



## APPRENTICESHIP PROGRAM STANDARDS

adopted by

**Framatome**

(sponsor name)

Occupational Objective(s):

SOC#

Term [WAC 296-05-015]

INDUSTRIAL INSTRUMENT TECHNICIAN	49-2094.00	8000 HOURS
INDUSTRIAL MAINTENANCE ELECTRICIAN	47-2111.00	8000 HOURS
INDUSTRIAL PIPEFITTER	47-2152.00	8000 HOURS
INDUSTRIAL MILLWRIGHT	49-9044.00	8000 HOURS



### APPROVED BY

Washington State Apprenticeship and Training Council

### REGISTERED WITH

Apprenticeship Section of Fraud Prevention and Labor Standards

Washington State Department Labor and Industries

Post Office Box 44530

Olympia, Washington 98504-4530

### APPROVAL:

N/A

Provisional Registration

APRIL 17, 2025

Standards Last Amended

JULY 17, 2009

Permanent Registration

By: MARK RIKER  
Chair of Council

By: CELESTE MONAHAN  
Secretary of Council

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### 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 the Framatome Joint Apprenticeship and Training Committee, Tri-City Crafts Association,**

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assisted by the Department of Labor & Industries, Apprenticeship Section. When approved and registered with the Washington State Apprenticeship and Training Council, these standards will govern the training of all apprentices in this company.

### Definitions as used throughout these Standards of Apprenticeship:

1. “Employer” shall mean Framatome Inc.
2. The “Union” shall mean the Tri-City Crafts Association.
3. “Sponsor” shall mean Framatome Inc.

### 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 geographical area covered by these standards shall be the Framatome facilities located at 2101 Horn Rapids Road, Richland, Washington.**

### II. MINIMUM QUALIFICATIONS:

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

- |            |   |
|------------|---|
| Age:       | <b>Applicants for apprenticeship must be at least 18 years of age</b>   |
| Education: | <b>Possession of a high school diploma, a vocational school diploma equivalent thereto, or other equivalent of a high school education. Exceptions may be made by the Apprenticeship Committee for those with previous experience in the trade.</b> |
| Physical:  | <b>The employee must be physically and mentally able to safely perform or learn to safely perform the essential functions of the job with or without reasonable accommodations.</b>   |
| Testing:   | <b>NONE</b>   |
| Other:     | <b>NONE</b>   |

### **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 due to fewer than five (5) apprentices per WAC 296-05-405(1)(a)**

#### **B. Equal Employment Opportunity Plan:**

**Exempt due to fewer than five (5) apprentices per WAC 296-05-405(1)(a)**

#### **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].

**The term of apprenticeship for each industrial maintenance skilled occupation shall not be less than four (4) years of reasonably continuous employment and 8000 hours of work in the trade. Hours of work credited towards completion of apprenticeship shall be exclusive of vacation, holidays, time off from work, and time spent in related supplemental instruction and home study. Any extension or reduction of such term shall be reviewed and approved by the Apprenticeship Committee.**

**At the time of employment or upon installation of these apprenticeship programs, whichever is later, the apprentice's experience and/or education in the occupation will be evaluated by the apprenticeship committee and appropriate credit will be allowed in**

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**the term of apprenticeship for such experience and/or education. Once so established, any extension or reduction of the term shall be reviewed and approved by the Apprenticeship Committee.**

### **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 in their initial probationary period.

**Each Apprentice new to the bargaining unit shall work an initial period of six (6) calendar months in the bargaining unit which shall be considered a probationary period. The Sponsor may terminate the Apprentice at any time for any reason during the probationary period and such termination shall not be subject to any grievance procedure.**

### **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

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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:

**The ratio of apprentices to journey-level workers shall not be more than one (1) apprentice to one (1) journey-level worker per plant.**

## **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

**Each apprentice shall initially receive a weekly wage rate not less than the percent of job rate specified in the current Agreement between the employer and the union. Thereafter, the Apprenticeship Committee will make a periodic review of the performance of each apprentice at not more than six (6) month intervals and recognize satisfactory performance by wage increases effective after such reviews in accordance with the following schedule:**

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### A. All Occupations:

