this program;

ii. The transfer is approved by the applicant's home committee;

iii. Application for admission has been made on a form obtained from this Committee and signed by the applicant;

iv. The applicant meets this Program's Minimum Qualifications and conditions for dispatch;

v. Complete authenticated apprenticeship records, from the all past and current apprentice programs to which the applicant has been registered, are transferred to, and considered by, this Committee before approval of the transfer.

vi. The Committee will grant credit only for equivalent OJT and Related Training experience. Wage Progression may be granted based upon the credit accepted, but the entire Probationary Term will be served.

(c) An applicant granted entry by transfer will be placed at the bottom of the out-of-work list unless the transfer is contemporaneous with the registration of the applicant's current employer as a training agent with this Program.

**4. Previous EXPERIENCE APPLICANT**

(a) Upon the following terms, the committee may, at any time, allow application for admission to this program of an applicant with previous electrical trade experience:

i. The applicant, within the preceding 90 days, has made no other application for admission to this program;

ii. The applicant meets this Program's Minimum Qualifications and all conditions for dispatch;

iii. Complete authenticated apprenticeship records, from the all past and current apprentice programs to which the applicant has been registered, are transferred to, and considered by, this Committee before approval of the registration.

iv. The applicant has 4,000 hours of verifiable on-the-job hours in the Electrical Industry equivalent to this Program;

v. The Committee will grant credit only for OJT and Related Training experience equivalent to these Standards. Wage Progression may be granted, or deferred, based upon the credit accepted, but the entire Probationary Term will be served.

(b) An applicant granted entry through this exception will be placed at the bottom of the out-

of-work list.

**5. PRE-APPRENTICESHIP**

(a) Upon the following terms, the Committee may, at any time, allow application for admission to this Program from an applicant who verifies completion of an OSATC-approved re-apprenticeship training program:

i. Applicants must submit document completion from the Pre-apprenticeship Program;

ii. Applicants must meet Minimum Qualifications and assignment conditions.

(b) Applicant granted entry through this exception will be placed at the bottom of the out-of-work list.

**7. Organizing (Union organizes an employer)**

(a) An electrical construction employee of a non-signatory employer, not qualifying as a journeyworker when the employer becomes signatory, shall be evaluated by the JATC and may be registered at the appropriate period of apprenticeship based on previous work experience and related training.

(b) An applicant granted entry by organizing will be placed at the bottom of the out-of-work list. If, however, the applicant's entry is contemporaneous with the registration of the applicant's current employer as a training agent with this Program the applicant may be assigned directly to that employer .

**8. Organizing (30% + 1 of employees sign bargaining cards)**

(a) A non-journeyworker electrical construction employee of an Oregon electrical contractor, non-signatory to the NECA-IBEW bargaining agreement, who signs an authorization card during an organizing effort [wherein over thirty (30) percent of the employees have signed, may be evaluated by the JATC and registered at the appropriate period of apprenticeship whether or not the employer becomes signatory. Credit for previous work experience and related instructional training will be granted only for work processes and classes equivalent to those required by this Program. An applicant granted entry by signature of bargaining card will be placed at the bottom of the out-of-work list unless the entry is contemporaneous with the registration of the applicant's current employer as a training agent with this Program.

Note: Applicants registered through use of Exceptions 7 or 8 must meet this Program's minimum qualifications and conditions for assignment as well as all qualifications for referral to exam and completion.

**9. Contractual Requirement**

A training agent, able to document the existence of a valid contractual requirement for specific percentages of minority and/or female apprentices on the job, may request that the sponsor pierce the Ranked Pool of Eligibles to reach the top minority or female qualified applicant(s). The sponsor will record on the registration agreement, and in its minutes, the use of this exception and retain a copy of applicable bid specifications.

