

For L&I Staff Use Only

RECEIVED

By EH at 7:50 am, Sep 19, 2024

L&I Apprenticeship Consultant

Teri Gardner 11-15-24
L&I Admin

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



Request for Approval of Proposed Standards

TO: Washington State Apprenticeship & Training Council

FROM: George's Electric Apprentice Training Academy

Check the appropriate box:

Committee

Plant

OJT

Occupation(s)	SOC Code	Hours
General Electrician	47.2111.00	8000

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

<input checked="" type="checkbox"/> Chair	Date 09/12/2024	<input checked="" type="checkbox"/> Secretary	Date 09/12/2024
<input type="checkbox"/> Authorized Signer			
Print Name: Ryan Imes		Print Name: Seth Kiele	
Signature: 		Signature: X	

Approved By: Washington State Apprenticeship & Training Council
Signature of the WSATC:
Date:

RECEIVED
By EH at 9:15 am, Nov 05, 2024

RECEIVED
By EH at 11:09 am, Nov 22, 2024



Teri Gardner 11-15-24

**APPRENTICESHIP PROGRAM STANDARDS
adopted by**

Teri Gardner 11-25-24

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

(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:

Provisional Registration

Standards Last Amended

Permanent Registration

By: _____
Chair of Council

By: _____
Secretary of Council

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

Sponsor Introductory Statement (Required):

The Electrical Industry is an ever-changing one, with new technologies coming out rapidly, and expanding quickly. This creates a high demand for skilled workers who are trained and knowledgeable in this field, to meet the current needs. Electrical Apprentices must be given ample basic knowledge of the trade, aided by sufficient instruction in the theories of electricity.

The Electrical Industry, since the beginning, places a high degree of personal responsibility on everyone. Supervision of trainees is provided on the job, but there are always situations where the worker is facing one-offs that require quick thinking and problem solving. Without having proper knowledge, training, and methodology, this can place the worker and customer in danger.

Electrical installations are very complex and highly sophisticated. Faulty installations can prove to be expensive and hazardous. Much of the work done is hidden such as wiring, is hidden behind walls and out of sight when a job is done. Any defect in this wiring can cause serious damage and prove to be costly. A well-trained Electrician takes pride in their work in all aspects including appearance, correctness, and structural soundness.

The George's Electric Apprentice Training Academy (GEATA) has dedicated it's time to develop an efficient training regimen to ensure that the apprentices can become a well qualified 01 Electrician through proper schooling, on the job training, and hands on learning.

The GEATA will promote and adopt nationally and statewide developed apprenticeship standards and curricula to ensure quality over quantity. We thrive to have the best apprenticeship and training for the industry with the best interests of the apprentice, the company, the customer, and the public.

POLICY

The local apprenticeship and training program shall be administered by the George's Electric Apprentice Training Academy. George's Electric as a whole, and all apprentices shall conform to these standards.

These standards, after proper registration with the apprenticeship section of the WA State Department of Labor and Industries, herein after referred to as the "Registration Agency", shall be adhered to.

All individuals and entities involved in these standards shall refer all matters involving any apprentice or pertaining to apprenticeship and training to the GEATA. The GEATA shall take action and dispose of all apprenticeship matters before action is reported to or acted upon by the sponsoring organization.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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.

**These standards cover the following counties in Washington State:
Kitsap, Pierce, Mason, Thurston, and Jefferson**

II. MINIMUM QUALIFICATIONS:

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

Age:	<i>18 Years Old</i>
------	---------------------

Education:	<p><u>General Electrician (01)</u> <i>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</i></p> <p><i>Show evidence of successful completion of: 1 full year of high school Algebra with a passing grade of "C" or better.</i></p> <p><i>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:</i></p> <ol style="list-style-type: none"><i>1. Equivalent post high school algebra course(s) with a grade of "C" or better.</i><i>2. Current math placement results from a community college facility indicating a placement level beyond high school level algebra.</i><i>3. Provide certificate of completion from a committee approved online tech math course.</i>
------------	--

Physical:	<i>Physically and mentally able to safely perform or learn to safely perform essential functions of the job with or without reasonable accommodations.</i>
-----------	--

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

Be able to climb and work from ladders, scaffolds, poles and towers of various heights.

Be able to crawl and work in confined spaces such as attics, manholes and crawlspaces.

Be able to lift and carry 50lbs.

Testing:

Other: **Must possess an active WA State Driver License**

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:

Not applicable to Sponsors with fewer than five (5) apprentices. (WAC 296-05-405(1)(a))

B. Equal Employment Opportunity Plan:

Not applicable to Sponsors with fewer than five (5) apprentices. (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

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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

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.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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)].
- 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.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

- 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	0-1000 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	70%
7	6001 – 7000 Hours	75%
8	7001 – 8000 Hours	80%

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

GEORGE’S ELECTRIC APPRENTICE TRAINING ACADEMY

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.
PerWAC296-46B-945 Table 945-1 Note 6.

