



APPRENTICESHIP PROGRAM STANDARDS
adopted by

OKANOGAN PUD APPRENTICESHIP

(sponsor name)

Occupational Objective(s):

SOC#

Term [WAC 296-05-015]

LINEMAN

49-9051.00

6000 HOURS

METERMAN

49-2095.00

6000 HOURS

POWER SYSTEMS WIREMAN

49-2095.00

6000 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:

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By: MARK RIKER
Chair of Council

By: CELESTE MONAHAN
Secretary of Council

OKANOGAN PUD 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.

OKANOGAN PUD APPRENTICESHIP

Sponsor Introductory Statement (Required):

The following apprenticeship program standards have been prepared by representatives of Public Utility District No. 1 of Okanogan County, Okanogan, Washington, and representatives of I.B.E.W. Local 77, Unit 127 (“Union”) of Okanogan, Washington.

The Program Sponsor declares the purpose and policy herein is to establish an organized system of registered apprenticeship education and training. The District recognizes Washington State Apprenticeship and Training Council's (“WSATC”) authority to regulate and will submit revision requests to WSATC when making changes to an apprenticeship program standard.

When approved by and registered with WSATC, these Standards will govern the training of apprentices in this industry.

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 within the service territory of PUD No. 1 of Okanogan County in the state of Washington.

II. MINIMUM QUALIFICATIONS:

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

Age:	Applicants for apprenticeship must be at least 18 years of age at the time bid application is submitted.
Education:	Applicants for apprenticeship must have high school diploma or equivalent.
Physical:	Applicants for apprenticeship must be physically capable of performing the work of the craft with or without reasonable accommodations.
Testing:	None
Other:	Current and valid state driver license. Driving record must be eligible for CDL.

OKANOGAN PUD APPRENTICESHIP

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

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

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

A. Selection Procedures:

Exempt per WAC 296-05-405(1) (b)

B. Equal Employment Opportunity Plan:

Exempt per WAC 296-05-405(1) (b)

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 lineman, power systems wireman, and meterman shall be 6,000 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

OKANOGAN PUD APPRENTICESHIP

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. **All apprentices employed in accordance with these Standards shall be subject to a probationary period for the first 1200 hours of service.**

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:

OKANOGAN PUD APPRENTICESHIP

There shall not be more than one apprentice to one 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:

- 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

Apprentices shall be paid at the following percentage rate based on the corresponding journey-level worker wage in the Collective Bargaining Agreement in accordance with WAC 296-05-015(26):

Linemen, Power Systems Wireman, Metermen:

Step	Hour Range or competency step	Percentage of journey-level wage rate
1	0000 – 1000 Hours	74.92%
2	1001 – 2000 Hours	77.27%
3	2001 – 3000 Hours	80.42%
4	3001- 4000 Hours	83.21%
5	4001 – 5000 Hours	85.01%
6	5001 – 6000 Hours	89.93%

OKANOGAN PUD APPRENTICESHIP

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.

<u>A. Lineman:</u>	<u>Approximate Hours/Competency Level</u>
1. Construct, repair, and maintain overhead conductors and insulators, switches, cutouts, and other protective devices.....	1000
2. Construct and maintain underground conductor and associated switches, cutouts, and protective devices.....	1000
3. Construct and maintain energized primary circuits with hot stick method	1000
4. Construct, repair, and maintain overhead poles, arms and guys	900
5. Construct and maintain transformers, underground, pad mount, pole mount, and pole-mounted equipment	500
6. Construct and maintain underground and overhead services	500
7. Safely and efficiently, operate heavy equipment and tools of the trade	400
8. Create, interpret, and construction of work sketches	200
9. Locating and metering of overhead and underground lines	200
10. Safely and efficiently, operate substation	100
11. Efficient operation of AppSuite (GIS mapping, Outage Management System, Work Management)	100
12. Attend and actively participate in safety meetings, care and inspection of safety equipment	100
Total Hours:	6000

OKANOGAN PUD APPRENTICESHIP

B. <u>Meterman:</u>	<u>Approximate Hours/Competency Level</u>
1. Installation, wiring, site verification, and data verification of transformer-rated meters	1200
2. Install poly and single-phase self-contained meter, understanding voltage requirements, rotation, loading, transformer connections	1200
3. Interpret and comply with PUD service regulations, equipment requirements and standards, rate schedules, L&I and WAC codes	800
4. Conduct meter testing, in-shop testing, field testing and auditing, meter data recording and tracking, meter programming	800
5. Generate and analyze remote communication and billing data to troubleshoot irregularities	400
6. Maintain and troubleshoot remote metering, communication types, signal testing	300
7. Install primary metering, utilize high-voltage safety requirements and appropriate tool usage	300
8. Install power quality devices and analyze data to determine cause and effect of electrical components	200
9. Identify and diagnose distribution system abnormalities, locating stray voltages	200
10. Locate and identify radio frequency interference, coronas from varying sources	200
11. Investigate and resolve customer service and high bill complaints	100
12. Attend and participate in safety meeting, first aid and CPR training	100
13. Detect and investigate power diversion, collect and document evidence of abnormalities	100
14. Maintenance and testing of test equipment	100
Total Hours:	6000