**11. NATIVE AMERICAN PREFERENCE**

Applicants, enrolled as members of an Indian Tribe or Nation, and/or Qualified Native American applicants referred by a Tribal Employment Rights Office (TERO), who otherwise meet this Program's minimum qualifications and conditions for dispatch, may

be selected for assignment without regard to existing selection procedures according to ranking established by a TERO if the work to be performed is in a geographic area on or near an existing Indian Reservation, Lands or Nation or has been funded by, or at the direction of, an Indian Tribe or Nation. [See (41 CFR § 60.3)]

**12. VETERANS ENTRY – DOCUMENTED ELECTRICAL MILITARY EXPERIENCE**

Upon the following terms, the Committee may, at any time, consider an application for admission from a military veteran of the United States armed forces, within 2 years of the date of honorable discharge, or of an active Service Member who is within 180 days of honorable discharge or a member of the Selected Reserve, Ready Reserve or National Guard honorably discharged within the preceding 24 months:

i. The applicant meets this Program's Minimum Qualifications and all conditions for assignment;

ii. The applicant completed military technical training in an MOS applicable to the electrical construction industry;

iii. The applicant has documented at least 2 years of military experience in the electrical MOS;

iv. The applicant must provide a DD-214 to document service and honorable discharge before registration to these Standards.

v. Individuals qualifying under this exception may seek direct entry and, if registered, will be placed at the bottom of the out of work list.

B. <u>EQUAL EMPLOYMENT OPPORTUNITY PLAN</u>:

1. A sponsor's commitment to equal opportunity in recruitment, selection, employment and training of apprentices shall include the adoption of a written affirmative action plan. (See OAR 839-011-0200 / OEEOA sections 5 a, b and c)

2. In addition the sponsor will set forth the specific steps that it will take under this plan, review and update the specific steps that it will take to implement the plan at least yearly and submit the updated steps to the Apprenticeship and Training Division (ATD) for review and approval. (OEEOA section 5 & 8)

3. Numerical goals and timetables for the selection of minority and female apprentices shall be included with the sponsor's annual updated steps. (OEEOA section 5 & 8)

4. The sponsor hereby adopts the following activities in order to enable it to meet its affirmative action obligations.

5. 1: DISSEMINATE INFORMATION

Dissemination of information concerning the nature of apprenticeship, requirements for admission to apprenticeship, availability of apprenticeship opportunities, sources of apprenticeship application, and the equal opportunity policy of the sponsor. For programs accepting applications only at specified intervals, such information shall be disseminated at least 30 days in advance of the earliest date for application at each interval. For programs customarily receiving applications throughout the year, such information shall be regularly disseminated but not less than semiannually. Such information shall be given to Council, local schools, employment offices, women's centers, outreach programs and organizations that can effectively reach women and

minorities, and shall be published in newspapers circulated in the minority community and among women, as well as the general areas in which the sponsor operates.

2: PARTICIPATE IN ANNUAL WORKSHOPS

Participate in annual workshops to familiarize educators, career counselors, employment service representatives, and other appropriate personnel with apprenticeship in general as well as current opportunities.

3: PREPARE STUDENTS FOR ENTRY INTO APPRENTICESHIP

Cooperate with local schools and vocational education systems to develop programs for preparing students to meet the standards and criteria required to qualify for entry into apprenticeship programs.

4: INTERNAL COMMUNICATION

Communicate the equal opportunity policy in a manner to foster understanding, acceptance and support among the committee's members, training agents, and apprentices and to encourage those people to take the action necessary to meet the committee's affirmative action commitments.

5: OUTREACH

Engage in outreach programs for the positive recruitment and preparation of potential applicants for apprenticeship. The committee will identify other apprenticeship program sponsors and community organizations with whom they may collaborate. The sponsor will seek out and support programs to prepare and encourage women to enter traditionally male occupations.

6: ESTABLISH AND USE PRE-APPRENTICESHIP PROGRAMS

Encourage the establishment and utilization of programs of pre-apprenticeship, preparatory trade training, or others designed to afford related work experience or to prepare candidates for apprenticeship. Make appropriate provision in the affirmative action plan to assure those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program.

7: UTILIZE JOURNEY WORKERS IN AFFIRMATIVE ACTION

Include journey level workers in the implementation of the affirmative action plan.

8: GRANT ADVANCED STANDING OR CREDIT EQUALLY FOR ALL APPLICANTS

Grant advanced standing or credit on the basis of previously acquired experience, training skills, or aptitude for all applicants equally.