<u>General Electrician (01)</u>	<u>Approximate Hours/Competency Level</u>
<p>1. COMMERCIAL-wiring of commercial installations 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.</p> <p>INDUSTRIAL-wiring of all industrial buildings and equipment; the maintenance, repair, and alteration of the same; and necessary pre-fabrication and preparation.</p>	<p>*No less than 4000 Hours*</p>
<p>2. RESIDENTIAL-wiring of residences, duplexes, and small apartment buildings and necessary pre-fabrication and preparation.</p> <p>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.</p>	<p>*No more than 4000 Hours*</p>
<p>Total Hours/# of Competency Levels:</p>	
<p>8000</p>	

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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)

Such as Safety Training, subject matter expert presentations, manufacturer and venter demonstrations, and leadership workshops.

Sponsor approved online or distance learning courses (specify)

State Community/Technical college

Private Technical/Vocational college

Sponsor Provided (lab/classroom)

Other (specify)

B. **(180)** 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 **August**.

Two-thousand hours of on the job training.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

**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 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:

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

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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. GEATA Procedures:

- 1) **GEATA shall have full authority, as provided in the Standards of apprenticeship training, to rotate apprentices from one jobsite to another to provide diversity of training or work opportunity. The arrangements for these rotations shall be made by the training director.**
 - a. **To the extent possible, the apprentice will be rotated once during the first year of training; and once during the second year. There after he/she will be rotated when necessary to gain the proper diversity of training in the required phases of electrical work.**
 - b. **Apprentice may be given up to a two (2) week written notice of rotation to new jobsite.**

B. Advancement of Apprentices:

- 1) **During the initial probationary period, GEATA shall make a thorough review of the apprentice's ability and development.**
- 2) **GEATA shall examine the progress of the apprentice on the job and in related instruction on a regular basis. GEATA will also receive a monthly OJT training report showing the experience and training in the various work processes provided by the Training Coordinator.**
- 3) **GEATA shall evaluate the apprentice's overall performance and accomplishments prior to each step. Action must be taken on each apprentice at the end of each step.**

C. Additional Credit/Credit for Previous Experience:

- 1) **GEATA will only grant OJT credit for verified OJT hours.**
- 2) **Apprentices requesting additional credit for OJT or RSI may submit a request in writing once they have completed the probationary period. Once submitted, their experience be evaluated by GEATA. Where such experience warrants it, GEATA will place the apprentice in the appropriate period, and credit shall be subject to review prior to his/her next advancement.**
 - a. **All relevant supporting documentation shall be provided at the time of written request.**
 - b. **OJT Credit shall only be granted for verified OJT hours.**

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

- 3) **RSI Credit shall only be granted for verifiable RSI hours. An apprentice can request to “test out” of RSI only if the apprentice has provided verifiable documentation of attending equivalent RSI. Example: Class rosters, transcripts or certification of completions.**

D. Apprentices:

- 1) **Laid off Apprentices will remain registered in the Apprenticeship Program. Once workload is back to normal and hiring is required, priority is reserved for laid off Apprentices.**
 - a. **An Apprentice is allowed to continue RSI training while laid off for up to one year.**
 - b. **If needed, GEATA will provide all documentation necessary to assist with transfer to another program.**
- 2) **No apprentice will have the right to refuse work within the geographical area covered by these Standards.**
- 3) **Each apprentice shall maintain regular on-the-job attendance.**
- 4) **Unexcused absences and/or tardiness may result in disciplinary action.**
- 5) **Apprentices shall turn in monthly progress OJT reports by the 5th of the following month.**
 - a. **If the 5th falls on a weekend, the progress report is due the previous working day.**
- 6) **It is the responsibility of the Apprentices to have reliable transportation to attend work, classes, and scheduled labs.**
- 7) **Apprentices are required to take the state level examination within thirty (30) days of being approved for examination by the Department and report the results to GEATA. Any Apprentice who fails the exam will be required to engage in additional study as determined by the Sponsor. The Apprentice must retake and pass the exam within 120 days of completing their OJT and RSI requirements.**

E. Travel Policies for Apprentices:

- 1) **GEATA will make every effort to offer its training programs outside of normal business hours. If an Apprentice is required to travel more than 120 miles for training or disciplinary procedures as measured from the Apprentices primary residence, they will be accommodated as follows:**

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

- a. **Lodging will be arranged and paid for by the program at a local hotel. Apprentices may be required to share rooms, with a maximum of 2 Apprentices per room. Occupants must be of the same gender.**
- b. **Per Diem for meals is provided for Apprentices required to travel 120 miles or more for training or disciplinary procedures. Per diem meals will not exceed \$15 per meal, with no more than 3 meals in a given day.**
- c. **If an Apprentice is required to travel more than 120 miles for training or disciplinary procedures, mileage will be reimbursed at the current federal rate.**

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.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

- 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. **GEATA may take disciplinary action, which may include cancellation of the Apprenticeship Agreement, for the following infractions:**

