



**APPRENTICESHIP PROGRAM STANDARDS**  
**adopted by**

**ALL PHASE U APPRENTICESHIP & TRAINING**

(sponsor name)

Occupational Objective(s):  
**GENERAL ELECTRICIAN (01)**

SOC#  
**47-2111.00**

Term [WAC 296-05-015]  
**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:**

[APRIL 18, 2024 ]  
Provisional Registration

[JULY 24, 2024 ]  
Standards Last Amended

[ ]  
Permanent Registration

By: [MARK RIKER ]  
Chair of Council

By: [CELESTE MONAHAN ]  
Secretary of Council

# ALL PHASE U APPRENTICESHIP & TRAINING

## 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.

\*All sponsor inserted language must meet or exceed minimum requirements as established by the appropriate occupations outlined in these standards for each occupation. Minimum Guideline requirements have been *emboldened*, *italicized* and captured in bordering and may not be revised.

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Sponsor Introductory Statement (Required):

[All-Phase U is designed to develop knowledge, skills, and mindsets that transfer to success in the field and classroom. Our mission is to administer an innovative, high-quality learning experience that demonstrates the value of teamwork and providing safe, effective solutions for our customers. We believe that learning in the classroom met with hands on practice in the field allows for our apprenticeship team to successfully develop into electrical professionals.]

### 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.

[Our Standards are covered in the following counties in Washington State: Benton, Chelan, Douglas, Grant, Kittitas, Klickitat, Walla Walla, and Yakima.]

### II. MINIMUM QUALIFICATIONS:

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

Age:	<b><i>18 Years Old</i></b>
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Education:	<b><u>General Electrician (01)</u></b>
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***Must be a high school graduate from a school accredited by a State Education Agency; or have a GED; or have completed a High School Equivalency; or have completed an Associate degree or higher from a school accredited by a State Education Agency; and***

***Show evidence of successful completion of: 1 full year of high school Algebra with a passing grade of "C" or better.***

***Applicants who have not completed one full year of high school algebra with a passing grade of "C" or better, may qualify under one of the following:***

- 1. Equivalent post high school algebra course(s) with a grade of "C" or better.***
- 2. Current math placement results from a community college facility indicating a placement level beyond high school level algebra.***

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**3. *Provide certificate of completion from a committee approved online tech math course.***

**Physical:** *Physically and mentally able to safely perform or learn to safely perform essential functions of the job with or without reasonable accommodations.*

**Testing:** [None]

**Other:** [Applicant must provide a copy of their valid Washington State driver license, or other form of valid government-issued identification and or driver authorization.]

### **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:**

- 1. [As an Employer Select Apprenticeship Program, Applicants must first be employed by All Phase. Applications for Apprenticeship Program will be posted at All Phase office and provided to each employee upon hiring.]**
- 2. The Committee will vet all applicants to ensure they meet the minimum qualifications for the apprenticeship program and ensure sufficient capacity to properly supervise the apprentice.**
- 3. Apprentice interviews from the pool of employees will include:**
  - a. Each applicant shall be interviewed individually with 2 or more members of the committee.**
  - b. All applicants must be asked the same questions.**
  - c. After a brief introduction, the interviewing committee will ask questions to find out as much as possible about the applicants' capacity to participate in apprenticeship.**

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- d. Criteria for evaluation will be focused on work experience, mechanical/technical abilities, and motivation to complete this program.
- e. Interviews will be conducted using the STAR interview method. This behavior-based interview style will be graded with a 0–5-star rating, 0 being little to no interest and 5 being high-level of interest. In the event of a tie, relevant work experience and previous education will be considered to break the tie.
- f. Interview questions and responses will be recorded and kept on record for future review.
- g. After the interview process is complete applicants will be ranked based on the results.
- h. Once a position is open for the apprenticeship program, the top applicant on the ranked list will be offered a position, and the selected party will be enrolled in the apprenticeship program. ]

### B. Equal Employment Opportunity Plan:

- 1. [Distribute information about All-Phase employment opportunities and the benefits of an apprenticeship program.
- 2. Work with state/local school districts, community organizations, and pre-apprenticeship programs that create awareness of All Phase employment and apprenticeship program.
- 3. Work closely with tech schools and programs that support trade work training. This could include high school programs, job placement programs, or supplemental job training programs.]