Step	Number of hours/months	Percentage of journey-level rate
<b>1</b>	<b>0000 – 2000 hours (0-12 months)</b>	<b>75%</b>
<b>2</b>	<b>2001 – 4000 hours (13-24 months)</b>	<b>80%</b>
<b>3</b>	<b>4001 – 6000 hours (25-36 months)</b>	<b>85%</b>
<b>4</b>	<b>6001 – 8000 hours (37-48 months)</b>	<b>90%</b>

## 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. Industrial Instrument Technician:

	Description	Estimated Time/Hours
<b>1.</b>	<b>Hand &amp; power tool familiarization – any activity designed to familiarize the apprentice with nomenclature, care, use and selection of correct tools of the craft</b>	<b>100</b>
<b>2.</b>	<b>Material &amp; spare parts familiarization – any activity designed: inform the apprentice of the correct nomenclature and identification of parts and materials used in the craft</b>	<b>100</b>
<b>3.</b>	<b>Test equipment – selection, care &amp; use</b>	<b>500</b>
<b>4.</b>	<b>Pressure and level measurement instruments – replace, calibrate, service, troubleshoot, and repair</b>	<b>1000</b>
<b>5.</b>	<b>Temperature measurement instrument – replace, calibrate, service and troubleshoot</b>	<b>1000</b>
<b>6.</b>	<b>Flow measurement instruments – replace, calibrate, service, troubleshoot and repair</b>	<b>1000</b>
<b>7.</b>	<b>Basic electrical systems – small motors &amp; electrical control systems, troubleshoot, repair as needed</b>	<b>140</b>
<b>8.</b>	<b>Automatic control systems – calibrate, service, troubleshoot and repair</b>	<b>760</b>
<b>9.</b>	<b>Electronic instruments – replace, calibrate, service, troubleshoot and repair</b>	<b>2800</b>
<b>10.</b>	<b>Selected assignments – safety and informative meetings; housekeeping; and all other maintenance job related activities not previously covered</b>	<b>600</b>
	<b>TOTAL HOURS</b>	<b>8000</b>

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**ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED  
IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE  
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### **B. Industrial Maintenance Electrician:**

	<b>Description</b>	<b>Estimated Time/Hours</b>
1.	Hand & power tool familiarization – any activity designed to familiarize the apprentice with nomenclature, care, use and selection of correct tools of the craft	160
2.	Material & equipment familiarization – any activity designed to familiarize the apprentice with correct nomenclature & identification of materials and equipment used in the craft	120
3.	Test equipment – selection, care & use	120
4.	Wiring – make-up, installation & replacement (includes replacement of terminals, making-up packs, marking, making extension cords, electrical connections, etc.)	580
5.	Light fixtures – install, replace and maintain (includes re-lamping)	320
6.	Simple circuits – install, replace, test and repair	600
7.	Small motors – install, maintain and repair (includes dismantling, cleaning, assembling, repair or replacement of switches & capacitors, maintaining commutators, brushes and brush rigging) Replacing of bearings (sleeve & ball)	120
8.	Large motors – install, replace, maintain & repair (includes lubrication, repair of ball, roller and sleeve bearings; motor rewinding; motor connections; maintaining commutators, brushes and brush rigging)	120
9.	Transformers – install, replace & maintain (includes transformer connection, oil check, voltage regulator check)	200
10.	Switches & linestarters – install, replace & repair	180
11.	Relays – install, maintain, test & set	340
12.	Batteries – install, replace, connect, charge, maintain	160
13.	Switchgear – install, replace, wire, maintain & repair	380
14.	Controls – install, replace, wire & maintain	500
15.	Alternators & generators – install, maintain & repair (includes control circuits and voltage regulators)	260
16.	Control panels – install, replace, fabricate, wire & maintain	900
17.	Cranes, hoists and elevators – install, set, adjust & repair limit switches and control stations	480
18.	Communications – install, replace, repair & maintain	260
19.	Industrial electronics – install, replace, maintain, repair & modify	520



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20.	Magnetic clutches and brakes – install, check, adjust, repair and maintain	160
21.	Selected assignments – safety and informative meetings; housekeeping; and all other maintenance job related activities not previously covered	1520
	<b>TOTAL HOURS</b>	<b>8000</b>

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**C. Industrial Pipefitter:**