- 1) **Appearing before the Committee more than once.**
- 2) **Three (3) or more unexcused absences from work or related instruction in a calendar year.**
- 3) **Failing three (3) tests in a given school year.**
- 4) **Dropping below a 75% GPA in related instruction.**
- 5) **Misconduct in school or jobsite (horseplay, cheating, aggressive/violent behavior, harassment, destruction of GEATA property).**
- 6) **Failure to timely turn in monthly progress OJT reports.**
- 7) **Quitting or being terminated for cause.**
- 8) **Possession of alcohol, drugs, weapons or firearms during work or school.**
- 9) **Refusal of a job assignment.**
- 10) **Failure to attend special called meeting or class.**
- 11) **Failure to appear before GEATA when requested.**
- 12) **Failure to notify GEATA of change of address or contact information.**
- 13) **Violation of the Substance Abuse Policy.**
- 14) **Receiving two (2) below average work evaluations in a one (1)-year period.**
- 15) **Any violation of the Standards and/or GEATA Policies**

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.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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

D. Apprentice Complaint Review/Appeals Procedures:

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

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

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

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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 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 45 calendar days prior to a quarterly WSATC meeting. The Department of Labor and Industries,

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

Apprenticeship Section's manager may administratively approve requests for revisions in the following areas of the standards:

- a. Program name
 - b. Sponsor's introductory statement
 - c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - d. Section VII: Apprentice Wages and Wage Progression
 - e. Section IX: Related/Supplemental Instruction
 - f. Section XI: Sponsor – Responsibilities and Governing Structure
 - g. Section XII: Subcommittees
 - h. Section XIII: Training Director/Coordinator
3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement with the Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.
2. The sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:
 - a) Certificate of completion
 - b) Additional credit
 - c) Suspension (i.e. military service or other)
 - d) Reinstatement
 - e) Cancellation
 - f) Corrections
 - g) Step Upgrades
 - h) Probation Completion date
 - i) Other (i.e., name changes, address)
 - j) Training Agent Cancellation
3. The sponsor commits to rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
4. The sponsor shall periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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.
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

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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: **3 employee representatives and 3 employer representatives**
- b. Program type administered by the committee: **Individual Non-Joint**
- c. The employer representatives shall be:

Seth Kiele, Secretary (01)
9590 SW Heartwood Ln
Port Orchard, WA 98367

Andrew Taber (01),
Training Director
9590 SW Heartwood Ln
Port Orchard, WA 98367

Jill Kiele, President
9590 SW Heartwood Ln
Port Orchard, WA 98367

- d. The employee representatives shall be:

Ryan Imes, Chair
9590 SW Heartwood Ln
Port Orchard, WA 98367

Jason Larson (01)
9590 SW Heartwood Ln
Port Orchard, WA 98367

Michael Post (01)
9590 SW Heartwood Ln
Port Orchard, WA 98367

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:

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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.

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.

**Andrew Taber
9590 SW Heartwood Ln
Port Orchard, WA 98367**

**Must be designated by the sponsor for electrical training programs*

For L&I Staff Use Only	
<i>EH 11-22-24</i>	<i>Teri Gardner 11-15-24</i>
RECEIVED By EH at 8:18 am, Sep 19, 2024	<i>Teri Gardner 11-25-24</i>
L&I Apprenticeship Consultant	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: Georges Electric Apprentice Training Academy

Occupation:	County(ies):	Journey Level Wage Rate:	Effective Date:
General Electrician	Kitsap, Pierce, Mason, Thurston, Jefferson	\$ 45.00	1/16/2025
		\$	
		\$	
		\$	

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 9/12/2024	<input checked="" type="checkbox"/> Secretary	Date 9/12/2024
<input type="checkbox"/> Authorized Signer			
Print Name: Ryan Imes		Print Name: Seth Kiele	
Signature: <i>[Signature]</i>		Signature: <i>[Signature]</i>	

For L&I Staff Use Only	
RECEIVED By EH at 7:50 am, Sep 19, 2024 L&I Apprenticeship Consultant	<i>Teri Gardner 11-15-24</i> L&I Admin

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



Request for Approval of Proposed Standards


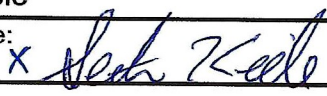
TO: Washington State Apprenticeship & Training Council
 FROM: George's Electric Apprentice Training Academy

Check the appropriate box:

- Committee
 Plant
 OJT

Occupation(s)	SOC Code	Hours
General Electrician	47.2111.00	8000

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

<input checked="" type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date 09/12/2024	<input checked="" type="checkbox"/> Secretary	Date 09/12/2024
Print Name: Ryan Imes		Print Name: Seth Kiele	
Signature: 		Signature: 	

Approved By: Washington State Apprenticeship & Training Council
Signature of the WSATC:
Date:

RECEIVED
By EH at 9:15 am, Nov 05, 2024

RECEIVED
By EH at 11:09 am, Nov 22, 2024



Teri Gardner 11-15-24

**APPRENTICESHIP PROGRAM STANDARDS
adopted by**

Teri Gardner 11-25-24

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

(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:

Provisional Registration

Standards Last Amended

Permanent Registration

By: _____
Chair of Council

By: _____
Secretary of Council

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

Sponsor Introductory Statement (Required):

The Electrical Industry is an ever-changing one, with new technologies coming out rapidly, and expanding quickly. This creates a high demand for skilled workers who are trained and knowledgeable in this field, to meet the current needs. Electrical Apprentices must be given ample basic knowledge of the trade, aided by sufficient instruction in the theories of electricity.