OKANOGAN PUD APPRENTICESHIP

C. <u>Power Systems Wireman:</u>	<u>Approximate Hours/Competency Level</u>
1. Install, adjust, repair and maintain switching equipment	1200
2. Wire and test of control, meter, and relay circuits and equipment	1200
3. Fabricate, assemble, and safely operate metal, wood, or concrete materials, tools of the trade, animal guarding, painting, and heavy equipment	600
4. Install, repair and maintain power transformers	450
5. Construct and assemble embedded and surface conduit	400
6. Repair and maintain electrical equipment	400
7. Install and maintain batteries, battery chargers, and miscellaneous control equipment	350
8. Layout of new construction and installations from engineering drawings	300
9. Practice safe and proper handling of mineral oil and PCBs	300
10. Install and maintain voltage regulators and accessory equipment	250
11. Install power wiring and bus-bars	250
12. Perform substation inspection	200
13. Attend and actively participate in safety meetings	100
Total Hours:	6000

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.

OKANOGAN PUD APPRENTICESHIP

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

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

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

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

☐ Supervised field trips

☐ Sponsor approved training seminars (specify)

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

☐ State Community/Technical college

☐ Private Technical/Vocational college

☐ Sponsor Provided (lab/classroom)

☒ Other (specify): **Training courses provided by approved WSATC RSI provider and Avista Utilities.**

B. **(144)** 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:

All apprentices will be required to obtain a current first-aid card, which shall include CPR certification, before advancing to the second step of apprenticeship, and must have a current first-aid card, which shall include CPR certification, before taking the journey-level worker examination.

OKANOGAN PUD APPRENTICESHIP

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

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

1. **Voluntary Suspension:** A temporary interruption in progress of an individual's apprenticeship agreement at the request of the apprentice and granted by the sponsor. The program sponsor shall review apprentices in suspended status at least once each year to determine if the suspension is still appropriate.
2. **Advanced Standing or Credit:** The sponsor may provide for advanced standing or credit for demonstrated competency, acquired experience, training or education in or related to the occupation. All sponsors need to ensure a fair and equitable process is applied to all apprentices seeking advanced standing or credit per WAC 296-05-015(11).
3. **Sponsor Procedures:**
 - a. **If an apprentice has demonstrated unusual proficiency, the Committee may recommend the issuance of a certificate before the end of the full term of apprenticeship in accordance with the state standards. Hot time will not be waived by any means in the lineman apprenticeship. The issuance of a certificate at any time will in no way affect the status of the apprentice in his/her employment with the District, which is covered by the union agreement.**
 - b. **Records: Each month, on-the-job training (OJT) and related supplemental instruction (RSI) hours must be submitted no later than the 5th day of the following month. Failure to submit OJT and RSI reports to the coordinator by the 5th day of the following month may result in loss of hours and/or disciplinary action by the Committee. Where there is no free time after the crews return to the office to make out this record, it will be done on his/her own time without compensation. The total monthly OJT hours submitted must be the same as the total monthly OJT hours reported in the time entry in the iVUE Connect Financials. Failure to consistently document OJT and RSI with the time entry in iVUE Connect may result in disciplinary action by the Committee.**
 - c. **Periodic Evaluations:**
 - 1) **An evaluation covering the field progress of apprentices will be given as determined by the Committee, but not more frequently than once each month. The Committee shall recommend records or reports of apprentices**

OKANOGAN PUD APPRENTICESHIP

to show progress in the trade and in related instruction. Apprentices must submit all evaluations no later than the 5th day of the following month

- 2) If an apprentice shows a lack of willingness or ability to become a competent craftsman, all the facts of the case should be placed before the Committee for consideration on appropriate action which may include discipline.**
- d. The Apprenticeship Committee will counsel an apprentice who fails to make satisfactory progress either in on-the-job training or in related classroom instruction.**
 - 1) Any evaluations with below satisfactory ratings will be reviewed for action by the Committee. Action may include holding in step or discipline.**
 - 2) Classroom attendance for apprentices is compulsory. All classroom absences, late arrival, and early dismissals must have the proper approval of the instructor. Any apprentice receiving an unexcused absence in a school year will be contacted and may be called before the Committee. The apprentice will need to work with the instructor to make up any classes missed through the term of apprenticeship.**
 - 3) Apprentices must maintain a minimum grade average of 80%. Any apprentice that receives less than 80% minimum grade after a quarter or scores below 80% on any test during the school year will be contacted and may be called before the Committee.**

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.**

OKANOGAN PUD APPRENTICESHIP

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:

Discipline is imposed based on the seriousness of the misconduct, violation and/or offense and the employee's past record of performance and misconduct. The Committee may impose progressive discipline in order of increasing severity from verbal reprimand to cancellation of the apprenticeship agreement, but will not be required to follow progressive discipline where the misconduct, violation and/or offense is serious and warrants skipping one or more disciplinary steps in the sole discretion of the District. Progressive discipline steps may, but are not required to, include a verbal or written reprimand, suspension without pay, demotion or cancellation of the apprenticeship agreement.