10: PREVENT ILLEGAL DISCRIMINATION

Take other appropriate action to ensure that decisions regarding recruitment, selection, employment, and training of apprentices are job-related and without illegal discrimination because of race, color, religion, national origin, disability, age, or sex.

C. DISCRIMINATION COMPLAINTS:

1. Any apprentice or applicant for apprenticeship who believes they have been discriminated against with regards to apprenticeship by the committee may file a complaint. (See OAR 839-011-0200 / OEEOA Section 11)

2. The basis of the complaint may be:

   a. Discrimination on the basis of race, sex, color, religion, national origin, age, disability or as otherwise specified by law by a sponsor or a sponsor's program

   b. The equal employment opportunity plan has not been followed; or

   c. The sponsor's equal employment opportunity plan does not comply with the requirements of the Oregon Equal Employment Opportunity in Apprenticeship Plan.

3. Any such complaint must be filed with the Director of the Apprenticeship and Training Division (Secretary of the OSATC) in writing within 180 days of the alleged illegal discrimination or specified failure to follow the equal opportunity requirements.

4. The written complaint must include the name, address and telephone number of the person allegedly discriminated against, the sponsor involved and a description of the circumstances of the complaint.

5. For complaints dealing with program operations see section X of this document.

IV. TERM of APPRENTICESHIP:

1. The term of apprenticeship will not be less than 2,000 hours of work experience in the apprenticeable occupation identified in this Standard. (See ORS 660.126 (d))

2. The term of apprenticeship must be stated in hours unless otherwise required by a collective bargaining agreement, civil service or other governing regulation. (See ORS 660.126)

3. The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. (See ORS 660.137 (4))

4. When the apprentice is granted advanced standing, the employer must pay the apprentice at the appropriate wage per the wage progression schedule specified in these standards. (See ORS 660.142)

   NOTE: In licensed occupations the apprentice must complete the minimum hours of documented legal experience.

   This is a licensed occupation and requires that all required hours of instruction and supervised OJT be completed prior to the apprentice being referred to the electrical licensure examination.

   The term of apprenticeship shall be 4,000 hours of employment.

V. INITIAL PROBATIONARY PERIOD:

1. All apprentices are subject to an initial probationary period, stated in hours of employment during this time; an apprenticeship agreement may be terminated without cause. It is the period following the effective date of the apprentice's current registration into the program and during which the apprentice's appeal rights are restricted. (See ORS 660.126 (1g)

2. The initial probationary period must be reasonable in relationship to the full term of the apprenticeship unless otherwise required by Civil Service, CBA or law. It cannot exceed one year (12 months) or 25 percent of the length of the program, whichever is shorter. (See ORS 660.126 (1g))

3. During the initial probationary period either party to the agreement may terminate the apprenticeship agreement upon written notice to the Apprenticeship and Training Division of the Oregon Bureau of Labor and Industries. (See ORS 660.126 (1g) & ORS 660.060 (6))

4. An appeal process is available to apprentices who have completed the initial probationary period. (See ORS 660.060 (6) & (7) and section X of this standard)

   The probationary period shall be the first 1,000 OJT hours of employment and the successful completion of one term of school , or one year after the current registration to this standard, whichever is shorter. (See ORS 660.126 (g))

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

1. There shall be a maximum numeric ratio of apprentices to journey-level workers consistent with proper supervision, training, safety and continuity of employment. (See ORS 660.126 (1f))

2. The ratio shall be specifically and clearly stated as to its application to the job site, workforce, department, shift, plant or combination therein. (See ORS 660.126 (1f))

3. The Sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. (See ORS 660.126 (1f), OAR 839-011-0140 (2g), OAR 839-011-0360)

   The ratio of apprentices to journey-level worker shall not be more than one (1) apprentice to the first one (1) journey-level worker on the jobsite. Additional apprentices are authorized at a ratio of one (1) apprentice for each additional one (1) journey-level worker(s). (See ORS 660.126 (f))

VII. APPRENTICE WAGES and WAGE PROGRESSION:

1. The apprentice shall be paid according to a progressively increasing schedule of wage based on specified percentages of the average journey-level wage consistent with skills acquired. (See ORS 660.126 (1h))