### C. Discrimination Complaints:

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

## IV. TERM OF APPRENTICESHIP:

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

### A. *General Electrician (01)*

*8000 Hours of reasonably continuous employment*

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### 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.

C.

**1. General Electrician (01)**

*The first one thousand-six hundred (1,600) hours of employment shall constitute the initial probationary period or one year from date of registration, whichever occurs first.*

### 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 as noted above or 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)].

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- C. Apprentices will work the same hours as journey-level workers, except when such hours may interfere with related/supplemental instruction.
- D. Any variance to the rules and/or policies stated in this section must be approved by the WSATC.
- E. The ratio must be described in a specific and clear manner, as to the application in terms of job site, work group, department or plant:

### **1. General Electrician (01)**

*The employer is allowed a ratio of one (1) apprentice to one (1) journey-level worker per job site, unless one of the following conditions is met:*

*No more than two apprentices for every journey level Residential (02) or Limited Energy (06) specialty electrician when working in that electrician's specialty.*

*Apprentices with a minimum of 7,000 hours of OJT will be allowed to work without the direct supervision of a journey-level person provided that they have been issued a six- month, nonrenewable, unsupervised electrical training certificate by the Washington State Labor and Industries Electrical Section. Such apprentices will not be counted for the purposes of a ratio calculation nor be allowed to supervise other apprentices.*

*Supervision and Ratio of apprentices registered in the above occupations shall follow requirements established under RCW 19.28.161.*

### **2. [Concurrent employment of Apprentices and Trainees shall be allowed per variance stipulations approved by the WSATC. Variance shall expire on June 30, 2026.**

- In case of layoff due to lack of work, trainees and apprentices will be laid off alternately.
- The ratio of Journey Level worker to apprentice remains 1 to 1.
- For newly approved program sponsors wanting to operate under this variance the sponsor will register their first apprentice within 30 days of approval from the WSATC.
- Beginning July 1, 2024 Apprenticeship Programs/Training agents will have at least a minimum of 1 registered apprentice or 10% of their non-journey (non-certified) level workers registered as apprentices.
- Beginning July 1, 2025 the percentage will increase from 10% to 25% of their non-journey (non-certified) level workers registered as apprentices.

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- Beginning July 1, 2026 this percentage will increase from 25% to 100% of their non-journey (non-certified) level workers registered as apprentices.
- Apprentices and Trainees are allowed to work on the same project.
- This temporary variance approval expires in its entirety on June 30, 2026.
- None of the above stipulations are an exemption from following any Electrical Certificate requirements found in RCW19.28.161.

*(Variance granted 06/10/2024, expires 6/30/2026)*

### **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

#### **1. General Electrician (01)**

[Step ]	[Hour Range or competency step ]	[Percentage of journey-level wage rate ]
[1 ]	[0000 – 1000 Hours ]	[40% ]
[2 ]	[1001 – 2000 Hours ]	[45% ]
[3 ]	[2001 – 3000 Hours ]	[50% ]
[4 ]	[3001 – 4000 Hours ]	[55% ]
[5 ]	[4001 – 5000 Hours ]	[65% ]
[6 ]	[5001 – 6000 Hours ]	[75% ]
[7 ]	[6001 – 7000 Hours ]	[80% ]
[8 ]	[7001 – 8000 Hours ]	[85% ]

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***General Electrician (01) apprentices shall not be paid less than the progressive scale identified within this section regardless the scope of work being performed.***

