APPRENTICESHIP PROGRAM STANDARDS
adopted by

GRANT COUNTY PUD NO. 2 JOINT APPRENTICESHIP & TRAINING COMMITTEE
(sponsor name)

Occupational Objective(s):	SOC#	Term [WAC 296-05-015]
ELECTRONICS TECHNICIAN	**17-3023.00**	**6000 HOURS**
FIBER NETWORK TECHICIAN	**49-9052.00**	**4000 HOURS**
FLEET SERVICE TECHNICIAN	**49-3023.00**	**6000 HOURS**
HYDRO ELECTRICIAN	**49-2095.00**	**6000 HOURS**
HYDRO MECHANIC	**49-9041.00**	**6000 HOURS**
LINEMAN	**49-9051.00**	**6000 HOURS**
METER RELAY TECHNICIAN	**49-9012.00**	**6000 HOURS**
POWER PLANT OPERATOR	**51-8013.00**	**6000 HOURS**
POWER SYSTEM ELECTRICIAN	**49-2095.00**	**6000 HOURS**

APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

N/A
Provisional Registration

OCTOBER 16, 2025
Standards Last Amended

SEPTEMBER 26, 1959
Permanent Registration

By: SHELLEY WILSON
Chair of Council

By: CELESTE MONAHAN
Secretary of Council

INTRODUCTION

This document is an apprenticeship program standard. Apprenticeship program standards govern how an apprenticeship works and have specific requirements. This document will explain the requirements.

The director of the Department of Labor and Industries (L&I) appoints the Washington State Apprenticeship and Training Council (WSATC) to regulate apprenticeship program standards. The director appoints and deputizes an assistant director to be known as the supervisor of apprenticeship who oversees administrative functions through the apprenticeship section at the department.

The WSATC is the sole regulatory body for apprenticeship standards in Washington. It approves, administers, and enforces apprenticeship standards, and recognizes apprentices when either registered with L&I's apprenticeship section, or under the terms and conditions of a reciprocal agreement. WSATC also must approve any changes to apprenticeship program standards.

Apprenticeship programs have sponsors. A sponsor operates an apprenticeship program and declares their purpose and policy herein to establish an organized system of registered apprenticeship education and training. The sponsor recognizes WSATC authority to regulate and will submit a revision request to the WSATC when making changes to an apprenticeship program standard.

Apprenticeships are governed by federal law (29 U.S.C 50), federal regulations (29 CFR Part 29 & 30), state law (49.04 RCW) and administrative rules (WAC 296-05). These standards conform to all of the above and are read together with federal and state laws and rules

Standards are changed with WSATC approval. Changes are binding on apprentices, sponsors, training agents, and anyone else working under an agreement governed by the standards. Sponsors may have to maintain additional information as supplemental to these standards. When a standard is changed, sponsors are required to notify apprentices and training agents. If changes in federal or state law make any part of these standards illegal, the remaining parts are still valid and remain in force. Only the part made illegal by changes in law is invalid. L&I and the WSATC may cooperate to make corrections to the standards if necessary to administer the standards.

Sections of these standards identified as bold "**insert text**" fields are specific to the individual program standards and may be modified by a Sponsor submitting a revised standard for approval by the WSATC. All other sections of these standards are boilerplate and may only be modified by the WSATC. See WAC 296-05-003 for the definitions necessary for use with these Standards.

Sponsor Introductory Statement (Required):

The following Standards of apprenticeship have been prepared by representatives of Public Utility District No. 2 of Grant County, Ephrata, Washington (hereinafter referred to as the

Grant PUD), and representatives of I.B.E.W., Local 77, Unit 77-120, of Ephrata, Washington (hereinafter referred to as the "Union"), and assisted by the Department of Labor and Industries, Apprenticeship Division.

The Joint Apprenticeship and Training Committee (JATC) has been established by Grant PUD as the Sponsor (as defined and used in this standards document) to provide an organized system of registered apprenticeship education, training, and professional advancement processes for all Grant PUD Union apprentices. The JATC is responsible for overseeing the apprenticeship program, including apprentice performance decisions, training, and other related activities for Grant PUD employees participating in the apprenticeship program. The JATC coordinates with the Apprenticeship & Workforce Development Program Manager (A&WDPM) and the Senior Manager of Employee Experience, with oversight by the Grant PUD Executive Leadership Team (ELT).

I. GEOGRAPHIC AREA COVERED:

The sponsor must train inside the area covered by these Standards. If the sponsor wants to train outside the area covered by these standards, the sponsor must enter a portability agreement with a sponsor outside the area, and provide evidence of such an agreement for compliance purposes. Portability agreements permit training agents to use apprentices outside the area covered by the standards. Portability agreements are governed by WAC 296-05-009.

The area covered by these Standards shall be the operations of Public Utility District No. 2 of Grant County in the State of Washington.

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [WAC 296-05-015(17)].

Age: **18 years minimum.**

Education: **High School graduate or the equivalent.**

Physical: **Able to perform the work of the trade with or without reasonable accommodation.**

Testing: **None**

Other: **None**

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

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedure (chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex (including pregnancy and gender identity), sexual orientation, color, religion, national origin, age, genetic information, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations.

A. Selection Procedures:

Exempt per WAC 296-05-405(1)(b), per Board of Commissioner Rules.

B. Equal Employment Opportunity Plan:

Exempt per WAC 296-05-405(1)(b), per Board of Commissioner Rules.

C. Discrimination Complaints:

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint with the supervisor of apprenticeship (WAC 296-05-443).

IV. TERM OF APPRENTICESHIP:

The term of apprenticeship for an individual apprentice may be measured through the completion of the industry standard for on-the-job learning (at least two thousand hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach) [WAC 296-05-015].

A. The term of apprenticeship for Power System Electricians, Power Plant Operator, Electronic Technician, Hydro Electrician, Hydro Mechanic, Lineman, Meter Relay Technician, and Fleet Service Technician apprenticeship positions shall be 6000 hours of reasonably continuous employment and experience in the principal operations of the trade, and at least 144 hours per year in courses of study in subjects related to the trade.