2. Wage progressions shall be indicated in hourly or monthly periods (the registration agency recommends the use of hour periods) set by the Sponsor. (See ORS 660.126 (h))

3. The entry wage will not be less than the federal or state minimum wage rate, whichever is higher. (See ORS 660.142 (4))

4. The wage listed in this standard at all periods establishes a minimum and a higher wage may be required by other applicable federal law, state law, respective regulations, or by a collective bargaining agreement. (See ORS 660.126 (1h), ORS 660.137 (6), ORS 660.142 & OAR 839-011-140 (2f))

5. The sponsor must re-determine the average journey-level wage at least annually and submit the new average journey wage to the Director of the Apprenticeship and Training Division with a statement explaining how such determination was made and the effective date of the new average journey wage. (See ORS 660.137 (6))

6. Upon approval by the Director, the Division will notify all training agents and apprentices of the new wage. (See ORS 660.142 (2))

   The average wage for those journey-level workers employed by the participating employers in this occupation on **January 1, 2016** is $ **28.90** per **hour**.

Apprentices will be paid fringe benefits in accordance with the collective bargaining agreement or pursuant to the Oregon Prevailing Wage Handbook, whichever is greater.

| Period | Number of required hours | % of the journey level rate |
|---|---|---|
| 1st | 0 – 1,000 | 55 |
| 2nd | 1,001 – 1,750 | 60 |
| 3rd | 1,751 – 2,500 | 70 |
| 4th | 2,501 – 3,250 | 75 |
| 5th | 3,251 – 4,000 | 85 |

VIII. <u>WORK PROCESSES:</u>

1. The apprentice shall receive the necessary instruction and experience to become a journey-level worker versed in the theory and practice of the occupation. (See ORS 660.155 / ORS 660.157 / OAR 839-011-0360)

2. The following is a condensed schedule of work experience that every apprentice shall follow as closely as conditions will permit. (See ORS 660.126 (1c) OAR 839-011-0360; OAR 839-011-0140)

   NOTE: In licensed occupations apprentices must complete the minimum required total hours prior to being referred to the license examination.

| Work processes | Approximate hours |
|---|---|
| a. Branch circuits (rough-in and trim outlets, lighting, outdoor circuits) | 2,000 |
| b. Services and equipment (services, appliances, HVAC, etc.) | 1,000 |
| c. Remodeling | 500 |
| d. Specialized systems (life safety, intercom, telephone, etc) | 500 |
| TOTAL | 4,000 |

NOTE: The committee realizes that the completion of 4,000 hours of on-the-job training is the ideal, but recognizes that most apprentices will not be able to fulfill the total amount of hours specified in every work process as set forth in this standard. When an apprentice is unable to fulfill the total work hours in each work process the committee will evaluate the apprentice's knowledge, skills and abilities and provide appropriate additional related instruction to assure that competency is acquired in each work process. The evaluation and summary of the additional instruction will be noted in the apprentice's file.

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

1. The apprentice must attend related/supplemental instruction for at least 144 hours per year unless otherwise stated in this standard. Time spent in related/supplemental instruction will not be considered as hours of work, and the apprentice is not required to be paid for time so spent. (See ORS 660.126 (1e))

2. The Committee must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Oregon OSHA regulations and applicable federal and/or state regulations. (See ORS 660.137)

3. In case of failure on the part of any apprentice to fulfill the related instruction obligation, the sponsor has the authority to withhold the apprentice's periodic wage advancement; or with a reasonable opportunity to remedy deficiencies, suspend, or cancel the Apprenticeship Agreement. (See ORS 660.157 (4))

4. Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community college, training trust or other approved training provider shall be documented and tracked by the Committee. (See ORS 660.157 (2a))

5. Related instruction activities must be at the direction of a qualified instructor. (See ORS 660.157 (3))

   Methods of related/supplemental training must consist of one or more of the following: (See ORS 660.157)

   d. X Community college;

   e. X Training trust;

A minimum of 160 hours of related training shall be required during each year the apprentice is registered in the program. (See ORS 660.126 (e))