**[The journeyperson rate used to determine the wage for the apprentice at each wage step will be based on the entry-level journeyperson wage rate for All Phase. This rate will be reviewed annually.]**

### **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. General Electrician (01)**

In no case shall:

1. The term of apprenticeship be less than 8000 hours, or
  2. Work hours in electrical specialty occupations, such as the residential (02) or limited energy (06) specialties, be more than 4000 cumulative hours for the term of apprenticeship, or
  3. Commercial and industrial work hours be less than 4000 cumulative hours for the term of apprenticeship, or
  4. Department credited work experience in electrical specialties with less than a 4000 hour experience requirement be credited toward apprenticeship completion.
- Per WAC 296-46B-945 Table 945-1 Note 6.

<b><u>General Electrician (01)</u></b>	<b><u>Approximate Hours/Competency Level</u></b>
<b><i>1. COMMERCIAL-wiring of commercial installation including all phases and all types of electrical installations as referenced in WAC 296-46b, and repair of all equipment therein; and necessary pre-fabrication and preparation.</i></b>	
<b><i>INDUSTRIAL-wiring of all industrial buildings and equipment; the maintenance, repair, and alteration of the same; and necessary pre-fabrication and preparation.</i></b>	<b><i>*No less than 4000 Hours*</i></b>
<b><i>2. RESIDENTIAL-wiring of residences, duplexes, and small apartment buildings and necessary</i></b>	

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*pre-fabrication and preparation.*

*\*No more than 4000 Hours\**

***SPECIALIZED SYSTEMS-wiring of systems which include; sound, data transmission, telephone, fire alarm, fiber optics, energy management, closed circuit television programmable controllers, and nurse call systems.***

***Total Hours/# of Competency Levels:***

***8000***

### **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): **[OSHA and Safety]**

☒ Sponsor approved online or distance learning courses (specify):

**[Mike Holt on-line programs as designated as on-line in the Program's RSI Plan.]**

☐ State Community/Technical college

☐ Private Technical/Vocational college

☒ Sponsor Provided (lab/classroom)

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☒ Other (specify)

B. **(200)** 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: **September** through **June**.

☐ 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. General Electrician (01)**

*The 144 hours identified above shall be 144 hours/year of competent instructor led classroom instruction (“must” include lab or hands-on instruction)*

- *This requirement includes a minimum of 720 RSI hours over the term of apprenticeship under the same conditions.*
- *On-line would not be excluded as a delivery method but could only be offered for hours over the 144 annual minimum/720 cumulative total.*

**RSI Hours Per Year:**

**180 Classroom hours**

**20 Online learning hours**

*RSI plans shall be updated by the sponsor every five years or as requested by the department to ensure compliance with these standards.*

*Competent Instructor qualifications shall include the following:*

- *Meets requirements of WAC 296-05-003, excluding the Journey Level Experience requirement*
- *Meets requirements of WAC 296-46B-970, excluding the following;*
  - *Manufacturer/Vendor representative when not accompanied by Competent Instructor*
  - *Electrical Administrator with no Journey level trade qualification*

## **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:

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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-Phase U will determine an apprentice's comprehension and progress quarterly throughout the apprenticeship program. The review process will include classroom instructor(s), assigned Journey level supervisor and will be monitored by the Training Director.**
  - b. **RSI classes will take place up to 3 days per month. All OJT commitments must be worked around these RSI classes. Apprentices are required to attend RSI when classes are in session.**
  - c. **Apprentices are required to have reliable transportation to attend work, required classes, and labs.**
  - d. **A Washington State driver license or other form of valid government-issued driver authorization is required throughout the duration of the apprenticeship program.**
  - e. **It is the responsibility of the apprentice to report OJT and RSI hours to the Sponsor, this can be done either in person at All-Phase Electric HQ or via email.**
  - f. **Requirements to advance in program:**
    - 1) **Attend and participate in RSI classes and lab activities.**
    - 2) **Make-up missed RSI classes and Labs if missed.**
    - 3) **Maintain 70% average grade or better for class and labs.**
    - 4) **Report all OJT hours.**
    - 5) **Maintain meets expectations or better for performance review.**
  - g. **Apprentices are required to purchase their own books to be enrolled for the apprenticeship program.**
  - h. **Apprentices are expected to carry their current Electrical Trainee Certificate and Apprenticeship Credential documents. These documents should be**

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available to present upon request of All-Phase Electric or an electrical inspector.

