



Teri Gardner 5-22-25

Teri Gardner 5-9-25

APPRENTICESHIP PROGRAM STANDARDS
adopted by

BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP

(sponsor name)

Occupational Objective(s):

SOC#

Term [WAC 296-05-015]

LINEMAN

49-9051.00

6240



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:

Provisional Registration

Standards Last Amended

Permanent Registration

By: _____
Chair of Council

By: _____
Secretary of Council

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

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.

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

Sponsor Introductory Statement (Required):

The following Standards for the development of lineman apprentices have been prepared by the International Brotherhood of Electrical Workers, Local 77, and the Big Bend Electric, assisted by the Apprenticeship and Training Division, Department of Labor and Industries. When approved by and registered with the Washington State Apprenticeship and Training Council, these standards will govern the training of all apprentices in this company.

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 property of Big Bend Electric.

II. MINIMUM QUALIFICATIONS:

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

Age: **Must be at least 18 years old**

Education: **High school diploma or equivalent**

Physical: **Must be able to perform job duties with or without reasonable accommodations.**

Testing: **N/A**

Other: **Current and valid state driver license. Driving record must be eligible for CDL.**

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

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

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)(a).

B. Equal Employment Opportunity Plan:

Exempt 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 Linemen apprentices will be 6240 hours.

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

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

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.

All apprentices employed in accordance with these Standards shall be subject to a probationary period not exceeding the first 1000 hours of On-the-Job Training.

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:

There shall not be more than one (1) apprentice to one (1) journey-level worker in the classification of work involved. This ratio shall apply to each crew and job site and the apprentice shall work under the direction of the journey-level worker. For the purpose of this rule, the foreman shall be considered a journey-level worker.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

- 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

Lineman

Step	Hour Range or competency step	Percentage of journey-level wage rate
1	0000-1040 Hours	73%
2	1041-2080 Hours	75%
3	2081-3120 Hours	77%
4	3121-4160 Hours	80%
5	4161-5200 Hours	84%
6	5201-6240 Hours	90%

Plus all fringe benefits

Apprentices who receive credit for previous experience shall be placed into the appropriate Step and compensated accordingly.

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. Lineman

Approximate Hours/Competency Level

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

1. Distribution (Cold).....	2900
a. Installing/Removing Poles	
b. Framing	
c. Tying in primary conductors	
d. Tree trimming	
e. Installation of transformers 3 phase and single phase.	
f. Installation of secondary service meters	
g. Street lighting maintenance, installation and removal.	
h. Installing guys and anchors	
i. Stringing in wire	
j. Installation of switches	
k. Installation of volt control equipment	
2. Distribution (Hot).....	1050
a. Replacing poles	
b. Installing dead ends	
c. Transferring and tying conductors	
d. Reconductoring primary phases while energized	
f. Installation of taps/jumpers	
g. Installation of volt control equipment	
h. Troubleshooting	
i. Installation of transfers single phase and 3 phase	
j. Verification of Phasing and electrical rotation	
k. Transferring dead ends attachments	
3. Underground	740
a. Installation of primary cable/conduit	
b. Installation of sec/meters	
c. Installation of transfers	
d. Performing Primary splices and elbows	
e. Installation of manholes and vaults	
f. Construction of Overhead to Underground Pole terminations	
g. Construction of Switch terminations	
h. Troubleshoot/fault locating	
i. Installation of underground sectionalizing	
j. Sectionalizing underground -energized	
4. Service Drops and Metering	400
a. Installation of meters and metering infrastructure	
b. Constructing and Identifying Secondary service drops, laterals, and street lighting circuits and lights	
5. Special Equipment (Reclosers, Regulators, Substation)	400
a. Installation, maintenance and operation of line voltage regulators, capacitor banks and protective reclosers	

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

- 6. Safety Meetings/Inspection of Safety Equipment350
 - a. Mandatory attendance of required safety meetings
 - b. Visual inspection and testing of hot line tools, personal grounds and other personal protective equipment associated with line work.
- 7. Miscellaneous.....400
 - a. Other work deemed necessary by the committee. This may include Cross training, equipment and tool training, locating, mapping and switching.
 - b. Safety and misc.