The Electrical Industry, since the beginning, places a high degree of personal responsibility on everyone. Supervision of trainees is provided on the job, but there are always situations where the worker is facing one-offs that require quick thinking and problem solving. Without having proper knowledge, training, and methodology, this can place the worker and customer in danger.

Electrical installations are very complex and highly sophisticated. Faulty installations can prove to be expensive and hazardous. Much of the work done is hidden such as wiring, is hidden behind walls and out of sight when a job is done. Any defect in this wiring can cause serious damage and prove to be costly. A well-trained Electrician takes pride in their work in all aspects including appearance, correctness, and structural soundness.

The George's Electric Apprentice Training Academy (GEATA) has dedicated it's time to develop an efficient training regimen to ensure that the apprentices can become a well qualified 01 Electrician through proper schooling, on the job training, and hands on learning.

The GEATA will promote and adopt nationally and statewide developed apprenticeship standards and curricula to ensure quality over quantity. We thrive to have the best apprenticeship and training for the industry with the best interests of the apprentice, the company, the customer, and the public.

POLICY

The local apprenticeship and training program shall be administered by the George's Electric Apprentice Training Academy. George's Electric as a whole, and all apprentices shall conform to these standards.

These standards, after proper registration with the apprenticeship section of the WA State Department of Labor and Industries, herein after referred to as the "Registration Agency", shall be adhered to.

All individuals and entities involved in these standards shall refer all matters involving any apprentice or pertaining to apprenticeship and training to the GEATA. The GEATA shall take action and dispose of all apprenticeship matters before action is reported to or acted upon by the sponsoring organization.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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.

**These standards cover the following counties in Washington State:
Kitsap, Pierce, Mason, Thurston, and Jefferson**

II. MINIMUM QUALIFICATIONS:

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

Age:	<i>18 Years Old</i>
------	---------------------

Education:	<p><u>General Electrician (01)</u> <i>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</i></p> <p><i>Show evidence of successful completion of: 1 full year of high school Algebra with a passing grade of "C" or better.</i></p> <p><i>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:</i></p> <ol style="list-style-type: none"><i>1. Equivalent post high school algebra course(s) with a grade of "C" or better.</i><i>2. Current math placement results from a community college facility indicating a placement level beyond high school level algebra.</i><i>3. Provide certificate of completion from a committee approved online tech math course.</i>
------------	--

Physical:	<i>Physically and mentally able to safely perform or learn to safely perform essential functions of the job with or without reasonable accommodations.</i>
-----------	--

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

Be able to climb and work from ladders, scaffolds, poles and towers of various heights.

Be able to crawl and work in confined spaces such as attics, manholes and crawlspaces.

Be able to lift and carry 50lbs.

Testing:

Other: **Must possess an active WA State Driver License**

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:

Not applicable to Sponsors with fewer than five (5) apprentices. (WAC 296-05-405(1)(a))

B. Equal Employment Opportunity Plan:

Not applicable to Sponsors with fewer than five (5) apprentices. (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

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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

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.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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)].
- 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.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

- 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

<i>1. General Electrician (01)</i>

Step	Hour Range or competency step	Percentage of journey-level wage rate
1	0-1000 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	70%
7	6001 – 7000 Hours	75%
8	7001 – 8000 Hours	80%

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

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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.
PerWAC296-46B-945 Table 945-1 Note 6.

<u>General Electrician (01)</u>	<u>Approximate Hours/Competency Level</u>
<p>1. <i>COMMERCIAL-wiring of commercial installations 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></p> <p><i>INDUSTRIAL-wiring of all industrial buildings and equipment; the maintenance, repair, and alteration of the same; and necessary pre-fabrication and preparation.</i></p>	<p><i>*No less than 4000 Hours*</i></p>
<p>2. <i>RESIDENTIAL-wiring of residences, duplexes, and small apartment buildings and necessary pre-fabrication and preparation.</i></p> <p><i>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.</i></p>	<p><i>*No more than 4000 Hours*</i></p>
<p><i>Total Hours/# of Competency Levels:</i></p>	
<p><i>8000</i></p>	

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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)

Such as Safety Training, subject matter expert presentations, manufacturer and venter demonstrations, and leadership workshops.