The following is a summary of related instruction including required class hours in each element of instruction. A committee may establish and submit clear objectives and outcomes in lieu of hours for each class subject. (See ORS 660.157)

Related training must cover the following subjects and must be completed with a grade of 'C' or better for graded classes or 'Pass' for non-graded classes. (see OAR 918-282-0170 to -0365)

| Course | Hours |
|---|---|
| National Electric Code | 60 |
| Safety (Includes First Aid/CPR) | 20 |
| Blueprints | 24 |
| Industry Orientation | 24 |
| Mathematics | 12 |
| Electrical Theory | 70 |
| Job Information (Hand tools, power tools, services, grounding, branch circuits, raceways, and conductors) | 50 |
| Specialized Systems (Home automation, CATV, Telecommunications, HVAC, swimming pools) | 60 |
| TOTAL | 320 |

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:
See: ORS 660.120 OAR 839-011-0073

1. Local committee rules or policies and any employment requirement such as driver's license, drug test etc. will be located in this section.

2. The committee may include provisions for committee-imposed "disciplinary probation," which is a time assessed when the apprentice's progress is not satisfactory; a "disciplinary probation" may only be used to provide an opportunity for the apprentice to correct deficiencies and cannot affect the apprentice's appeal rights after the initial probation is completed. ( See ORS 660.137 (4))

3. During disciplinary probation the committee may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take other disciplinary action. ( See ORS 660.137 (4) )

4. The apprentice has the right to file an appeal of the committee's disciplinary action with the Director of the Apprenticeship and Training Division. (See ORS 660.137 (4))

5. Complaint and Appeal Procedures:

a. Each committee shall adopt and submit complaint review procedures for Division approval.

b. All approved committees are expected to administer the program's approved complaint review process in a fair and consistent manner. (See ORS 660.120, ORS 660.060 & OEEOA Section 9)

c. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section. (See ORS 660.126 (2))

d. After the initial probationary period the apprenticeship agreement may be canceled by a written request from the apprentice. (See ORS 660.126 (1g) ORS 660.060 (7))

e. After the initial probationary period the committee may only suspend, cancel or terminate the apprentice agreement for good cause, which includes but is not limited to: failure to report to work, nonattendance at related instruction, failure to submit work progress reports and lack of response to committee citations. (See ORS 660.060 (7))

   i. Due notice and a reasonable opportunity for correction must be provided to the apprentice.

   ii. Upon suspension a written notice must be provided to the apprentice and to the Apprenticeship and Training Division.

   iii. Upon cancellation a written notice must be provided to the apprentice and to the Apprenticeship and Training Division.

f. Each committee shall utilize the following procedures and time lines for disciplinary action (cancellation or termination). Committees may adopt and submit alternate complaint procedures for Division review and approval providing the procedures are reasonably expected to offer equal protection to the apprentice. (See ORS 660.060 (8))

   i. At least 22 days prior to potential disciplinary action by a committee
      - The committee must notify the apprentice in writing of alleged reason for the proposed disciplinary action and potential action to be taken if the allegation is substantiated
      - The decisions are effective immediately upon committee action
      - The committee will send written reason(s) for such action to the apprentice by registered or certified mail and will include the appeal rights of the apprentice

   ii. Within 30 days of receipt of committee decision the apprentice may request reconsideration of the action taken by the committee
      - The apprentice's request for the local committee to reconsider their disciplinary action must be submitted in writing and must include the reason(s) the apprentice believes the committee should reconsider the disciplinary action.

   iii. Within 30 days of apprentice's request for reconsideration
      - The local committee must provide written notification of their final decision including the appeal rights of the apprentice if the committee upholds its decision on the disciplinary action

g. If the apprentice chooses to pursue the complaint further

i. Within 30 days of notification of the committee's final action
   - The apprentice must submit the complaint describing in writing the issues associated with the disciplinary action to the Director of the Apprenticeship and Training Division
   - The apprentice must describe the controversy and provide any backup information
   - The apprentice must also provide this information to the local committee/organization

ii. Within 60 working days the Director of the Apprenticeship and Training Division will complete a review of the record
   - If no settlement is agreed upon during review, the Director must issue a non-binding written decision resolving the controversy.