Total Hours/# of Competency Levels: 6240

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

(X) Sponsor approved training seminars (as approved by the Committee)
Utilizing Brady Hansen – Written in Red for Available courses

(X) Sponsor approved online or distance learning courses (as approved by the Committee)
Utilizing Brady Hansen – Written in Red for Available courses

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

- ☐ State Community/Technical college
- ☐ Private Technical/Vocational college
- ☐ Sponsor Provided (lab/classroom)
- ☒ Other (specify): **Camp Rilea, Northwest Line JATC**

B. **(187)** Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

- ☒ 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:

Apprentices may utilize our monthly safety program as RSI hours which may include our annual CPR training and Anti-Harassment training as accounted hours.

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:

All Apprentices must follow most current Big Bend Electric-Board Policy 328.

(BIG BEND ELECTRIC COOPERATIVE 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 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:

All Apprentices must follow most current Big Bend Electric-Board Policy 328.

C. Apprentice Complaint Procedures:

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

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.

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

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

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

- 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.

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

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 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.

(BIG BEND ELECTRIC COOPERATIVE 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. Quorum: **See above**
- b. Program type administered by the committee: **Individual Joint**

The Apprenticeship Committee shall be composed of two (2) members representing the employers and two (2) members representing the employees. Selection of these individual members will be made by the groups they represent.

- c. The employer representatives shall be:

**Nick Cooper, Secretary
Big Bend Electric Cooperative, Inc
PO Box 348
Ritzville, WA 99169**

**Jon Schuh
Big Bend Electric Cooperative, Inc
PO Box 348
Ritzville, WA 99169**

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

**Travis Scott, Alternate
Big Bend Electric Cooperative, Inc
PO Box 348
Ritzville, WA 99169**

- d. The employee representatives shall be:

**Pat Lyman, Chair
Big Bend Electric Cooperative, Inc
PO Box 348
Ritzville, WA 99169**

**Rob Yager
Big Bend Electric Cooperative, Inc
PO Box 348
Ritzville, WA 99169**

**Eddie Bageant, Alternate
Big Bend Electric Cooperative, Inc
PO Box 348
Ritzville, WA 99169**

**Brendan Smith, Alternate
Big Bend Electric Cooperative, Inc
PO Box 348
Ritzville, WA 99169**

**Preston Byington, Alternate
Big Bend Electric Cooperative, Inc
PO Box 348
Ritzville, WA 99169**

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:

(BIG BEND ELECTRIC COOPERATIVE APPRENTICESHIP)

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.

**Raquel Toronto
Operations/Dispatch Coordinator
Big Bend Electric Cooperative, Inc.
205 E. Columbia
Mesa, WA 99343**

For L&I Staff Use Only

RECEIVED 4/23/2025 SNYS

L&I Apprenticeship Consultant

Teri Gardner 5-9-25

L&I Admin

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



Journey Level Wage Rate

From which apprentices' wage
rates are computed

TO: Washington State Apprenticeship & Training Council

FROM: Big Bend Electric Cooperative Apprenticeship

Occupation:	County(ies):	Journey Level Wage Rate:	Effective Date:
Lineman	Franklin County & Adams County	\$ 60.54	10/1/2024
		\$	
		\$	
		\$	

Sponsors must submit the journey-level wage at least annually or whenever changed to the Department.

Form must be signed by Committee Chair and Secretary or Program's Authorized Signer

<input checked="" type="checkbox"/> Chair	Date 4-22-25	<input checked="" type="checkbox"/> Secretary	Date 4-22-25
<input type="checkbox"/> Authorized Signer			
Print Name: PATRICK LYMAN		Print Name: Nicholas Cooper	
Signature: Patrick Lyman		Signature: Nicholas Cooper	

For L&I Staff Use Only

RECEIVED 5/5/2025 SNYS

L&I Apprenticeship Consultant

Teri Gardner 5-9-25

L&I Admin

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



**Apprenticeship
Related/Supplemental
Instruction (RSI) Plan Review**



Program Name	
Big Bend Electric Cooperative Apprenticeship	
Occupation	
Lineman	
Term/OJT Hours	Total RSI Hours
6240	562
Training Provider	
Northwest Line Construction Industry JATC - (NWLCI)	

By the signature placed below, the program sponsor agrees to provide the prescribed RSI for each registered apprentice and assures that:

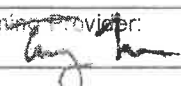
1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliances with WISHA and applicable federal and state regulations.
4. The RSI Plan is maintained, updated and submitted to the Department a minimum of once every 5 years (WSATC Policy 2015-01; rev, 10-21-21).
5. The RSI will be conducted by instructors who meet the qualification of the "competent instructor" as described in WAC 296-05-003:
 - a. Has demonstrated a satisfactory employment performance in her/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
 - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
 - c. 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 the related technical instruction.
6. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, instruction shall be clearly defined.