B. The term of apprenticeship for Fiber Network Technician apprenticeship positions shall be 4000 hours of reasonably continuous employment and experience in the principal operations of the trade, and at least 144 hours per year in courses of study in subjects related to the trade.

C. If an apprenticeship has not been completed in the established term, the JATC may extend the term subject to approval of Grant PUD, the Union, the apprentice, and the Washington State Apprenticeship and Training Council. If an apprentice has demonstrated unusual proficiency, the JATC may recommend the issuance of a certificate before the end of the full term of apprenticeship; provided, however, that in any event the apprentice in all categories must have had not less than 2000 hours of reasonably continuous employment and experience in the trade before a certificate is issued.

V. INITIAL PROBATIONARY PERIOD:

An initial probationary period applies to all apprentices, unless the apprentice has transferred from another program. During an initial probationary period, an apprentice can be discharged without appeal rights. An initial probationary period is stated in hours or competency steps of employment. The initial probationary period is not reduced by advanced credit or standing. During an initial probationary period, apprentices receive full credit for hours and competency steps toward completion of their apprenticeship. Transferred apprentices are not subject to additional initial probationary periods [WAC 296-05-003].

The initial probationary period is [WAC 296-05-015(22)]:

A. The period following the apprentice's registration into the program. An initial probationary period must not be longer than twenty percent of the term of the entire apprenticeship, or longer than a year from the date the apprenticeship is registered. The WSATC can grant exemptions for longer initial probationary periods if required by law.

B. The period in which the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The Sponsor or the apprentice may terminate the agreement without a hearing or stated cause. An appeal process is not available to apprentices during their initial probationary period.

C. **All apprentices employed in accordance with these Standards in all occupations except Fiber Network Technician shall be subject to a probationary period not exceeding the first 1000 hours of employment. The probationary period for Fiber Network Technician shall not exceed the first 800 hours of employment.**

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

Supervision is the necessary education, assistance, and control provided by a journey-level employee on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. Sponsors ensure apprentices are supervised by competent, qualified journey-level employees. Journey level-employees are responsible for the work apprentices perform, in order to promote the safety, health, and education of the apprentice.

A. The journey-level employee must be of the same apprenticeable occupation as the apprentice they are supervising unless otherwise allowed by the Revised Code of Washington (RCW) or the Washington Administrative Code (WAC) and approved by the WSATC.

B. The numeric ratio of apprentices to journey-level employees may not exceed one apprentice per journey-level worker [WAC 296-05-015(5)].

C. Apprentices will work the same hours as journey-level workers, except when such hours may interfere with related/supplemental instruction.

D. Any variance to the rules and/or policies stated in this section must be approved by the WSATC.

E. The ratio must be described in a specific and clear manner, as to the application in terms of job site, work group, department or plant:

1. **There shall not be more than one (1) apprentice to every crew of two (2) to six (6) journey-level workers; provided, however, upon recommendation of the JATC, the ratio of apprentices will be altered for specific training purposes.**

2. **In other classifications within the work force, there shall be not more than one (1) apprentice to one (1) journey-level worker in the classification of work involved; provided that there may be one (1) apprentice for each classification of work involved.**

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

A. Apprentices must be paid at least Washington's minimum wage, unless a local ordinance or a collective bargaining agreement require a higher wage. Apprentices must be paid according to a progressively increasing wage scale. The wage scale for apprentices is based on the specified journey-level wage for their occupation. Wage increases are based on hours worked or competencies attained. The sponsor determines wage increases. Sponsors must submit the journey-level wage at least annually or whenever changed to the department as an addendum to these standards.

Journey-level wage reports may be submitted on a form provided by the department. Apprentices and others should contact the sponsor or the Department for the most recent Journey-level wage rate.

B. Sponsors can grant advanced standing, and grant a wage increase, when apprentices demonstrate abilities and mastery of their occupation. When advanced standing is granted, the sponsor notifies the employer/training agent of the wage increase the apprenticeship program standard requires.

C. Wage Progression Schedules

The current wage progression for Power System Electricians, Power Plant Operators, Hydro Mechanics, Electronic Technicians, Hydro Electricians, Lineman, Meter Relay Technician, and Fleet Service Technician under this agreement is:

Step	Hour Range or competency step	Percentage of journey-level wage rate
1	**0000 – 1000 hours**	**74.07%**
2	**1001 – 2000 hours**	**76.95%**
3	**2001 – 3000 hours**	**79.87%**
4	**3001 – 4000 hours**	**82.79%**
5	**4001 – 5000 hours**	**85.63%**
6	**5001 – 6000 hours**	**88.48%**

The current wage progression for Fiber Network Technician under this agreement is:

Step	Hour Range or competency step	Percentage of journey-level wage rate
1	**0000 – 1000 hours**	**74.07%**
2	**1001 – 2000 hours**	**76.95%**
3	**2001 – 3000 hours**	**79.87%**
4	**3001 – 4000 hours**	**82.79%**

VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and work experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these Standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit. The following work process descriptions pertain to the occupation being defined.

A. Electronic Technician: **Approximate Hours**

1. **National, State Codes and Grant PUD Policies…..…….. 150**
   a. **Compliance, CIP Procedures and guidelines**

2. **Safety…… 150**
   a. **Meetings, Inspection and Care of Equipment**

3. **Documentation…… 100**
   a. **Standards and Diagrams**

4. **Radio Systems…… 250**
   a. **Mobile/Portable**
   b. **Telemetry**
5. **Communications Systems ……..…….1000**
   a. **Fiber Transport Systems**
   b. **Microwave Transport Systems**
   c. **Network Architecture**
   d. **Security Systems**
   e. **Baseband Systems**

6. **IP Networking…...…….. 600**
   a. **Switching**
   b. **Routing**

7. **Telephone Systems ……..……..500**
   a. **Analog**
   b. **VOIP**

8. **Fiber Optic Systems ……..……1000**
   a. **Wholesale Fiber/Wireless**
   b. **Grant PUD Networks**
   c. **Inside/Outside Plant**

9. **SCADA…….....1000**
   a. **EMS/GMS**
   b. **IP**
   c. **Analog**
   d. **Protocols**