- i. (01) Apprentices are required to take the state level examination within thirty (30) days of being approved for examination by the Department and report results to the Committee. Any Apprentice who fails the exam will be required to engage in additional study as determined by the Sponsor and retake and pass the exam within 120 days of completing their OJT and RSI requirements.**
- j. Laid off Apprentices:**
  - 1) Unless requested by written letter, Apprentices will remain registered in All-Phase U apprenticeship program.**
  - 2) Once workload is back to normal and hiring is resumed, priority is reserved for laid off apprentices enrolled in All-Phase U.**
  - 3) An Apprentice is allowed to continue RSI training while laid off for up to one year.**
  - 4) Sponsor will provide all paperwork resources in assisting with transfer to another program when applicable.**
- k. Travel Policies for Apprentices:**
  - 1) This Apprenticeship Program will make every effort to ensure that training programs take place in or around Yakima. However, if an Apprentice is required to travel more than (150) miles one way for training or disciplinary procedures, the following accommodations will be made:**
    - a) Lodging will be provided if required or requested. Apprentices will be required to share a room. Maximum of two (2) apprentices per room. Same gender apprentices only will be required to share rooms.**
    - b) Mileage will be reimbursed at the current federal allowed rate when using personal transportation.**
    - c) A \$50.00 food per diem will be offered to all apprentices when they are required to stay out of town.**
- l. Credit for previous experience (OJT and RSI): All requests must be in writing and must be made within 90 days of registration as an apprentice.**
- m. RSI credit: Apprentices may request consideration for previous accredited educational training in the occupation of electrician. The apprentice must provide documents verifying previous accredited educational training such as transcripts or educational credentials.**
  - i. The apprentice may be able to test out of some RSI courses or be granted RSI credit hours.**

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- ii. **The Committee will administer written proficiency examinations, will evaluate the results in a non-discriminatory manner, and determine the amount of RSI credit, and/or which RSI classes will be waived.**
- n. **OJT credit: Apprentices may request consideration for previous work experience in the occupation of electrician.**
  - i. **The Committee will verify hours on file with L&I Electrical Licensing by reviewing verified affidavits online.**
  - ii. **Unless otherwise specified by current Electrical Licensing rules, the Committee will evaluate verified affidavits and determine the amount of OJT credit to be awarded. This shall be done in a non-discriminatory manner.**
  - iii. **Credit hours required to be granted under current Electrical Licensing rules will be awarded according to rule and law.]**

### 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.

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- 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:
- a. **[Separation of employment from All-Phase Electric may result in cancellation of the Apprenticeship Agreement.**
  - b. **Apprentices determined to be cheating or found plagiarizing will be called before the Committee and disciplinary action will be determined, up to and including cancellation of the Apprenticeship Agreement.**
  - c. **Scheduled classes are required to be attended per Apprenticeship Agreement. Unexcused absences and or tardies exceeding two (2) events per RSI year will result in the Apprentice meeting with the Committee potentially facing disciplinary action up to and including cancellation of the Apprenticeship Agreement.**
  - d. **An excused absence is defined as stated below:**
    - 1) **Military Service.**
    - 2) **Medical restriction.**
    - 3) **Funeral for immediate family member.**
    - 4) **ER visit for self or an immediate family member.**
    - 5) **Jury Duty.**
    - 6) **Anything determined by the WA Family Leave Act.**
  - e. **Apprentices who have missed instruction are required to schedule at the convenience of the instructor a plan to make up all missed class activities including assignments, quizzes, and tests. All learning must be caught up and on schedule prior to the next term of classes. Failure to meet requirements can result in disciplinary action up to and including cancellation of Apprenticeship Agreement.**
  - f. **Apprentices are required to always maintain a 70% passing rate. Failure to meet the expected 70% passing rate will result in disciplinary action up to and including cancellation of the Apprenticeship Agreement.**