Signatures on next page

Form must be signed by Committee Chair and Secretary or Program's Authorized Signer

<input checked="" type="checkbox"/> Chair	Date	<input checked="" type="checkbox"/> Secretary	Date
<input type="checkbox"/> Authorized Signer	4/23/25		
Print Name: PATRICK LYMAN		Print Name: NICK COOPER	
Signature: 		Signature: 	

Training Provider Signature

Approved By (Print Name): Terry Lowen	Title: Director
Signature of the Training Provider: 	
Date: 4/23/25	

If additional training providers are needed, go to page 4.

SBCTC

Print Name:	Title:
Signature of the Program Administrator	
Date:	
<input type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name Big Bend Electric Cooperative Apprenticeship	Occupational Objective Lineman
--	-----------------------------------

Note: The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of Element/Course" field.

Describe minimum hours of study per year in terms of (check one):

- ☒ 12-month period from date of registration.
☐ Defined 12-month school year.
☐ 2,000 hours of on-the-job training.

Element/Course: Shock, Arc, and Blast – 1 st Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Rubber Gloves and Sleeves, Care and Use • Protective Line Devices, Care and Use • Working in Confined Spaces/Vault Rescue • Hand Signals • Powered Equipment Safety—Compressors and Portable Generators 	
Classroom Hours (6) – Online Hours (0) – Lab Hours (6)	

Element/Course: Math Basics – 1 st Year	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Fractions/Decimals/Percentages • Mathematics for Parallel Circuits • How to Solve Basic Algebraic Equations • Solving Power Calculations 	
Classroom Hours (20) – Online Hours (0) – Lab Hours (0)	

Element/Course: What is Electricity – 1 st Year	Planned Hours: Hours	16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI		
Description of element/course: <ul style="list-style-type: none"> • Electron Theory • Electrical Units • Sources and Effects of Electricity • The Electrical Circuit and Ohm's Law 		
Classroom Hours (8) – Online Hours (0) – Lab Hours (8)		

Element/Course: Rigging and Equipment – 1 st Year	Planned Hours: 16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Ropes, Knots, Hitches, and Splices • Wire Rope • Ladders/Step Bolts • Powered Equipment Safety–Underground & Digger Derricks • Hazard Communication 	
Classroom Hours (4) – Online Hours (0) – Lab Hours (12)	

Element/Course: Hardware and Materials for the Line Construction Industry – 1 st Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Guy Types, Guy Strength and Sizes • Guy Installation • Anchors • Line Conductors • Crossarms and Attachments • Insulators 	
Classroom Hours (2) – Online Hours (0) – Lab Hours (10)	

Element/Course: The Electric System – 1 st Year	Planned Hours: 16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • The Principles of Magnetism • Magnetic Induction • Working with Ratios and Proportion • Wire Sizes, Types, and Characteristics • Stringing Wire • Sagging and Tying in Conductors • Connecting an Overhead Service • Insulate and Isolate • Insulated Platforms and the Second Point of Contact 	
Classroom Hours (4) – Online Hours (12) – Lab Hours (0)	

Element/Course: Fundamentals of DC Theory – 1 st Year	Planned Hours: 24
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Resistance in DC Combination Circuits • How Current Reacts in Combination Circuits • How Voltage Functions in DC Combination Circuits • How to Calculate Power in DC Combination Circuits • Resistance in Series Circuits • Current/Voltage/Power in Series Circuits • How Voltage Functions in a DC Parallel Circuit • Resistance in a DC Parallel Circuit • How Current Reacts in a DC Parallel Circuit • How to Calculate Power in a DC Parallel Circuit 	
Classroom Hours (24) – Online Hours (0) – Lab Hours (0)	