10. **Electronics Foundation ……..250**
    a. **Electrical, Electronics, Radio Frequency Theory**
    b. **Electronic and Radio Frequency Components**
    c. **Basic and Advanced Circuit Theory**

11. **Electronic Test Equipment…… 250**
    a. **Calibrations**
    b. **Storage, handling and usage**

c. Testing Procedures

12. UPS/Battery Systems/DC plants and Rectifiers…….. 250
- **a. Installation**
- **b. Maintenance and Testing**

13. General…… 500
- **a. Construction Practices, terminations,**
- **b. Maintenance, Records, Drawings and Trouble Ticketing systems**
- **c. Tower Climbing and Safety**
- **d. Procedures and Documentation**

Total Hours: 6000

B. Hydro Electrician: Approximate Hours

1. National, states and Grant PUD codes 80
- **a. Knowledge of:**
- **b. Application of:**

2. Safety 280
- **a. Attend safety meetings**
- **b. Safe clearance procedures**
- **c. Inspection and use of safety equipment**
  - **1) Understand and use "buddy" system**
  - **2) Use of hot stick, grounding cables, glow plug, rubber blankets**
- **d. First aid training**
- **e. Emergency procedures**
- **f. ESP**
- **g. 3-way communication**
- **h. Human performance principles**

3. Hydro generator maintenance 1880
- **a. Stator inspection, repair**
- **b. Rotor inspection, repair**
- **c. DC & solid state exciter and associated equipment**
- **d. Surge cubicle**
- **e. CO2 system**
- **f. Permanent magnet generator (PMG) speed switches**
- **g. Field rheostat & Field breaker**
- **h. High pressure oil PUMP**
- **i. motorized valves, louvers & associated controls**
- **j. Farvel grease system**
- **k. Governor cabinet controls**
- **l. Governor oil pumps motors, starters, controls**
- **m. Voltage regulator**

n. **Power System Stabilizer**
o. **Neutral ground device**
p. **Current transformers, potential transformers**
q. **General maintenance - overhaul - repair work**
r. **Bearing insulation system & oil head insulation system**
s. **PEC and Quincy Chute equipment**

4. **Generator breaker maintenance 280**
   (13.8 kV type SF6)
   a. **Auxiliary circuits**
   b. **Breaker overhaul**
   c. **Routine maintenance**

5. **Main 230 KV power transformers 240**
   a. **Auxiliary devices - Buckholtz relay, level indicators, temperature indicators, etc.**
   b. **Deluge system - controls, pony motors, etc.**
   c. **Transformer overhaul**
   d. **Oil sampling, gas sampling, oil dielectric test combustible gas analysis**
   e. **Bushing maintenance/replacement**
   f. **Transformer oil cooling system**
   g. **Nitrogen blanket system**

6. **ISO - Phase bus - high voltage cable 40**

7. **Transmission take off devices 120**
   a. **Towers - structures**
   b. **Disconnect switches - grounding devices**
   c. **HV - current and potential transformers, capacitors, lightning arresters.**

8. **Diesel generators and auxiliary controls 80**

9. **230 kV SF6 breakers 280**
   a. **Breaker auxiliaries**
   b. **Breaker overhaul**
   c. **SF6 gas trailer**
   d. **Routine maintenance**
   e. **CT and PT repair in switchyard**

10. **Heating ventilation and air conditioning (HVAC) 280**
    a. **Ventilation systems, fan motors, controls, belt drives**
    b. **Air conditioners**
    c. **Heat pumps**

11. DC power distribution 120
- **a. Station batteries - auxiliary battery banks**
- **b. DC bus system - DC switches, DC breakers**
- **c. Battery chargers**
- **d. DC emergency lighting**
- **e. UPS Power Supply**

12. Lighting circuits 240
- **a. Outdoor lighting circuits**
- **b. Florescent lighting**
- **c. Incandescent lighting**
- **d. Hi pressure sodium lighting**

13. Crane maintenance and repair 160
- **a. Gantry cranes**
  - **1) Power feed system**
  - **2) Control Circuits**
  - **3) Electrical drive systems**
- **b. Bridge cranes**
  - **1) Power feed system**
  - **2) Control circuits**
  - **3) Electrical drive system**

14. Fish facilities 180
- **a. Fish ladder maintenance**
- **b. Fish rearing facility**
  - **1) Power distribution**
  - **2) Control circuits**
  - **3) Annunciation and alarm system**
  - **4) Motor controlled valves**
  - **5) Control system**

15. Station service system - and distribution 240
- **a. Station service transformers - breakers**
- **b. Distribution transformers**
- **c. Metal clad switchgear**
- **d. Molded case switchgear**

16. Spillway gates 80
- **a. Control circuits**
- **b. Drive system**
- **c. Position indication loop**
- **d. Gate Heaters**

17. Motor repair - maintenance 240
- **a. Pump/motor**
- **b. Motor starters**
- **c. Auxiliary AC motors**
  - **1) Synchronous**
  - **2) Induction**
- **d. Auxiliary DC motors**
- **e. Motor connections**

18. Control Room 140
- **a. Annunciation**
- **b. Switches & control circuits**
- **c. Control Systems**

19. Wiring methods 120
- **a. Cable trays**
- **b. Conduit**
  - **1) Threading**
  - **2) Bending**
  - **3) Wire pulling**
- **c. Splices**
- **d. Switch board wiring**

20. Brazing and soldering methods 60
- **a. Electrical resistance brazing**
- **b. Gas brazing**
- **c. Soft solder methods**
- **d. Silver solder methods**

21. Shop equipment 160
- **a. Electrical small tool repair & maintenance**
- **b. Repair & maintenance of major tools (welders, etc.)**
- **c. Drop cords, welding leads, load centers**
- **d. Miscellaneous shop work**
- **e. Proper use of hand and power tools**