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

OKANOGAN PUD APPRENTICESHIP

a written request for reconsideration with the program sponsor within 30 calendar days from the date the apprentice received written notice of action by the program sponsor.

5. The program sponsor must reply, in writing, to the request for reconsideration within 30 calendar days from the date the program sponsor receives the request. The program sponsor must send a copy of the written reply to the apprentice within the 30 calendar days.
6. If the apprentice disagrees with the program sponsor's decision, the apprentice may file an appeal with the Apprenticeship Program, (WAC 296-05-105). If the apprentice does not timely file an appeal, the decision of the program sponsor is final after 30 calendar days from the date the program sponsor mails the decision to the apprentice. See section "D" below.

D. Apprentice Complaint Review/Appeals Procedures:

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

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

The following is an overview of the requirements associated with administering an apprenticeship program. These provisions are to be used with the corresponding RCW and/or WAC. The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. The sponsor may assign an administrator or a committee to be responsible for day-to-day operations of the

OKANOGAN PUD APPRENTICESHIP

apprenticeship program. Administrators and/or committee members must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards. If applicable, sponsors must develop procedures for:

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

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

B. Program Operations

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

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

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

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

OKANOGAN PUD APPRENTICESHIP

2nd half: July through December, by January 31

2. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these standards. Requests for revision to these standards of apprenticeship must be submitted 60 calendar days prior to a quarterly WSATC meeting. The Department of Labor and Industries, Apprenticeship Section's manager may administratively approve requests for revisions in the following areas of the standards:
 - a. Program name
 - b. Sponsor's introductory statement
 - c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - d. Section VII: Apprentice Wages and Wage Progression
 - e. Section IX: Related/Supplemental Instruction
 - f. Section XI: Sponsor – Responsibilities and Governing Structure
 - g. Section XII: Subcommittees
 - h. Section XIII: Training Director/Coordinator
3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement with the Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.
2. The sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:
 - a) Certificate of completion
 - b) Additional credit
 - c) Suspension (i.e. military service or other)
 - d) Reinstatement
 - e) Cancellation
 - f) Corrections
 - g) Step Upgrades
 - h) Probation Completion date
 - i) Other (i.e., name changes, address)
 - j) Training Agent Cancellation

OKANOGAN PUD APPRENTICESHIP

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.

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.

OKANOGAN PUD APPRENTICESHIP

2. The sponsor must determine whether an employer can adequately furnish proper on the job training to an apprentice in accordance with these standards. The sponsor must also require any employer requesting approved training status to complete an approved training agent agreement and to comply with all federal and state apprenticeship laws, and these standards.
3. The sponsor will submit training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty calendar days from the effective date. Additionally, the sponsor must submit rescinded training agent agreements to the Department within thirty calendar days of said action.

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

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

The Okanogan PUD Apprenticeship Committee shall be composed a minimum of eight (8) members: four (4) members representing the District and four (4) members representing IBEW Local 77, Okanogan, Washington, selected by the groups they represent.

A quorum of Committee members must be present at every Committee meeting.

- a. Quorum: **A quorum is two-thirds of the members entitled to vote.**
- b. Program type administered by the committee: **INDIVIDUAL JOINT**
- c. The employer representatives shall be:

**Dana Kincaid, Secretary
1331 2nd Ave. N.
Okanogan, WA 98840**

**Justin Adams
1331 2nd Ave. N.
Okanogan, WA 98840**

**Randy Bird
1331 2nd Ave. N.
Okanogan, WA 98840**

**Reid Rubert
1331 2nd Ave. N.
Okanogan, WA 98840**

- d. The employee representatives shall be:

**Bryce Hubbard, Chair
1331 2nd Ave. N.
Okanogan, WA 98840**

**Luke Rowton
1331 2nd Ave. N.
Okanogan, WA 98840**

OKANOGAN PUD APPRENTICESHIP

Gary Wood
1331 2nd Ave. N.
Okanogan, WA 98840

Sean Divis
1331 2nd Ave. N.
Okanogan, WA 98840

Erick Judd, Alternate
1331 2nd Ave. N.
Okanogan, WA 98840

Nathan Kruse, Alternate
1331 2nd Ave. N.
Okanogan, WA 98840

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.

To be established as required.

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.

Justin Adams, Coordinator
1331 2nd Ave. N.
Okanogan, WA 98840