h. If the apprentice or local committee disputes the Director's decision

i. Within 30 days of Director's decision the dissenting party must submit a request for the OSATC to hear its case
   - Request must be in writing
   - Must specify reasons supporting the request
   - Request and supporting documents must be given to all parties
   - OSATC Rules and Policy Sub-Committee conducts hearing within 45 days and reports its findings to the next regular quarterly meeting of the OSATC
   - The OSATC renders a decision based on the sub-committee's report.

ii. Within 30 days of the OSATC meeting
   - The Secretary of the OSATC issues the decision in writing

XI. <u>COMMITTEE – RESPONSIBILITIES AND COMPOSITION:</u>
The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used in conjunction with the corresponding ORS and/or OAR.

1. The committee is the policymaking and administrative body responsible for the operation and success of this Apprenticeship program.

2. The committee is responsible for the day-to-day operation of the apprenticeship program and must be knowledgeable in the application of Chapter 660 ORS, OAR 839 division 011 and other law and rule as appropriate to the occupation(s).

3. Sponsors must develop policies and procedures for committee operations (ORS 660.060 (8), ORS 660.135, ORS 660.137, OAR 839-011-0170). The committee's specific policies pertaining to the operation of the program are included in this standard. The procedures for the implementation of the approved policies are maintained by the committee. After approval by the division the approved procedures shall be distributed to all apprentices and training agents.

4. Committees must convene meetings at least semi-annually that are attended by a quorum of committee members as defined in the approved Standards. (See ORS 660.137 (4))

a. A quorum for a local joint or trade committee shall consist of at least two (2) members representing the employers and two (2) members representing the employees. (See ORS 660.135 (3), ORS 660.145)

b. Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings during a calendar year and may not authorize disciplinary action of apprentices. (See ORS 660.060 (8))

c. Minutes of all meetings must be submitted to the Apprenticeship and Training Division within 10 working days of the meeting. (See OAR 839-011-0170)

5. Program Operations (ORS 660.135, ORS 660.137, OAR 839-011-0170, OAR 839-011-0200:

a. The Committee will record and maintain records pertaining to the local administration of its Apprenticeship Program and make them available to the OSATC or its representative on request.

i. These records include, but are not limited to
- Selection of applicants
- Administration of the apprenticeship program
- Affirmative action plans
- Documentation necessary to establish a sponsor's good faith effort in implementing its affirmative action plan
- Qualification standards

b. Records required by the Oregon Equal Employment Opportunity in Apprenticeship rules (OAR 839-011-0200) will be maintained for five (5) years; all other records will be maintained for five (5) years after the final action taken by the committee on the apprenticeship agreement.

c. The following must be submitted by all programs through the Apprenticeship Representative assigned to assist the committee:

i. Apprenticeship Registration Agreement – within the first 45 days of employment as an apprentice. (See ORS 660.020, OAR 839-011-0088) (In licensed occupations registration must occur prior to employment in the trade)

ii. Committee Minutes – within 10 working days of the meeting. (See OAR 839-011-0170)

iii. Authorized Training Agent Agreements – within 10 working days of committee action to approve the training agent. (ORS 660.020, OAR 839-011-0162)
- Interim recognition may be authorized by committee policy but may not exceed 45 calendar days.
- Any recognition of a training agent prior to formal action of the committee must be in conformance with the committee’s council approved policy.

iv. Revision of Occupation Standards - as necessary, no later than 45 days prior to OSATC meeting. (See OAR 839-011-0030) (Programs should review their Standards at least annually)

- Forms are available from the Apprenticeship Representative. If approved by the OSATC, such amendment(s) and such changes as adopted by the OSATC will be binding to all parties on the first day of the month following OSATC approval.

v. Revision of Committee Member Composition as necessary (included in committee minutes). (See OAR 839-011-0074)

vi. Average Journey Level Wage – at least annually or whenever changed (included in minutes and by letter to the Director summarizing how the average wage was determined). (See ORS 660.137 (6), ORS 660.142)

vii. Authorization of Signature - as necessary (See ORS 660.135 (4))

viii. Authorization for issuance of initial license may be granted after the committee is found to be in compliance for operational purposes.

d. Adopt, as necessary or as directed, local program policies and procedures for the administration of the apprenticeship program in compliance with this Standard. (See ORS 660.060 (8), ORS 660.120 (2), OAR 839-011-0073)

i. Policies must be submitted to the OSATC for review and approval.

ii. Procedures must be submitted for Division (ATD) approval and inclusion by reference in this Standard prior to implementation.