22. Test equipment use and care 220
- **a. V.O.M. meters**
- **b. Meggers**
- **c. DC hi pot**
- **d. Breaker hi current test set (multi amp)**
- **e. Breaker electronic trip test set (Westinghouse)**
- **f. Breaker travel curve test set**
- **g. Doble power factor test set**
- **h. Ductor**
- **i. Corona probe**
- **j. Hygrometer**
- **k. Halogen leak detector**

l. Ampmeter (in-line, clamp on)
m. Voltmeter

23. General 480
a. Read and interpret blueprints
b. Read and interpret schematic diagrams
c. Familiarity with print filing system
d. Maintenance tracking system
e. Warehouse supply and requisition system
f. Miscellaneous
g. Forklift operation
h. Boom truck operation
i. Bucket truck/manlift operation

Total Hours: 6000

C. Hydro Mechanic: Approximate Hours

1. Machine Shop Practices
a. Lathes, grinders, drill press and milling machines 350
b. Hand operated tools 120
c. Correct use and care of measuring instruments 60

2. Safety Meetings
a. Attendance at Safety meetings.....36
b. Care and use of safety equipment 64
c. Acquisition of first aid training and refresher training 30

3. Blueprint Reading and Layout Work
a. Construction from blueprints 200
b. Use of tools normally used in layout work 100
c. Fabrication and modification of machinery and equipment 300

4. Rigging
a. Proper use and placement of hoisting equipment. 325
b. Proper care of rigging equipment and safe rigging practices 325
c. Signaling/flagging for crane operations 100

5. Operation and Maintenance of Heavy Equipment
a. Mobile cranes 350
b. Overhead/gantry cranes 100
c. Boats 100
d. Heavy Equipment and air compressors 80

6. Maintenance, Repair and Alignment of Rotating Equipment
- **a. Turbines and generators 1500**
- **b. Pumps and gear boxes 200**
- **c. Maintenance and service of governor and oil pressure system. 160**

7. Maintenance and Repair of Non-Rotating Equipment
- **a. Permanent Structures 180**
- **b. Temporary Structures 80**
- **c. Maintenance of or service on other areas such as earthfill, reservoir, boatdock area, etc. 120**
- **d. Sandblast and paint.....150**
- **e. Concrete and grout.....100**

8. Welding and Construction
- **a. Welding - stick rod 120**
- **b. Welding and cutting, oxygen and acetylene, air arcing 80**
- **c. Wire feed welding MIG 185**
- **d. TIG Welding.....185**
- **e. Pipe/tube fitting, bending, and welding 200**
- **f. Carpentry 100**

Total Hours: 6000

D. Lineman: Approximate Hours

1. Safety 100
- **a. Attend regular meeting**
- **b. Obtain and keep valid First Aid Card**
- **c. Inspection, care, and use of equipment**

2. Construction 3190
- **a. Layout work from blueprints**
- **b. Non-energized CCTS**
  - **(1) Framing on ground**
  - **(2) Framing in air**
  - **(3)Handling and placing conductors, Insulators, switches, etc.**
- **c. Energized CCTS (third year) Hot stick work**
- **d. Switching**

3. Transformers, Regulators, Reclosers, Capacitors.....700
- **a. Handling and installing**
- **b. Connections**

4. Tree trimming and removal for line clearances 50

5. **Street Light CCTS 80**
   a. **Installing and maintaining**
   b. **Circuitry and operation**

6. **Underground 960**
   a. **Cable and equipment installation**
   b. **Operation and maintenance (third year)**
   c. **Switching**

7. **Vehicles and Equipment Operation and Care 640**
   a. **Bucket trucks**
   b. **Digger/Backhoe – Trackhoe**
   c. **Overhead/Underground pullers, tensioners**

8. **On-the-job training under supervision of a Meterman 40**
   a. **Why's, Where's, and How's of metering**
   b. **Customer problems**
   c. **Recording instruments**
   d. **U.G. fault finding (primary)**

9. **On-the-job training under supervision of a Power System Electrician 40**
   a. **Transformer repair and maintenance**
   b. **Regulator, reclose, repair, maintenance and settings**
   c. **Station check and indoctrination**

10. **On-the-job training under supervision of a Line Serviceman.....160**
    a. **SVS order procedure**
    b. **SVS connects and disconnects**
    c. **SVS drops**
    d. **Location cable/fault finding (secondary)**

11. **On-the-job training under supervision of a distribution dispatcher.....40**

Total Hours: 6000

E. <u>Meter Relay Technician</u>: <u>Approximate Hours</u>

1. **National, state, and Grant PUD codes 50**

2. **Safety meetings, inspection and care of safety equipment 100**

3. **Laying out construction work from blueprints 150**

4. **Programming, testing and repairing meters 1000**

5. **Installation of meters, including residential, commercial, irrigation, and sub-station 2000**

6. **Instrument work, including indicating instruments, instrument transformer testing, trouble shooting, and electric rates 1000**

7. **Programming and functional testing line voltage regulators 500**

8. **Relay testing 500**

9. **Primary underground fault finding 250**

10. **Hi-pot testing 100**

11. **On-the-job training under a supervision of a Lineman.....80**

12. **On-the-job training under the supervision of a Station Operator.....80**

13. **On-the-job training under the supervision of a Senior System Operator.....40**

14. **On-the-job training under supervision of a Power System Electrician 150**

Total Hours: 6000

F. <u>Power Plant Operator</u>: <u>Approximate Hours</u>

1. **Safety Related: Safety meetings, morning meetings, job briefs…….. 250**

2. **Hydro Project Training and Competency…… 500**
   a. **Inspection of Dam Structure**
   b. **Fish Ladders**
   c. **Fish Bypass**
   d. **Spillway Structure**
   e. **Powerhouse Structure**
   f. **Project Integrity**
   g. **Security**

3. **Operations of Equipment Training and Competency……..…… 2500**
   a. **Powerhouse Equipment including but not limited to Turbines, Governors, Generators, Exciters, Generating Unit Auxiliary Equipment, and Emergency Engine Generator**
   b. **Plant Systems including Fire, Water, Oil, Air, Sewage, Drainage, and HVAC**
   c. **High and Low Voltage Metal Clad Substations, 125 VDC Battery System, and 480V UPS System**

4. **Operations of Equipment Training and Competency…….…… 750**
   a. **Fish Ladders**
   b. **Fish Bypass**
   c. **Spillway**
   d. **Spillway Emergency Operations**
   e. **Reservoirs, Waterways**
   f. **Gravity Supply and Related Systems**
   g. **Emergency Engine Generator**
   h. **Metal Clad Substation**