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- g. Apprentices who violate the provisions of this Section X.B. 3.(a)-(f) and (h) may be called before the Committee and face disciplinary action up to and including cancellation of the Apprenticeship Agreement.**
- h. Harassment will not be tolerated by the Committee. Harassment has been defined as follows: Unwelcome conduct that is based on race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, older age (beginning at age 40), disability, or genetic information (including family medical history).**
- i. When an Apprentice is required to appear before the Committee for possible disciplinary action, they will be given a written twenty (20) day notice to request their appearance.**
- j. If an Apprentice fails to appear or respond to the Committee after due notice, disciplinary action up to and including the cancellation of the Apprenticeship Agreement, maybe determined by the Committee.]**

### **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.

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### D. Apprentice Complaint Review/Appeals Procedures:

1. If the apprentice disagrees with the program sponsor's decision, the apprentice must submit a written appeal to L&I's apprenticeship section within 30 calendar days from the date the decision is mailed by the program sponsor. Appeals must describe the subject matter in detail and include a copy of the program sponsor's decision.
2. The L&I apprenticeship section will complete its investigation within 30 business days from the date the appeal is received and attempt to resolve the matter.
3. If the Apprenticeship section is unable to resolve the matter within 30 business days, the Apprenticeship section issues a written decision resolving the appeal.
4. If the apprentice or sponsor is dissatisfied with L&I's decision, either party may request the WSATC review the decision. Requests for review to the WSATC must be in writing. Requests for review must be filed within 30 calendar days from the date the decision is mailed to the parties.
5. The WSATC will conduct an informal hearing to consider the request for review.
6. The WSATC will issue a written decision resolving the request for review. All parties will receive a copy of the WSATC's written decision.

## XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

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

- A. Committee Operations (WAC 296-05-009): (Not applicable for Plant Programs)  
Apprenticeship committees must be composed of an equal number of management and non-management representatives from a minimum of four to a maximum of twelve members. Committees must convene meetings at least three times per year attended by a quorum of committee members as defined in these approved standards.
- B. Program Operations  
The sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department upon request. Records required by WAC 296-05-100 will be maintained for five (5) years; all

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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 reports through assigned state apprenticeship consultant.

Sponsors shall submit required forms/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. Quorum: **[The Quorum shall be made up of four (4) members minimum, Employer and Employee representation will be equal.]**

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- b. Program type administered by the committee: **[Individual Non-Joint]**
- c. The employer representatives shall be:

**[Zachary S. Dennis, Chair  
Operations Manager  
1515 W. Ahtanum Rd.  
Union Gap, WA 98903]**

**[Andrew Lea, Principal  
1515 W. Ahtanum Rd.  
Union Gap, WA 98903]**

**[Isaiah Kizziar, Principal  
1515 W. Ahtanum Rd.  
Union Gap, WA 98903]**

- d. The employee representatives shall be:

**[Matt Kline, Secretary  
Journeyman Electrician  
1515 W. Ahtanum Rd.  
Union Gap, WA 98903]**

**[Billy Murders - Journeyman  
Electrician  
1515 W. Ahtanum Rd.  
Union Gap, WA 98903]**

**[Billy Kizziar - Journeyman  
Electrician  
1515 W. Ahtanum Rd.  
Union Gap, WA 98903]**

### 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

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### **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.

**[Erik Gaskell  
1515 W. Ahtanum Rd.  
Union Gap, WA 98903]**

<i>*Must be designated by the sponsor for electrical training programs</i>
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