6. Apprentice Management:

a. Applicants accepted by the committee, who have documented legal experience creditable to the apprenticeship in the skilled occupation or in some other related capacity, may be granted advanced standing as apprentices. (See OAR 839-011-0088 (3a) Apprentices admitted to advanced standing will be paid the wage rate for the period to which such credit advances them. (In licensed occupations previous credit must be documented legal experience)

b. 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 Apprenticeship and Training Division of the Bureau of Labor and Industries within the first 45 days of employment as an apprentice. (See ORS 660.020 (1), ORS 660.060, OAR 839-011-0088)

c. The Apprenticeship and Training Division must be provided a copy of the committee minutes approving any change of disposition or modification of the Registration Agreement within 10 working days of the committee meeting. (See OAR 839-011-0170)

i. Requests for disposition or modification of Agreements include: (1) Certificate of completion, (2) Additional credit, (3) Suspension, military service, or other, (4) Reinstatement, (5) Cancellation, (6) Re-rates, (7) Holds, (8) Examination Referral, (9) Corrections, (10) Limited Supervision-electrical, (11) Phased Supervision-plumbing.

d. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker. (See ORS 660.137 (2c), OAR 839-011-0265.

e. At least once every six months the sponsor must review and evaluate each apprentice's progress and take action to advance based on the apprentice's progress or hold the apprentice at the same level for a reasonable period and opportunity for corrective action or terminate for continued inadequate progress. (See ORS 660.137 (4))

f. The evidence of such action will be the record of the apprentice's progress on the job and during related/supplemental instruction.

   i. If the apprentice's progress is not satisfactory, the committee has the obligation to withhold the apprentice's periodic wage advancements, suspend or cancel the Apprenticeship Agreement, or take other disciplinary action as established under the "Administrative/Disciplinary Procedures."

g. The committee has the obligation and responsibility to provide insofar as possible, reasonably continuous employment for all apprentices in the program. (See ORS 660.126, ORS 660.020)

   i. The committee may arrange to transfer an apprentice from one training agent to another or to another committee when the committee 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 this Standard.

   ii. If, for any reason, a layoff of an apprentice occurs, the Apprenticeship Agreement will remain in effect unless canceled by the committee.

h. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the committee approves, participate in related/supplemental instruction classes, subject to the apprentice obtaining and providing written medical approval for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training. (See ORS 660.126 (i))

i. The committee will hear and adjust all complaints of violations of apprenticeship agreements. (See ORS 660.137)

j. Upon successful completion of apprenticeship, as provided in these Standards, and passing any examination that the committee may require, the committee will recommend that the Oregon Commissioner of Labor award a Certificate of Completion of Apprenticeship. (See ORS 660.137, ORS 660.205)

7. Training Agent Management:

   a. Offer training opportunities on an equal basis to all employers and apprentices. (See OAR 839-011-0084)

b. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. (See OAR 839-011-0200, Council Policy # 13)

c. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. (See OAR 839-011-0084)

d. An employer shall not be required to sign a collective bargaining agreement or join an association as a condition of participation. (See OAR 839-011-0162)

e. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. (See ORS 660.137)

f. Require all employers requesting approved training agent status to complete a training agent application and comply with all Oregon State apprenticeship laws and the appropriate apprenticeship Standards. (See ORS 660.137)

g. Submit approved training agent agreements to the Apprenticeship and Training Division within 10 working days of committee approval with a copy of the agreement and/or the list of approved training agents and committee minutes where approval was granted. (See OAR 839-011-0170)

h. Make periodic checks of approved training agents and withdraw approval when approval qualifications are no longer met or when it appears to the committee that the employer is in violation of the terms of the apprenticeship agreement, standards, rules, regulations and policies of the committee or OSATC. (See ORS 660.137)

i. If a committee acts to withdraw training agent status from an employer the action must be recorded in the committee minutes and submitted to the Apprenticeship and Training Division within 10 working days of the committee action. (See OAR 839-011-0170)