Element/Course: Underground Systems – 1 st Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Excavation and Shoring • Laying Conduit • Manholes and Handholes • Cable Types • Pulling Cables • Planning and Design for Underground Systems • Baskets, Aerial Lifts, and Platforms • Grounding and Protective Grounds • Taking A Line Out of Service • Lock-out/Tag-out-Line Applications • Two-Way Radios – Proper Use Procedures 	
Classroom Hours (6) – Online Hours (0) – Lab Hours (6)	

Element/Course: Knowing Your Apprenticeship and Your Responsibilities – 1 st Year	Planned Hours: 24
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Sexual Harassment • The Attributes of an IBEW/NECA Apprenticeship • Your Job and the Future It Holds for You • Safety Awareness – On the Job • Basic Tools of the Trade • Use and Care of Hand Tools • Safety Meetings, Job Briefings (Tailboard) Discussions • First Aid, Safety, and Health • Avoiding the Hazards of Drug Abuse • Good Housekeeping 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (16)	

Element/Course: Introduction to OSHA – 1 st Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Hazard Awareness • Energized and Non-Energized Parts 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (4)	

Element/Course: Personal Protective Equipment – 1 st Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Use and Operation of Blocks • Slings and Chokers • Rigging Tools and Rigging Equipment 	
Classroom Hours (4) – Online Hours (0) – Lab Hours (8)	

Element/Course: Climbing Equipment Inspection and Care – 1 st Year	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Fall Protection • Climber Cutouts • Climbing Poles • Pole-Top Rescue • Bucket Rescue • Wood Poles—Inspection and Maintenance • Setting Poles, and Setting Poles Near or Around Energized Circuits • Digging Holes and Trenches 	
Classroom Hours (2) – Online Hours (0) – Lab Hours (18)	

Element/Course: Math – 2 nd Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Vectors • Working with prefixes and powers of 10 • Customary and Metric systems of measurement • The Circle • Area and Volume • Measuring and drawing angles • Right Triangles 	
Classroom Hours (12) – Online Hours (0) – Lab Hours (0)	

Element/Course: Introduction to Blueprints and Specifications - 2 nd Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Blueprint fundamentals • Symbols, Conventions and Abbreviations • Electrical Drawings and Diagrams • Civil drawings • Reading maps, plans and profiles • Staking sheets and stakes • Introduction to measuring and leveling devices 	
Classroom Hours (12) – Online Hours (0) – Lab Hours (0)	

Element/Course: Electrical Principles – 2 nd Year	Planned Hours: 8
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Introduction to Inductance • Voltage Drop • Metering • Overvoltage protection • Fault indicator 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (0)	

Element/Course: Transmission – 2 nd Year	Planned Hours: 24
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Tower Footings and Erection • Joining high-line conductors and sagging conductors • Dampers, hold down weights and armor rods • Phasing and tying in circuits 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (16)	

Element/Course: Electrical Principles II – 2 nd Year	Planned Hours: 16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Overload capabilities of electrical equipment • Phase Sequence • Back-feed • Locating Faults and Restoring Service 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (8)	

Element/Course: Introduction to medium voltage cable power cable – 2 nd Year	Planned Hours: 16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Cable Splicing: safety, material and tools, cable preparation, terminations, splicing, elbows (separable connectors), ground cables, pulling cables and insulation testing • Introduction to cable fault locating and underground troubleshooting • Manufacturers kits. • Test Instruments – How to use a megohmmeter • Confined spaces 	

Classroom Hours (8) – Online Hours (0) – Lab Hours (8)

Element/Course: Mobile Cranes – 2 nd Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none">• Boom capacities and load charts• Practical applications rigging and vectors• Lifting and digging operations	
Classroom Hours (12) – Online Hours (0) – Lab Hours (0)	

Element/Course: Traffic Signal Industry overview – 2 nd Year	Planned Hours: 8
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none">• Hardware and equipment• Signal cabinets• Phasing and traffic flow• Manual on Uniform Traffic Control Devices• Flagging, signs, and barricades	
Classroom Hours (8) – Online Hours (0) – Lab Hours (0)	

Element/Course: Professional Personal Conduct – 2 nd Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none">• Becoming familiar with the IBEW Constitution• Parliamentary Procedure and how it works• Understanding Local Union Bylaws• Absenteeism• Harassment	
Classroom Hours (12) – Online Hours (0) – Lab Hours (0)	

Element/Course: Working Outdoors – 2 nd Year	Planned Hours: 8
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none">• Emergency Response• Introduction to 1910.269, Electric Power Generation, Transmission and Distribution	
Classroom Hours (8) – Online Hours (0) – Lab Hours (0)	