5. **Control Room Training and Competency……..…….. 650**
   a. **Computer Control Systems for Generating Units**
   b. **Spillway Control**
   c. **Plant Systems**
   d. **HVAC**
   e. **Security**
   f. **Fire System**
   g. **Station Service**
   h. **Electronic Log**
   i. **Emergency Communications**
   j. **Plant Annunciation System**

6. **Switching and Clearance Procedure Training and Competency……. 650**

7. **Switchyard Training and Competency…….620**
   a. **Switchyard**
   b. **Operation of Switchyard as directed by System Operator**
   c. **Emergency Systems**
   d. **Emergency Engine Generator**
   e. **Fire System**
   f. **High and Low Voltage Station Service**
   g. **125 VDC Battery System**
   h. **Inspections of Equipment**
   i. **Records and Logs**
   j. **Clearance Procedures**

8. **Orientation to Dispatching and Substations……..…….80**

Total Hours: 6000

G. Power System Electrician **Approximate Hours**

1. **National, state, and Grant PUD codes 50**
2. **Safety meetings, inspection and care of safety equipment 100**
3. **Laying out construction work from blueprints.....150**
4. **Wiring and testing of batteries, battery chargers, control, meter and relay circuits and equipment 1100**
5. **Installation, adjustment, repair, and maintenance of substation equipment.....1500**
6. **Installation, adjustment, repair, and maintenance of distribution equipment 1500**
7. **Installation and maintenance of rotating equipment, including motors and generators 120**
8. **Shop work of electrical equipment including rigging and handling.....500**
9. **Power wiring and bus-bar installation 300**
10. **Welding: gas, electric, heliarc 320**
11. **On-the-job training under supervision of Meter Relay Tech 160**
12. **On-the-job training under supervision of a Lineman.....80**
13. **On-the-job training under supervision of a Station Operator 80**
14. **On-the-job training under supervision of a Senior Systems Operator.....40**

Total Hours: 6000

H. Fiber Network Technician **Approximate Hours**

1. **National, State Codes and Grant PUD Policies ……...……150**
   a. **Compliance, CIP Procedures and guidelines**

2. **Safety……..…….. 100**
   a. **Meetings, Inspection and Care of Equipment**
   b. **Personal Protective Equipment**
   c. **Fiber Optic Safety Protocols**

3. **Documentation ……..……..150**
   a. **Standards and Diagrams**
   b. **Print Reading and Cut Sheets**
   c. **As-Builts**
   d. **Color Codes**

4. **Fiber Optic Cable……..…… 500**
   a. **Trunk and Distribution**
   b. **Prep and Splicing, Fusion Splicer**
   c. **Terminating, Mechanical Termination**

5. **Fiber Optic Construction ……..……750**
   a. **Overhead**
   b. **Underground**
   c. **Storage and Splice cans**

6. **ONT installations ……..500**
   a. **Installation, replacement, repair, powering**

7. **Fiber Hut and Hub ……..……..250**
   a. **Patch Panel Port**
   b. **Switch and Blade**

8. **Fiber Optic Systems O&M…….. 1000**
   a. **Wholesale Fiber**
   b. **Grant PUD Networks**
   c. **Inside/Outside Plant**
   d. **System Restoration**

9. **On the Job Training with ……..200**
   a. **Line Crew 120 hours**
   b. **Electronic Technician 80 hours**

10. **Fiber Test Equipment…… 200**
    a. **OTDR, Power(light) Meter, Visual Fault Indicator**

b. Storage, handling and usage
c. Troubleshooting/Testing Procedures

11. General…… 200
a. Construction Practices
b. Maintenance, Records, Drawings and Trouble Ticketing systems

Total Hours: 4000

I. Fleet Service Technician: **Approximate Hours**

1. Familiarization/Safety Programs 400
Shop routine, maintenance program training, general orientation, Grant PUD/shop tours, safety training & practices; proper use/familiarization of shop equipment, PPE, proper marking of active work zones, overhead crane use/training, proper rigging/training; stay compliant with Grant PUD provided online training, 1st aid training, attendance & engagement with department safety meetings.

2. Light Duty Vehicle and Trailer Maintenance 450
PM program & repairs (A, B, C, D) inspections. Cars, Pickups, Vans. PM program & repairs on light duty trailers, trailer annual inspections.

3. Heavy Duty Vehicle and Trailer Maintenance (DOT)……..600
PM program & repairs (A, B, C, D, DOT) inspections on heavy vehicles {550 & up}. PM program & repairs on heavy trailers, trailer annuals, trailer DOT inspections and driving/pre-trip of commercial vehicles.

4. Industrial Equipment Maintenance 400
PM program & repairs on mobile & mounted equipment (pullers, tensioners, generators, compressors, auxiliary power units, etc.), backhoes, excavators, forklifts, including 90 day and EQ100 inspections.

5. Aerial Equipment Maintenance & Repair 900
PM program & repairs on aerial lifts, digger derricks, cranes, & scissor lifts, including 30/90 day and annual inspections. Hydraulic system maintenance & repair, pressure adjustments (system, standby, pilot), system diagnostics, electric over hydraulic issues and adjustments, system

familiarity (system design, filters, strainers, dielectric properties), high pressure hose fabrication.

6. **Chassis 950**
   All drivetrain & suspension diagnostic & repair (shocks, springs, steering components, drivelines, u-joints, axles); light & heavy-duty brake system diagnostics & repairs (vehicles & trailers), on board air systems knowledge & troubleshooting, hydraulic, air & electric brake systems operation; all tire & wheel maintenance & repair (flat repair, tire replacement, rotation, tire wear troubleshooting, etc.), equipment track/drive system repairs; all interior & exterior chassis & body repairs, including service bodies, door hinges, latches, seating & accessories, glass & mirrors.

7. **Powertrain.....950**
   Light duty & heavy-duty engine diagnostics & repairs (gas & diesel engines, EV & Hybrid engines/motors), no start, poor performance, after treatment & emissions systems, heating & cooling systems performance; automatic & manual transmission maintenance, diagnostic and repair of transmission, differential, axles, clutch, torque converter, transfer cases, or other items associated with powertrain components.