	<b>Description</b>	<b>Estimated Time/Hours</b>
1.	Hand & materials familiarization – any activity designed to familiarize the apprentice with nomenclature, care, use and selection of correct tools of the craft.	200
2.	Power tool familiarization – any activity designed to familiarize the apprentice with the nomenclature, care, proper and safe use and selection of the power tools used in the craft	400
3.	Codes – Learn and become familiar with each code and its application, learn how to look up information	40
4.	Pipe threading & cutting	160
5.	Measurement & layout – apply methods of measurement and layout, plan job, make material lists, layout and set up pipe for welding, cutting and brazing	800
6.	Pipefitting – perform various pipefitting operations (including: making templates, cutting metal tubing, stretch and bending tubing, replacing and making up flanges and flanged fittings, cutting gaskets, making up high pressure joints, pipe welding & joining, valve repair and servicing, replacing & servicing steam traps, replacing pipe supports, replacing orifice flanges and plates, testing pipe hydrostatically, drilling & tapping under pressure, replacing and servicing strainers & filters	1000
7.	Refrigeration units – replace, service, troubleshoot & repair	600
8.	Air conditioning units – replace, service, troubleshoot & repair	200
9.	Maintenance – installing, maintaining and repairing piping systems and equipment in plant areas	3400

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10.	Selected assignments – safety and informative meetings; housekeeping; and all other maintenance job related activities not previously covered	400
11.	Vacuum systems	400
12.	Sanitary piping systems	400
	<b>TOTAL HOURS</b>	<b>8000</b>

**ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS**

#### **D. Industrial Millwright:**

	Description	Estimated Time/Hours
1.	Familiarization – any activity designed to familiarize the apprentice with nomenclature, care, use and selection of correct tools of the craft.	160
2.	Cut-off materials – perform cutting operation on various kinds of materials	240
3.	Drill – perform basic drilling operations	160
4.	Pneumatic tools – operate	40
5.	Grinder – perform basic grinding operations	160
6.	Sanders – operate all types	160
7.	Powder actuated equipment – use safely & properly	80
8.	Measuring and leveling – use precision equipment in maintenance, fabrication and replacement of machinery	160
9.	Equipment layout & fabrication	920
10.	Tubing & piping systems	160
11.	Bench work – file, scrape, tap, chip, hone, sharpen tools, cut gaskets, operate portable tools, fabricate templates, brackets, etc., test, check and inspect equipment	600
12.	Equipment and machinery – replace, erect, move and assemble (includes use of slings, hitches, pulleys, blocks and chain hoists, placing benches, tables, tanks, etc. leveling machinery, tighten hold-down bolts, test, inspect	1800
13.	General maintenance and repair – maintain, troubleshoot, repair, rebuild and modify plant machinery and equipment (includes outages)	2800
14.	Selected assignments – safety and informative meetings; housekeeping; and all other maintenance job related activities not previously covered	560
	<b>TOTAL HOURS</b>	<b>8000</b>

**ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS  
UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED  
IN THESE STANDARDS**

**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):

☐ Supervised field trips

☐ Sponsor approved training seminars (specify)

☐ Sponsor approved online or distance learning courses (specify)

☒ State Community/Technical college **Columbia Basin College**

☐ Private Technical/Vocational college

☒ Sponsor Provided (lab/classroom)

☒ Other (specify): **TPC Training Curriculum and/or other courses/classes as approved by the Committee; Training Trust**

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

☐ Twelve-month period from date of registration.\*

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- ( ) Defined twelve-month school year: (insert month) through (insert month).  
(X) 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. **Satisfactory progress (70% or better) must be maintained in related training classes.**
2. **Time spent in related/supplemental instruction during regular hours of work will not be considered as hours of work, the apprentice will be paid for time so spent.**
3. **Registered Apprentices will be provided a minimum of 144 hours of RSI per year. The Committee may direct an apprentice to take additional RSI above and beyond the above if they believe that the apprentice needs the additional RSI.**

## **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 for 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. **All company rules and regulations generally in effect shall likewise apply to apprentices except as modified by these standards. Violations of such rules and regulations may make the apprentice subject to disciplinary action the same as any other employee, provided such action does not conflict with the provisions of these standards.**