Sponsor approved online or distance learning courses (specify)

State Community/Technical college

Private Technical/Vocational college

Sponsor Provided (lab/classroom)

Other (specify)

B. **(180)** 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 **August**.

Two-thousand hours of on the job training.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

**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 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:

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

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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. **GEATA Procedures:**

- 1) **GEATA shall have full authority, as provided in the Standards of apprenticeship training, to rotate apprentices from one jobsite to another to provide diversity of training or work opportunity. The arrangements for these rotations shall be made by the training director.**
 - a. **To the extent possible, the apprentice will be rotated once during the first year of training; and once during the second year. There after he/she will be rotated when necessary to gain the proper diversity of training in the required phases of electrical work.**
 - b. **Apprentice may be given up to a two (2) week written notice of rotation to new jobsite.**

B. **Advancement of Apprentices:**

- 1) **During the initial probationary period, GEATA shall make a thorough review of the apprentice's ability and development.**
- 2) **GEATA shall examine the progress of the apprentice on the job and in related instruction on a regular basis. GEATA will also receive a monthly OJT training report showing the experience and training in the various work processes provided by the Training Coordinator.**
- 3) **GEATA shall evaluate the apprentice's overall performance and accomplishments prior to each step. Action must be taken on each apprentice at the end of each step.**

C. **Additional Credit/Credit for Previous Experience:**

- 1) **GEATA will only grant OJT credit for verified OJT hours.**
- 2) **Apprentices requesting additional credit for OJT or RSI may submit a request in writing once they have completed the probationary period. Once submitted, their experience be evaluated by GEATA. Where such experience warrants it, GEATA will place the apprentice in the appropriate period, and credit shall be subject to review prior to his/her next advancement.**
 - a. **All relevant supporting documentation shall be provided at the time of written request.**
 - b. **OJT Credit shall only be granted for verified OJT hours.**

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

- 3) **RSI Credit shall only be granted for verifiable RSI hours. An apprentice can request to “test out” of RSI only if the apprentice has provided verifiable documentation of attending equivalent RSI. Example: Class rosters, transcripts or certification of completions.**

D. Apprentices:

- 1) **Laid off Apprentices will remain registered in the Apprenticeship Program. Once workload is back to normal and hiring is required, priority is reserved for laid off Apprentices.**
 - a. **An Apprentice is allowed to continue RSI training while laid off for up to one year.**
 - b. **If needed, GEATA will provide all documentation necessary to assist with transfer to another program.**
- 2) **No apprentice will have the right to refuse work within the geographical area covered by these Standards.**
- 3) **Each apprentice shall maintain regular on-the-job attendance.**
- 4) **Unexcused absences and/or tardiness may result in disciplinary action.**
- 5) **Apprentices shall turn in monthly progress OJT reports by the 5th of the following month.**
 - a. **If the 5th falls on a weekend, the progress report is due the previous working day.**
- 6) **It is the responsibility of the Apprentices to have reliable transportation to attend work, classes, and scheduled labs.**
- 7) **Apprentices are required to take the state level examination within thirty (30) days of being approved for examination by the Department and report the results to GEATA. Any Apprentice who fails the exam will be required to engage in additional study as determined by the Sponsor. The Apprentice must retake and pass the exam within 120 days of completing their OJT and RSI requirements.**

E. Travel Policies for Apprentices:

- 1) **GEATA will make every effort to offer its training programs outside of normal business hours. If an Apprentice is required to travel more than 120 miles for training or disciplinary procedures as measured from the Apprentices primary residence, they will be accommodated as follows:**

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

- a. **Lodging will be arranged and paid for by the program at a local hotel. Apprentices may be required to share rooms, with a maximum of 2 Apprentices per room. Occupants must be of the same gender.**
- b. **Per Diem for meals is provided for Apprentices required to travel 120 miles or more for training or disciplinary procedures. Per diem meals will not exceed \$15 per meal, with no more than 3 meals in a given day.**
- c. **If an Apprentice is required to travel more than 120 miles for training or disciplinary procedures, mileage will be reimbursed at the current federal rate.**

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.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

- 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. **GEATA may take disciplinary action, which may include cancellation of the Apprenticeship Agreement, for the following infractions:**
 - 1) **Appearing before the Committee more than once.**
 - 2) **Three (3) or more unexcused absences from work or related instruction in a calendar year.**
 - 3) **Failing three (3) tests in a given school year.**
 - 4) **Dropping below a 75% GPA in related instruction.**
 - 5) **Misconduct in school or jobsite (horseplay, cheating, aggressive/violent behavior, harassment, destruction of GEATA property).**
 - 6) **Failure to timely turn in monthly progress OJT reports.**
 - 7) **Quitting or being terminated for cause.**
 - 8) **Possession of alcohol, drugs, weapons or firearms during work or school.**
 - 9) **Refusal of a job assignment.**
 - 10) **Failure to attend special called meeting or class.**
 - 11) **Failure to appear before GEATA when requested.**
 - 12) **Failure to notify GEATA of change of address or contact information.**
 - 13) **Violation of the Substance Abuse Policy.**
 - 14) **Receiving two (2) below average work evaluations in a one (1)-year period.**
 - 15) **Any violation of the Standards and/or GEATA Policies**
 - 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.