8. **Electrical.....850**
   Electrical systems (vehicles, equipment, trailers) 12 volt & 24 volt & high voltage (EV & Hybrid engines/motors) battery & charging system diagnostics, testing, maintenance & repair, lighting systems; HVAC system diagnostics, maintenance & repairs, proper handling of Freon, climate control systems, fans, blend door actuators & auxiliary heating/cooling systems.

9. **Fabrication.....250**
   General metal fabrication & welding (shop & mobile), use of oxy-acetylene torch, plasma cutting, ARC & MIG welding; proper use of PPE, drills, drill press, grinders, chop saws, misc.; ability to properly design, assemble, install custom fabricated components (including sandblasting, painting).

10. **Mobile Field Work……..……..250**
    All field troubleshooting & repair work (including road calls, yard delays, jump starts, etc.), ability to work off the service truck in unfavorable situations, follow proper procedures when responding to active work zones, substations, etc.

Total Hours: 6000 Hours

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction (RSI). Time spent in RSI shall not be considered as hours of work and the apprentice is not required to be paid.

RSI must be provided in safe and healthy conditions as required by the Washington Industrial Safety and Health Act and applicable federal and state regulations.

Hours spent in RSI are reported to L&I each quarter. Reports must show which hours are unpaid and supervised by a competent instructor versus all other hours (paid and/or unsupervised) for industrial insurance purposes.

For purposes of coverage under the Industrial Insurance Act, the WSATC is an employer and the apprentice is an employee when an unpaid, supervised apprentice is injured while under the direction of a competent instructor and participating in RSI activities.

If apprentices do not attend required RSI, they may be subject to disciplinary action by the Sponsor.

A. The methods of related/supplemental training must be indicated below (check those that apply):

(X) Supervised field trips

(X) Sponsor approved training seminars (specify) **as approved by the JATC.**

(X) Sponsor approved online or distance learning courses (specify) **as approved by the JATC.**

(X) State Community/Technical college

(X) Private Technical/Vocational college

(X) Sponsor Provided (lab/classroom)

(X) Other (specify)**:**
Community college courses, Camp Rilea, or other similar training opportunities, when available.

B. **144** Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

(**X**) Twelve-month period from date of registration.*

( ) Defined twelve-month school year: **(insert month)** through **(insert month)**.
( ) Two-thousand hours of on the job training.

**If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

C. Additional Information:

1. **The JATC recommends that courses for apprentices be limited to those who are actually apprentices in accordance with these Standards or who have the qualifications of a journey-level worker in the classifications covered by these Standards.**

2. **The course outlines approved by the JATC shall be used in related classroom instruction.**

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

The Sponsor may include in this section a summary and explanation of administrative actions performed at the request or on the behalf of the apprentice. Such actions may include but are not limited to:

1. Voluntary Suspension: A temporary interruption in progress of an individual's apprenticeship agreement at the request of the apprentice and granted by the Sponsor. The program Sponsor shall review apprentices in suspended status at least once each year to determine if the suspension is still appropriate.

2. Advanced Standing or Credit: The Sponsor may provide advanced standing or credit for demonstrated competency, acquired experience, training or education in or related to the occupation. All Sponsors need to ensure a fair and equitable process is applied to all apprentices seeking advanced standing or credit per WAC 296-05-015(11).

3. Sponsor Procedures:

   a. **Apprentices shall work subject to the same working rules and conditions as a journey-level worker and shall work under the supervision of a journey-level worker. For the purpose of these rules, a foreman shall be considered as journey-level worker.**

   b. **Grant PUD designates the A&WDPM who will work closely with the JATC on the apprenticeship program elements. They will sustain, coordinate, and implement apprenticeship program training efforts that meet state and federal requirements in alignment with Grant PUD's**

workforce development goals. Additionally, they will coordinate the JATC's meetings, prepare agendas and maintain accurate meeting minutes, including any necessary communication, follow up, or action items. They will also record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or L&I upon request.

c. Each apprentice shall maintain a shop record in which he/she shall list daily, the number of hours worked on each work process. If there is not free time during the apprentices regular scheduled workday to record these hours, it will be done on his/her own time without compensation. This record shall be verified by the supervisor or foreman and shall be submitted to the A&WDPM monthly. Each apprentice shall submit this record to the A&WDPM by the last scheduled workday of the first full week in the new month. Failure to submit within this timeframe may result in an extension of hours added to the end of the term of the apprenticeship equal to the number of hours not timely submitted. The supervisor responsible for the apprentice shall collect written performance appraisals from craft journeymen covering each six months' work and submit it within 15 days prior to the end of that period to the A&WDPM. The A&WDPM shall maintain a cumulative record of each apprentice showing his/her progress in acquiring knowledge of the various manipulative skills in the training, together with such other information as may be necessary to provide an adequate apprenticeship record. The JATC will utilize apprentice's records to evaluate progress made in the trade and related instruction.

d. <u>Periodic Examinations:</u>

1) An examination covering the field progress of apprentices will be given every six months. The time taken for such examination will be credited towards related class work.

2) If the A&WDPM becomes aware that an apprentice shows a lack of interest or does not have the ability to become a competent craftsman, he/she should place all of the facts of the case before the JATC. He/she should also propose a course of action for follow-up, which may include immediate evaluation, meeting with others who work with the apprentice, follow-up at a future JATC meeting and other measures as applicable. The JATC shall investigate and report its planned course of action to Grant PUD and the Union.