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- b. Termination of an apprentice's employment with Framatome is justification for cancellation of the apprenticeship agreement.
- c. If the Apprenticeship Agreement is cancelled, the employee may be removed from the payroll of Framatome.
- d. It is recognized by the Apprenticeship Committee that the collective bargaining agreement and the above mentioned Work Processes incorporates work assignments which may expose apprentices to work environments alongside other crafts. All Apprentices will receive the appropriate safety training needed to be able to perform their work safely alongside these other crafts. Apprentices will not be assigned to perform the work of other crafts, but will be educated and trained on how to identify the hazards and develop a basic understanding of the other crafts to ensure a safe work environment for both apprentices and journey level workers.
- e. An aptitude test will be given to candidates selected for interview.
- f. During OJT Apprentices may need to or be asked to:
  - Wear a full-face respiratory mask for an entire shift.
  - Frequently stand and walk. Remain in a stationary position, kneel, crouch, stoop, twist at neck and waist, and walk. Climb stairs.
  - Reach, handle, grasp, fine finger manipulation, use hand and foot controls, and perform repetitive motion.
  - Communicate with coworkers, supervisors, auditors, and customers.
  - Visual acuity, including depth perception and color discrimination.
  - Tolerate a moderate noise level in the production area.
  - Follow all processes and procedures to safely work around potential radiation hazards.
  - Use keyboard, mouse, and monitor for training, email, and equipment operation.
  - Lift and/or move up to 50 pounds.
  - Will be trained to operate a forklift and other aerial platforms; must be able to work all controls and frequently change from indoor to outdoor exposure.

### Local Apprenticeship Committee Policies

- a. Hours of work – Policies relating to shifts and hours of work applicable to all production and maintenance employees shall be equally applicable to apprentices where appropriate. Apprentices will only work overtime when all other employees in the craft are working, unavailable or have refused the overtime. Ratio of journey-level workers to apprentices will still apply.

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- b. Supervision – The apprentice shall be rotated among the major job processes by assignment from the appropriate supervisor who shall have the overall responsibility for apprentice training. The apprentice and such supervisor shall keep a record of time spent on each major job process. Employees who are qualified in a particular industrial maintenance skilled occupation shall be utilized as instructors.**
- c. All provisions of the existing bargaining agreement between the Company and the Union shall apply to apprentices.**
- d. All Apprentices registered in this program under the occupation of Industrial Maintenance Electrician shall obtain and maintain an electrical trainee card within sixty (60) days of starting the apprenticeship.**

### 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

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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:

**Disciplinary procedures will follow Article 15 Discipline in the Collective Bargaining Agreement as well as Framatome policy PO-NA-CORP-SS-HR-00020 Employee Discipline Policy.**

### 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

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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:



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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

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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.

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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 written requested document/s 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:
  - a. The Apprenticeship Committee shall elect a chairman and secretary from its membership. The election shall be held at the Apprenticeship Committee's first meeting in any calendar year (or in the event of a vacancy at the meeting**

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next following its occurrence) and the officers so elected shall continue to serve until the election of a successor.

- b. Whenever, for any reason, a vacancy shall occur among the members of the Apprenticeship Committee, the vacancy shall be filled by appointment of the employees on the employee side and by the member vacating on the employer side. All members shall be employees of the Company.
- c. The resolution of all questions, disputes, or complaints relating to these standards shall require agreement by majority vote of the Apprenticeship Committee when at least two (2) members representing the Company and two (2) members representing the Union are in attendance. The number of votes cast by either group shall be limited to the number of the minority members present.
  - a. Quorum: A quorum must be present to carry out the regular business of the Apprenticeship Committee. A quorum shall consist of two (2) members from each group, the Company and the Union. The number of votes cast by either group shall be limited to the number of minority members present.
  - b. Program type administered by the committee: **INDIVIDUAL JOINT**
  - c. The employer representatives shall be:

**Ron Kilgore, Chair**  
**2101 Horn Rapids Road**  
**Richland, Washington 99352**

**Dana Mortimer**  
**2101 Horn Rapids Road**  
**Richland, Washington 99352**

**Matthew Durst**  
**2101 Horn Rapids Road**  
**Richland, Washington 99352**

**Brett Mooney**  
**2101 Horn Rapids Road**  
**Richland, Washington 99352**

- d. The employee representatives shall be:

**Joe Ohler, Secretary**  
**2101 Horn Rapids Road**  
**Richland, Washington 99352**

**Jason Locke**  
**2101 Horn Rapids Road**  
**Richland, Washington 99352**

**Brian Hight**  
**2101 Horn Rapids Road**  
**Richland, Washington 99352**

**Bryan Wetz**  
**2101 Horn Rapids Road**  
**Richland, Washington 99352**

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### **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:

N/A

### **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.

NONE