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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

D. Apprentice Complaint Review/Appeals Procedures:

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

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

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

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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 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 45 calendar days prior to a quarterly WSATC meeting. The Department of Labor and Industries,

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

Apprenticeship Section's manager may administratively approve requests for revisions in the following areas of the standards:

- a. Program name
 - b. Sponsor's introductory statement
 - c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - d. Section VII: Apprentice Wages and Wage Progression
 - e. Section IX: Related/Supplemental Instruction
 - f. Section XI: Sponsor – Responsibilities and Governing Structure
 - g. Section XII: Subcommittees
 - h. Section XIII: Training Director/Coordinator
3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement with the Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.
2. The sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:
 - a) Certificate of completion
 - b) Additional credit
 - c) Suspension (i.e. military service or other)
 - d) Reinstatement
 - e) Cancellation
 - f) Corrections
 - g) Step Upgrades
 - h) Probation Completion date
 - i) Other (i.e., name changes, address)
 - j) Training Agent Cancellation
3. The sponsor commits to rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
4. The sponsor shall periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

- 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.
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

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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: **3 employee representatives and 3 employer representatives**
- b. Program type administered by the committee: **Individual Non-Joint**
- c. The employer representatives shall be:

Seth Kiele, Secretary (01)
9590 SW Heartwood Ln
Port Orchard, WA 98367

Andrew Taber (01),
Training Director
9590 SW Heartwood Ln
Port Orchard, WA 98367

Jill Kiele, President
9590 SW Heartwood Ln
Port Orchard, WA 98367

- d. The employee representatives shall be:

Ryan Imes, Chair
9590 SW Heartwood Ln
Port Orchard, WA 98367

Jason Larson (01)
9590 SW Heartwood Ln
Port Orchard, WA 98367

Michael Post (01)
9590 SW Heartwood Ln
Port Orchard, WA 98367

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:

GEORGE'S ELECTRIC APPRENTICE TRAINING ACADEMY

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.

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.

**Andrew Taber
9590 SW Heartwood Ln
Port Orchard, WA 98367**

**Must be designated by the sponsor for electrical training programs*

For L&I Staff Use Only	
<i>EH 11-22-24</i>	<i>Teri Gardner 11-15-24</i>
RECEIVED By EH at 8:18 am, Sep 19, 2024	<i>Teri Gardner 11-25-24</i>
L&I Apprenticeship Consultant	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: Georges Electric Apprentice Training Academy

Occupation:	County(ies):	Journey Level Wage Rate:	Effective Date:
General Electrician	Kitsap, Pierce, Mason, Thurston, Jefferson	\$ 45.00	1/16/2025
		\$	
		\$	
		\$	

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 9/12/2024	<input checked="" type="checkbox"/> Secretary	Date 9/12/2024
<input type="checkbox"/> Authorized Signer			
Print Name: Ryan Imes		Print Name: Seth Kiele	
Signature: <i>[Signature]</i>		Signature: <i>[Signature]</i>	

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



Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

For L&I Staff Use Only	
9/9/24 EH	<i>Teri Gardner 11-25-24</i>
RECEIVED By EH at 11:05 am, Nov 22, 2024	<i>Teri Gardner 11-15-24</i>
L&I Apprenticeship Consultant	L&I Admin

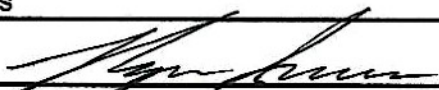

Program Name George's Electric Apprentice Training Academy	
Occupation General Electrician	
Term/OJT Hours 8000	Total RSI Hours 720
Training Provider George's Electric	

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 checked="" type="checkbox"/> Authorized Signer	11/21-24		11/21/24
Print Name: Ryan Imes		Print Name: Seth Kiele	
Signature: 		Signature: 	

Training Provider Signature

Approved By (Print Name): Andrew Taber	Title: 01 Electrician
Signature of the Training Provider: 	
Date: 11/21/24	

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

SBCTC

Print Name: Genevieve Howard	Title: Policy Associate
Signature of the Program Administrator: 	
Date: 12/30/2024	
<input type="checkbox"/> SBCTC recommends approval	<input checked="" type="checkbox"/> SBCTC recommends return to sponsor

Program Name: George's Electric Apprentice Training Academy	Occupational Objective: General Electrician
--	--

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: Year 1 Safety and Tools	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: George's Electric	
Description of element/course: OSHA Safety Course – PPE, Falls, Ladders, Tools, Scaffolding, Scissor Lifts, Trenching, Proper Equipment, Stretching Approx. 10 hours in the Classroom and 10 hours in the Lab	

Element/Course: Year 1 Fundamentals of DC Power	Planned 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: George's Electric	
Description of element/course: Electron theory, Magnetism, Electromagnetism, Basic circuitry, Matter, Math, Series circuits, parallel circuits, Multi-wire circuits, Switching Approx. 35 hours in the Classroom and 10 hours in the Lab	

Element/Course: Year 1 Fundamentals of AC Power	Planned 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: George's Electric	
Description of element/course: Basic Electrical Systems, Protection devices, Alternating current, Capacitance, Inductance, Power Factor, Efficiency, Motors, Generators, Transformers Approx. 35 hours Classroom and 10 hours in the Lab	