3) The apprentice should be authorized to take the Union's journey-level examination upon approval of his/her certificate of completion of apprenticeship. This examination will not be given before that date.

e. Apprenticeship Agreement:

Prior to registration, the apprentice shall be advised of the conditions of apprenticeship; whereupon, the apprentice shall be required to sign an Agreement, which shall also be signed by the employer or the employer's agent, approved by the JATC and forwarded to the Washington State Apprenticeship and Training Council for registration.

f. First Aid Training:

All apprentices shall acquire during the first year of their apprenticeship and maintain during their term of apprenticeship, a basic first-aid card that meets the requirements of the Washington State Department of Labor and Industries.

g. Class A CDL License:

Power System Electricians, Hydro Mechanics, Hydro Electricians, Lineman, and Fleet Service Technician apprentices shall acquire during their apprenticeship and maintain during their term of apprenticeship, a class A CDL License.

h. Previous Apprentice Experience:

Any apprentice may be allowed credit towards the term of apprenticeship for their previous experience on the recommendation of the JATC and approval of the Grant PUD and the Union. Standards for determining credit for previous experience shall be established by the JATC. Credit shall be based on the merits of each individual case.

A request for credit and evidence of applicable experience must be provided by the apprentice. The request will be checked by the personnel office for accuracy and evaluated by the JATC. The request will include:

1) **A detailed resume governing past work experience describing the assignments done and the responsibilities involved in each assignment.**
2) **A transcript of school grades (including high school, trade school, college, etc.)**
3) **Letters of recommendation from the apprentice's fellow journey-level workers, foremen, and supervisor.**
4) **Any other information the apprentice feels will assist the JATC in making proper evaluation.**

Credit for previous experience will only be considered during the first year of a person's apprenticeship program.

i. Apprenticeship Committee Meetings:

The JATC must convene meetings a minimum of three times per year. During JATC meetings, alternates may attend at the request of an absent member and shall retain all rights and privileges of the absent member. A union member will substitute for a union member and a management member will substitute for a management member for the JATC meeting.

B. Disciplinary Procedures

1. The obligations of the Sponsor when taking disciplinary action are as follows:

   a. The Sponsor shall be responsible for enacting reasonable policies and procedures and applying them consistently. The Sponsor will inform all apprentices of their rights and responsibilities per these Standards.

   b. The Sponsor shall notify the apprentice of intent to take disciplinary action and reasons therefore 20 calendar days prior to taking such action. The reason(s) supporting the sponsor's proposed action(s) must be sent in writing to the apprentice.

   c. The Sponsor must clearly identify the potential outcomes of disciplinary action, which may include but are not limited to discipline, suspension or cancellation of the apprenticeship agreement.

   d. The decision/action of the Sponsor will become effective immediately.

2. The Sponsor may include in this section requirements and expectations of the apprentices and an explanation of disciplinary actions imposed for noncompliance. The Sponsor has the following disciplinary procedures to adopt:

   a. Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the Sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is complete.

   b. Disciplinary Suspension: A temporary interruption in the progress of an individual's apprenticeship agreement. Conditions will include not being allowed to participate in On-the-Job Training (OJT), go to Related Supplemental Instruction (RSI) classes or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action. The program sponsor shall review apprentices in such status at least once each year.

   c. Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or Sponsor. [WAC 296-05-003].

3. Sponsor Disciplinary Procedures:

   If the apprentice has not submitted the hours for the previous month by the first full week of the new month, he or she will be contacted by their supervisor and may face disciplinary action involving the extension of the term of apprenticeship equal to the number of hours which were not submitted timely or at all.

C. Apprentice Complaint Procedures:

1. The apprentice must complete his/her initial probationary period in order to be eligible to file a complaint (WAC 296-05-105).

2. Complaints involving matters covered by a collective bargaining agreement are not subject to the complaint procedures in this section.

3. Complaints regarding non-disciplinary matters must be filed with the program sponsor within 30 calendar days from the date of the last occurrence. Complaints must be in writing.

4. If the apprentice disagrees with the resolution of the complaint or wishes to contest the outcome of a disciplinary action by the program sponsor, the apprentice must file a written request for reconsideration with the program sponsor within 30 calendar days from the date the apprentice received written notice of action by the program sponsor.
5. The program sponsor must reply, in writing, to the request for reconsideration within 30 calendar days from the date the program sponsor receives the request. The program sponsor must send a copy of the written reply to the apprentice within the 30 calendar days.

6. If the apprentice disagrees with the program sponsor's decision, the apprentice may file an appeal with the Apprenticeship Program, (WAC 296-05-105). If the apprentice does not timely file an appeal, the decision of the program sponsor is final after 30 calendar days from the date the program sponsor mails the decision to the apprentice. See section "D" below.

D. Apprentice Complaint Review/Appeals Procedures:

1. If the apprentice disagrees with the program sponsor's decision, the apprentice must submit a written appeal to L&I's apprenticeship section within 30 calendar days from the date the decision is mailed by the program sponsor. Appeals must describe the subject matter in detail and include a copy of the program sponsor's decision.

2. The L&I apprenticeship section will complete its investigation within 30 business days from the date the appeal is received and attempt to resolve the matter.

3. If the Apprenticeship section is unable to resolve the matter within 30 business days, the Apprenticeship section issues a written decision resolving the appeal.

4. If the apprentice or Sponsor is dissatisfied with L&I's decision, either party may request the WSATC review the decision. Requests for review to the WSATC must be in writing. Requests for review must be filed within 30 calendar days from the date the decision is mailed to the parties.

5. The WSATC will conduct an informal hearing to consider the request for review.

6. The WSATC will issue a written decision resolving the request for review. All parties will receive a copy of the WSATC's written decision.

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

The following is an overview of the requirements associated with administering an apprenticeship program. These provisions are to be used with the corresponding RCW and/or WAC. The Sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. The Sponsor may assign an administrator or a committee to be responsible for day-to-day operations of the apprenticeship program. Administrators and/or committee members must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards. If applicable, Sponsors must develop procedures for:

A. Committee Operations (WAC 296-05-009): (Not applicable for Plant Programs)

Apprenticeship committees must be composed of an equal number of management and non-management representatives from a minimum of four to a maximum of twelve members. Committees must convene meetings at least three times per year attended by a quorum of committee members as defined in these approved Standards.

B. Program Operations:

The sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department upon request. Records required by WAC 296-05-100 will be maintained for five (5) years; all other records will be maintained for three (3) years. Apprenticeship sponsors will submit required forms/reports to the Department of Labor and Industries through one of the two prescribed methods below:

Sponsors shall submit required forms/reports through assigned state apprenticeship consultant. Forms may be obtained through the programs assigned apprenticeship consultant.