Element/Course: AC/DC Theory – 2 nd Year	Planned Hours: 16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Reviewing the Applications of DC Theory • Comparing Direct Current to Alternating Current • Fundamentals of Alternating Current • An Introduction to 3-Phase Systems • Understanding how the DC generator works • Understanding the design and function of AC Generators • Introduction to and general use of Test Instruments 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (8)	

Element/Course: Introduction to Transformers – 2 nd Year	Planned Hours: 32
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Transformer Construction • Operation, Polarity/Connections, Installation, Protection and Single-phase Connections. • Transformer: Completely Self-Protected • Conducting Transformer Load Checks • Specific Hazards working with Transformers 	
Classroom Hours (16) – Online Hours (0) – Lab Hours (16)	

Element/Course: Live-Line Tools – 3 rd Year	Planned Hours: 20
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Introduction, identification and care, using hot sticks and maintenance with hot sticks • Live-Line work practices: insulator and crossarm changes (including 138kv), tower insulator changes, helicopter timber changes and special practices 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (12)	

Element/Course: Metering – 3 rd Year	Planned Hours: 8
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Primary metering • Single-phase revenue metering 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (0)	

Element/Course: Fusing and Reclosers – 3 rd Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Primary fusing/fuse principles • Reclosers and sectionalizers • Substation equipment identification, oil circuit breakers, batteries, oil care and filtering, air switches, • Control equipment. • Fault current • Testing for line faults Classroom Hours (8) – Online Hours (0) – Lab Hours (4)	

Element/Course: Regulators and Capacitors – 3 rd Year	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Voltage regulation • Step regulators and tap changing • Capacitors and capacitor switching Classroom Hours (8) – Online Hours (0) – Lab Hours (4)	

Element/Course: Almost a Journeyman – 3 rd Year	Planned Hours: 16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Pride in your industry • Introduction to the COMET Program • Productivity • Labor Management Relations/LMCC's • The economics of unemployment • Keys to success – Motivation and Leadership • The National Electrical Benefit Fund • After apprenticeship • Foremanship Classroom Hours (16) – Online Hours (0) – Lab Hours (0)	

Element/Course: Distribution circuits – 3 rd Year	Planned Hours: 16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Review of Alternating current, theory terms and definitions • Inductance • Capacitors / Distribution Capacitors • Transformers – Three-Phase voltages and connections • Transformers – Single-Phase Connections • Transformer connections • Troubleshooting Three-Phase banks 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (8)	

Element/Course: Personal Protective Grounding – 3 rd Year	Planned Hours: 16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Body currents • Basic electric circuits • Grounding history • Equipotential zone grounding, selection of equipment, installation of grounds, Step and Touch potential • Induced voltage and multiple grounds, truck grounding, underground distribution grounding, grounding in substations, and grounding during construction activities. 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (8)	

Element/Course: Protective Devices – 3 rd Year	Planned Hours: 16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI	
Description of element/course: <ul style="list-style-type: none"> • Testing ground (earth) resistance • Lightning protection • Applying rubber protective devices 	
Classroom Hours (8) – Online Hours (0) – Lab Hours (8)	

Element/Course: Energy – 3 rd Year	Planned Hours: Hours	16
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI		
Description of element/course: <ul style="list-style-type: none"> • Power Factor • Power Harmonics • Alternative Energy Sources – wind and photovoltaics • Extra high voltage lines 		
Classroom Hours (8) – Online Hours (0) – Lab Hours (8)		

Element/Course: Fiber Optic – 3 rd Year	Planned Hours: Hours	8
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI		
Description of element/course: <ul style="list-style-type: none"> • fiber types • cable types • codes and standards • aerial construction • underground construction 		
Classroom Hours (8) – Online Hours (0) – Lab Hours (0)		

Element/Course: Introduction to Substations – 3 rd Year	Planned Hours: Hours	10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: NWLCI		
Description of element/course: <ul style="list-style-type: none"> • Safety procedures • Federal regulations • Print reading • Connections • Grounding/ground grids • Steel superstructure assembly • Control cable and devices 		
Classroom Hours (10) – Online Hours (0) – Lab Hours (0)		