Element/Course: Year 1 NEC Code	Planned 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: George's Electric	
Description of element/course: Beginner of NEC , Mike Holt's Understanding the Electrical Code Volume 1, Article 90 intro, 100 Definitions, 110 Requirements, Grounding and Bonding	

Element/Course: Year 1 WAC and RCW Codes	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: George's Electric	
Description of element/course: WA State Admin Code and RCW, Titles, Definitions, Enforcement, Licensing Requirements, Renewals, and Examination	

Element/Course: Year 1 Labs	Planned Hours: 30
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: George's Electric	
Description of element/course: Digital Meter Practice, DC Circuits, 3-Way/4-Way Switching, Ohms Law, Box Make-up, Panel Make-up Approx. 20 hours in the Classroom, and 10 hours in the Lab	

Element/Course: Year 2 Tools and Safety	Planned Hours: 15
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: George's Electric	
Description of element/course: OSHA Safety, Electrical Safety, PPE, Confined Space, Emergency Response, Lockout and Tagout, Stored Energy Types, Tools Approx. 10 hours in the Classroom and 5 hours in the Lab	

Element/Course: Year 2 Theory	Planned 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: George's Electric	
Description of element/course: Branch Circuit Loading, Overcurrent Protection, Underground Conductors Vs Grounded Conductors, Conventional Theories Approx. 30 hours in the Classroom and 10 hours in the Lab	

Element/Course: Year 2 NEC Codes	Planned Hours: 90
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: George's Electric	
Description of element/course: Requirements for Electrical Install, Wiring and Protection for Branch Circuits and Feeders, Services, Cable type Grounding Conductors, Grounding and Bonding, Conductors, Pull Boxes, Boxes, Switchboards, Panelboards 100 hours in the Classroom	

Element/Course: Year 2 Labs	Planned Hours: 35
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: George's Electric	
Description of element/course: MC and AC Cable, Multi Wire Circuits, GFI Protections, AF Protection, Voltage Drop, Conduit, Raceway Sizing, Power Tools Approx. 20 hours in the Classroom and 5 hours in the Lab	

Element/Course: Year 3 Safety and Tools	Planned Hours: 30
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: George's Electric	
Description of element/course: OSHA Construction Safety – Electrical Safety, PPE, Excavation/Motor Vehicles, Tool Safety, Safety of Grounding and Bonding, Basic Fire Protection Approx. 25 Hours in the Classroom and 5 hours in the Lab	

Element/Course: Year 3 Theory	Planned 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: George's Electric	
Description of element/course: Power Quality, Alternating Current, Neutral Current, Harmonics, Electrical Noise, Troubleshooting Techniques 30 Hours in the Classroom	

Element/Course: Year 3 NEC	Planned Hours: 80
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: George's Electric	
Description of element/course: General use Equipment, Switches, Receptacles, Flexible Cords, Switchboards, Switchgear, Panelboards, Appliances, Fixed Electrical Space Heating, Motors, Motor Circuits, Special Occupancies, Special Equipment, Special Conditions 80 Hours in the Classroom	

Element/Course: Year 3 Motor Controls	Planned 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: George's Electric	
Description of element/course: Motor Controls Intro, Schematics, Wire Diagrams, Ladder Logix, 3 Wire Controls, Motor Circuits, Input Devices Approx. 40 hours in the Classroom and 5 hours in the Lab	

Element/Course: Year 4 Safety and Tools	Planned Hours: 15
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: George's Electric	
Description of element/course: OSHA Construction Safety, Electrical Safety, PPE, OSHA Handbook Approx. 12 hours in the Classroom and 3 hours in the Lab	

Element/Course: Year 4 Construction Administrative Skills	Planned 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: George's Electric	
Description of element/course: Estimating, Labor Units, Bidding Process, PM, Leadership Training 30 Hours in the Classroom	

Element/Course: Year 4 Theory	Planned 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: George's Electric	
Description of element/course: Electricians Math, Formulas, Circuits, Med. Voltage Transformers, Motors, UGLY's Electrical References 30 Hours in the Classroom	

Element/Course: Year 4 NEC Code	Planned Hours: 55
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: George's Electric
Description of element/course: Review Codes 90-110, 220-240, 330-314, 400-480, and Load Calculations 60 Hours in the Classroom

Element/Course: Year 4 WAC/RCW	Planned 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: George's Electric	
Description of element/course: License Types, Most Common Violations, Journeyman Requirements, Renewal of Licenses 10 Hours in the Classroom	

Element/Course: Year 4 Automations	Planned Hours: 10
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: George's Electric	
Description of element/course: Intro/Basics of Programmable Logic Controllers, Programmable Automation Controllers, Uses and Types Approx 5 hours in the Classroom and 15 hours in the Lab	

Element/Course: Year 4 Labs	Planned Hours: 30
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: George's Electric	
Description of element/course: LED's, Lighting Transformers, PLCs, Thermal Imaging, Low Voltage Termination Approx. 25 hours in the Classroom and 5 hours in the Lab	

Additional Training Providers (if necessary)

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Click or tap here to enter text.