Sponsors shall submit required reports through the Apprentice Registration and Tracking System (ARTS).

1. The following is a listing of forms/reports for the administration of apprenticeship programs and the time-frames in which they must be submitted:

   a. Apprenticeship Agreements – within first 30 days of employment
   b. Authorization of Signature forms - as necessary
   c. Approved Training Agent Agreements– within 30 days of sponsor action
   d. Minutes of Apprenticeship Committee Meetings – within 30 days of sponsor approval (not required for Plant program)
   e. Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor.
   f. Journey Level Wage Rate – annually, or whenever changed as an addendum to section VII. Apprentice Wages and Wage Progression.
   g. Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
      1st quarter: January through March, due by April 10
      2nd quarter: April through June, due by July 10
      3rd quarter: July through September, due by October 10
      4th quarter: October through December, due by January 10
   h. On-the-Job Work Hours Reports (bi-annual)
      1st half: January through June, by July 30
      2nd half: July through December, by January 31

2. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these standards. Requests for revision to these standards of apprenticeship must be submitted 60 calendar days prior to a quarterly WSATC meeting. The Department of Labor and Industries, Apprenticeship Section's manager may administratively approve requests for revisions in the following areas of the standards:

   a. Program name
   b. Sponsor's introductory statement
   c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
   d. Section VII: Apprentice Wages and Wage Progression
   e. Section IX: Related/Supplemental Instruction
   f. Section XI: Sponsor – Responsibilities and Governing Structure
   g. Section XII: Subcommittees
   h. Section XIII: Training Director/Coordinator

3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching

techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the Sponsor, who will then register the agreement with the Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.

2. The Sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:

   a) Certificate of completion
   b) Additional credit
   c) Suspension (i.e. military service or other)
   d) Reinstatement
   e) Cancellation
   f) Corrections
   g) Step Upgrades
   h) Probation Completion date
   i) Other (i.e., name changes, address)
   j) Training Agent Cancellation

3. The Sponsor commits to rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.

4. The Sponsor shall periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.

5. The Sponsor has the obligation and responsibility to provide, insofar as possible, reasonably continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another program when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these Standards. The new training agent will assume all the terms and conditions of these Standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.

6. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in

related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor any requested documentation for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.

7. The Sponsor shall hear and decide all complaints of violations of apprenticeship agreements.

8. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the Sponsor will recommend the WSATC award a Certificate of Completion of Apprenticeship. The Sponsor will make an official presentation to the apprentice who has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

1. The Sponsor shall offer training opportunities for apprentices by ensuring reasonable and equal working and training conditions are applied uniformly to all apprentices. The Sponsor shall provide training at an equivalent cost to that paid by other employers and apprentices participating in the program. The sponsor shall not require an employer to sign a collective bargaining agreement as a condition of participation.

2. The Sponsor must determine whether an employer can adequately furnish proper on the job training to an apprentice in accordance with these Standards. The Sponsor must also require any employer requesting approved training status to complete an approved training agent agreement and to comply with all federal and state apprenticeship laws, and these Standards.

3. The Sponsor will submit training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty calendar days from the effective date. Additionally, the Sponsor must submit rescinded training agent agreements to the Department within thirty calendar days of said action.

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

1. Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa. If the committee does not indicate its definition of quorum, the interpretation will be "50% plus 1" of the approved committee members. The Sponsor must also provide the following information:

The Public Utility District No. 2 of Grant County Apprenticeship Committee shall be composed of twelve (12) members; six (6) members representing the District and six (6) members representing the Union, Local No. 77, selected

by the groups they represent. The District's Training Coordinator shall act as coordinator to the Apprenticeship Committee.

a. Quorum: **For the purpose of the business of the Apprenticeship Committee a quorum will consist of a minimum of 50% of the members of the committee.**

b. Program type administered by the committee: **Individual Joint**

c. The employer representatives shall be:
(Grant County Public Utility District)

Tyler Delong, Secretary
P.O. Box 878
Ephrata, WA 98823

Jacob Johnson
P.O. Box 878
Ephrata, WA 98823

Corey Abell
P.O. Box 878
Ephrata, WA 98823

Bill Anderson
P.O. Box 878
Ephrata, WA 98823

Casey Raab
P.O. Box 878
Ephrata, WA 98823

Brian Barrows
P.O. Box 878
Ephrata, WA 98823

Chris Heimbigner, Alternate
P.O. Box 878
Ephrata, WA 98823

Jeremy Robertson, Alternate
P.O. Box 878
Ephrata, WA 98823

Wade Johns, Alternate
P.O. Box 878
Ephrata, WA 98823

d. The employee representatives shall be:
(IBEW Local 77)

Bross Holland, Chair
P.O. Box 878
Ephrata, WA 98823

Timothy "Ross" Melcher
P.O. Box 878
Ephrata, WA 98823

Rebekah Lutz
P.O. Box 878
Ephrata, WA 98823

John Bowkett
P.O. Box 878
Ephrata, WA 98823

David Boggs
P.O. Box 878
Ephrata, WA 98823

Devin Moyer
P.O. Box 878
Ephrata, WA 98823

Andy Martin, Alternate
P.O. Box 878
Ephrata, WA 98823

Chad Robinson, Alternate
P.O. Box 878
Ephrata, WA 98823

Justin Winningham, Alternate
P.O. Box 878
Ephrata, WA 98823

F. Plant programs

For plant programs the WSATC or the Department designee will act as the apprentice representative. Plant programs shall designate an administrator(s) knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards.
The designated administrator(s) for this program is/are as follows:

None

XII. SUBCOMMITTEE:

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these Standards, and are subject to the main committee. All actions of the subcommittee(s) must be reviewed by the main committee. Subcommittees authorized to upgrade apprentices and/or conduct disciplinary actions must be structured according to the same requirements for main committees.

None

XIII. TRAINING DIRECTOR/COORDINATOR:

The Sponsor may employ a person(s) as a full or part-time training coordinator(s)/ training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

Casey Raab, Apprenticeship &
Workforce Development Program Manager
P.O. Box 878
Ephrata, WA 98823