Element/Course: Crane Certification – 3 rd Year	Planned Hours: Hours	40
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study		
Provided by: NWLCI		
Description of element/course: <ul style="list-style-type: none"> • Inspection and Maintenance • Safety Checks • Evaluation of worksite conditions, setup, assembly and shut down • Managing Crane/Digger Derrick Access and Egress • Maintain Employment Requirements 		
Classroom Hours (20) – Online Hours (0) – Lab Hours (20)		

Element/Course: Monthly Safety Meetings	Planned Hours: Hours	30
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study		
Provided by: Big Bend Electric Cooperative		
Description of element/course: Classroom Hours (30) - Online Hours (0) - Lab Hours (0)		
Safety classes contain topics ranging from Climate, Fire, Pole top, Flagger, CPR, Anti-Harrasement, and driving conditions.		



RECEIVED 5/8/2025 SNYS

Big Bend Electric Cooperative, Inc.

1373 N Hwy 261
PO Box 348
Ritzville, WA 99169

Telephone: (509) 659-1700
Toll Free: (866) 844-2363
Fax: (509) 659-1404

Teri Gardner 5-9-25

April 28, 2025

RE: Big Bend Electric Cooperative Apprenticeship program committee selection

To whom it may concern,

Big Bend Electric Cooperative of Franklin and Adams County performed a committee selection by the employer side with the Manager and Superintendents coming forward as volunteers to launch an accredited apprentice program. The employee side was given the opportunity to discuss and select individuals who felt they wanted to participate in the process of guiding their fellow brothers in a successful apprenticeship.

Please feel free to reach out should any questions arise.

Thank you,

Nick Cooper
Program Secretary
509-539-4497

Pat Lyman
Program Chair

For L&I Staff Use OnlyRECEIVED 4/23/2025 SNYS
L&I Apprenticeship Consultant*Teri Gardner 5-9-25*
L&I AdminDepartment of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530**Apprenticeship Committee
Representative Qualifications**

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program

Big Bend Electric Cooperative, Apprenticeship

Committee Representative Name
Nick Cooper

Committee Representative Signature

☒ Employer Representative ☐ Employee Representative (Does not have the authority to hire or fire)**Work Experience**

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Superintendent	Big Bend Electric Cooperative, Inc	10/2021	Current
Lineman	Foreman / Big Bend Electric Cooperative, Inc	2011	10/2021
Journeyman	Lineman / Big Bend Electric Cooperative, Inc	2008	Current

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Columbia Basin Community College	2000/2003	General	
Avista Line School	04/2003	Pre Apprentice	Certified

Other Technical Certifications or Licenses Held

For L&I Staff Use Only

RECEIVED 4/23/2025 SNYS

L&I Apprenticeship Consultant

Teri Gardner 5-9-25
L&I Admin

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

**Apprenticeship Committee
Representative Qualifications**

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program

Big Bend Electric Cooperative Apprenticeship

Committee Representative Name
Jon Schuh

Committee Representative Signature

☒ Employer Representative ☐ Employee Representative (Does not have the authority to hire or fire)**Work Experience**

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Operations	Superintendent / Big Bend Electric Cooperative, Inc	07/2014	Current
Lineman	Big Bend Electric Cooperative, Inc	06/2013	07/2014
Lineman	Foreman / Construction IBEW Local 77	04/2003	10/2013
Apprentice	Lineman / Construction IBEW Local 77	08/1999	04/2003

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
NWJATC Lineman Apprentice Program	04/2003	Electrical Journeyman	Lineman
Connell High School	06/1994	General Study	Diploma

Other Technical Certifications or Licenses Held

For L&I Staff Use Only

RECEIVED 4/23/2025 SNYS

L&I Apprenticeship Consultant

Teri Gardner 5-9-25

L&I Admin

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



Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program Big Bend Electric Cooperative Apprenticeship

Committee Representative Name Pat Lyman	Committee Representative Signature
<input type="checkbox"/> Employer Representative <input checked="" type="checkbox"/> Employee Representative (Does not have the authority to hire or fire)	

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Foreman	Big Bend Electric Cooperative, Inc	10/2021	Current
Lineman	Big Bend Electric Cooperative, Inc	07/2014	10/2021

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
NWJATC	05/2005	Lineman Apprentice	Certified