8. COUNCIL REQUIRED POLICIES: (See ORS 660.120 - ORS 660.137)

a. Credit for prior experience

The committee will grant credit for previous experience based on the knowledge, skills, and abilities of the apprentice.

b. OJT requirements (hours, work processes, rotation/partial rotation, monthly progress reports, timelines, applicable penalties)

Apprentices can work only for approved training agent as assigned by the committee and must record and submit on-the-job training hours.

c. Related training requirements (attendance, grades)

Apprentices must attend and satisfactorily complete classroom instruction as directed by the committee.

d. Complaint procedures

The committee will promptly and fairly resolve any complaints brought to its attention.

e. Process for the review and evaluation of apprentice progress

The committee will regularly review and evaluate the progress on each apprentice as to job performance and related instruction.

f. Advancement requirements (re-rates, completions)

The committee will advance apprentices to the next level in the wage progression when they demonstrate the required knowledge, skills, and abilities.

g. Disciplinary process (appearances, holds, cancellations)

The committee will take corrective action for any failure to satisfy program requirements.

h. Training agent requirements (approval, discipline, removal)

The committee will recognize the employer as an approved training agent when (and so long as) the employer demonstrates that it meets all qualifications established by the committee.

i. Traveling training agent policy

Approved training agents from other jurisdictions must meet this committee's training agent requirements to be approved as a traveling training agent.

j. Initial employment policy

Applicants who have been placed in the ranked pool of eligibles will be afforded a reasonable opportunity for employment and will only be removed from the pool in accordance with the committee's published procedures.

k. Placement procedures for out-of-work apprentices

Unemployed apprentices in good standing with the committee will be given the opportunity for re-employment as soon as possible and prior to indenturing new apprentices.

l. License requirements, including exam referral and completion requirements (for licensed trades only)

The committee will ensure that all apprentice training satisfies the requirements of the appropriate license.

9. Optional Policies

All work shall be performed under the supervision of a journeyman. Supervision should

not be of such nature as to prevent the development of responsibility and initiative.

10. Composition of Committee:

a. Joint apprenticeship and training committees must be composed of an equal number of employee and employer representatives composed of at least four principal members but no more than eight principal members. An alternate member may be appointed for each principal member. A quorum shall consist of at least two employer members and two employee members. (See ORS 660.135; OAR 839-011-0074)

b. Trades apprenticeship and training committees must be composed of an equal number of employee and employer representatives composed of one principal employee and one principal employer member for each occupation covered by the trades committee. An alternate member may be appointed for each principal member. A quorum shall consist of at least two employer members and two employee members. (See ORS 660.145; OAR 839-011-0074)

c. Employee representatives shall not be supervisors as defined by the National Labor Relations Act (as amended). (See OAR 839-011-0074)

d. Employee representatives shall be skilled practitioners of the trade, except;

e. A labor organization which is the recognized bargaining representative may designate elected representatives as employee members. (See ORS 660.135 & OAR 839-011-0074)

f. The committee shall elect a chairperson and a secretary from the committee members. One of the offices must be held by an employer member and one office must be held by an employee member.

g. Committee members or officers may be removed for failure to abide by ORS 660 or the rules and policies of the council or committee. (See OAR 839-011-0078)

The program administered by this committee is a: JATC

(See ORS 660.135) or (ORS660.145)

The employer representatives shall be:
**(See attached committee list)**

The employee representatives shall be:
**(See attached committee list)**

XII. SUBCOMMITTEE:
Subcommittee(s) may be approved by the sponsor but may only recommend actions to the parent Committee.

XIII. TRAINING DIRECTOR/COORDINATOR/ADMINISTRATOR/CONTACT PERSON:
The Sponsor may employ a person(s) as a full or part-time Training Coordinator(s)/Training Director(s)/Administrator(s). This person(s) will assume responsibilities and authority for the operation of the program as are specifically delegated by the Sponsor.

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