Other Technical Certifications or Licenses Held

--

For L&I Staff Use Only

RECEIVED 4/23/2025 SNYS

L&I Apprenticeship Consultant

Teri Gardner 5-9-25

L&I Admin

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



Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program

Big Bend Electric Cooperative Apprenticeship

Committee Representative Name
Rob Yager

Committee Representative Signature

☐ Employer Representative ☒ Employee Representative (Does not have the authority to hire or fire)

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Lineman	Foreman / Big Bend Electric Cooperative, Inc	05/2010	Current
Lineman	Big Bend Electric Cooperative, Inc	07/2008	05/2010
Apprentice	Big Bend Electric Cooperative, Inc	07/2004	07/2008

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Walla Walla Cimmunity College	07/1995		None
Othello High School	06/1994	General Study	Diploma

Other Technical Certifications or Licenses Held

--

For L&I Staff Use OnlyRECEIVED 4/23/2025 SNYS
L&I Apprenticeship ConsultantTeri Gardner 5-9-25
L&I AdminDepartment of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530**Apprenticeship Committee
Representative Qualifications**

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program

Big Bend Electric Cooperative Apprenticeship

Committee Representative Name
Eddie Bageant

Committee Representative Signature

☐ Employer Representative ☒ Employee Representative (Does not have the authority to hire or fire)**Work Experience**

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Lineman	Big Bend Electric Cooperative, Inc	04/2024	Current
Foreman	Sturgeon Electric	09/2023	04/2024
Service Rep	Inland Power and Light	07/2009	09/2023
Lineman	Inland Power and Light	2009	2009
Apprentice	Inland Power and Light	2006	2009

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Avista Pre Apprentice Line School	3 MTH	Pre Apprentice	Grad
Walla Walla Community College	2 YR	Deisel Mechanic	Grad
St John Endicott School	12 YR	General Study	Grad
Apprenticeship W/Inland Power & Light	3 YR		Topped out

Other Technical Certifications or Licenses Held

CDL, Forklift, CPR, First Aid

For L&I Staff Use Only

RECEIVED 4/23/2025 SNYS

L&I Apprenticeship Consultant

Teri Gardner 5-9-25
L&I Admin

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



Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program

Big Bend Electric Cooperative Apprenticeship

Committee Representative Name
Brendan Smith

Committee Representative Signature

Brendan Smith☐ Employer Representative ☒ Employee Representative (Does not have the authority to hire or fire)

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
JOURNEYMAN	BIG BEND ELECTRIC	01/2013	CURRENT
JOURNEYMAN	STURGEON ELECTRIC	01/2010	01/2013

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
WENATCHEE HIGH	06/2002	GENERAL	
WALLA WALLA CC	2002/2004	ASSOCIATES	

Other Technical Certifications or Licenses Held

OSHA, FLAGGERS, CPR

For L&I Staff Use Only

RECEIVED 4/23/2025 SNYS

L&I Apprenticeship Consultant

Teri Gardner 5-9-25
L&I Admin

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

**Apprenticeship Committee
Representative Qualifications**

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program

Big Bend Electric Cooperative Apprenticeship

Committee Representative Name
Preston Byington

Committee Representative Signature

☐ Employer Representative ☒ Employee Representative (Does not have the authority to hire or fire)**Work Experience**

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Journeyman	Big Bend Electric Cooperative, Inc	09/2024	Current
Journeyman	International Line Builders	08/2023	08/2024

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Mountain St JATC	07/2022	Lineman Apprentice	Journeyman
John Deere Tech/Walla Walla Comm	10/2021	John Deere Deisel Tech	Certified
Othello High School	05/2009	General Study	Diploma

Other Technical Certifications or Licenses Held

Teri Gardner 5-9-25

RECEIVED 5/5/2025 SNYS



Big Bend Electric Cooperative, Inc.

1373 N. Hwy 261
PO Box 348
Ritzville WA 99169

Telephone: (509) 659-1700
Toll Free: (866) 844-2363
Fax: (509) 659-1404

April 28, 2025

RE: Big Bend Electric Cooperative Apprenticeship program sustainability statement

To whom it may concern,

Big Bend Electric Cooperative of Franklin and Adams County supports and funds the Apprenticeship program through wages, training, tuition and meeting expenses.

Please feel free to reach out should any questions arise.

Thank you,

Nick Cooper
Program Secretary
509-539-4497

Pat Lyman
Program Chair