Print Name Training Provider

Click or tap here to enter text.

Title of Training Provider

Signature of Training Provider

Click or tap here to enter text.

Organization of Training Provider

Signature of Training Provider

Click or tap here to enter text.

Organization of Training Provider

Signature of Training Provider

Click or tap here to enter text.

Organization of Training Provider

Signature of Training Provider

Click or tap here to enter text.

Organization of Training Provider

Signature of Training Provider

Click or tap here to enter text.

Organization of Training Provider

Signature of Training Provider

Click or tap here to enter text.

Organization of Training Provider

Signature of Training Provider

Click or tap here to enter text.

Organization of Training Provider

Signature of Training Provider

Click or tap here to enter text.

Organization of Training Provider

Signature of Training Provider

Click or tap here to enter text.

Organization of Training Provider

Signature of Training Provider

Click or tap here to enter text.

Organization of Training Provider

For L&I Staff Use Only

RECEIVED
By EH at 9:42 am, Nov 25, 2024
L&I Apprenticeship Consultant

Teri Gardner 11-25-24
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
Georges Electric Apprentice Training Academy

Committee Representative Name
Jason Larson

Committee Representative Signature
[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)
01 - Electrician	System Solutions of Wa	4/23	10/23
01 - Electrician	Ahearn Electric	6/22	3/23
01 - Electrician	Premier Electric	6/21	4/22

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Central Kitsap HS	1990	General	Diploma
High Tech Institute	90-91	Electrical Theory	None
IEC Apprenticeship	2000-02	Electrical Apprentice	None

Other Technical Certifications or Licenses Held

License # LARSOJD980DQ

For L&I Staff Use Only	
<i>7/10/22/24</i>	<i>Teri Gardner 11-15-24</i>
ESH11/21/2024	<i>Teri Gardner 11-25-24</i>
L&I Apprenticeship Consultant	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 George's Electric Apprentice Training Academy
--

Committee Representative Name Michael Post	Committee Representative Signature <i>[Signature]</i>
<input type="checkbox"/> Employer Representative <input checked="" type="checkbox"/> Employee Representative <i>(Does not have the authority to hire or fire)</i>	

Work Experience

Position (most recent first)	Employer/ Organization	From (mm/yy}	To fmm/yy)
01 Electrician	George's Electric	09/24	Present

Education History

Name of Training and/or School (most recent first)	Completed Date Cmm/vvl	Program of Study	Degree or Certification
JATC	06/2004	General	Diploma

Other Technical Certifications or Licenses Held

License# POST*MD781 C3

For L&I Staff Use Only	
EH 11-22-25	Teri Gardner 11-25-24
RECEIVED By EH at 9:43 am, Nov 25, 2024	Teri Gardner 11-15-25
L&I Apprenticeship Consultant	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 George's Electric Apprentice Training Academy
--

Committee Representative Name Andrew Taber	Committee Representative Signature
<input checked="" type="checkbox"/> Employer Representative <input 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)
01 Electrician	George's Electric	01/23	Present
01 Electrician	Bronco Electric	03/22	01/23
01 Electrician	Kirby Electric	05/20	03/22

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Columbia Union College	06/07	Communications	Associates
Mount Vernon Academy	06/05	General Studies HS	HS Diploma

Other Technical Certifications or Licenses Held

License# Taberar792QB

For L&I Staff Use Only

RECEIVED
By EH at 11:01 am, Oct 22, 2024
L&I Apprenticeship Consultant

Teri Gardner 11-15-24
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
George's Electric Apprentice Training Academy

Committee Representative Name
Jill Kiele

Committee Representative Signature
Jill Kiele

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)
President	George's Electric Inc.	12/18	Present
Bookkeeper	S&G Kiele Inc. dba George's Electric	01/02	11/18

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Western Washington University	06/04	Bachelor of Science - Elementary Education	Bachelor Degree

Other Technical Certifications or Licenses Held

For L&I Staff Use Only

RECEIVED

By EH at 11:01 am, Oct 22, 2024

L&I Apprenticeship Consultant

Teri Gardner 11-15-24

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
George's Electric Apprentice Training Academy

Committee Representative Name
Seth Kiele

Committee Representative Signature
Seth Kiele

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)
Secretary	George's Electric	11/18	07/24
01 Electrician	George's Electric	05/09	07/24
01 Admin	George's Electric	11/05	07/24
02 Electrician	George's Electric	04/03	05/09
Trainee	George's Electric	10/00	04/03

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Upper Columbia Academy	06/98	General Studies	HS Diploma

Other Technical Certifications or Licenses Held

Kieles #91051

For L&I Staff Use Only

RECEIVED

By EH at 11:01 am, Oct 22, 2024

L&I Apprenticeship Consultant

Teri Gardner 11-15-24
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
George's Electric Apprentice Training Academy

Committee Representative Name
Ryan Imes

Committee Representative Signature
[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)
Shop Manager	George's Electric	06/23	06-24

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
UNLV	06/2004	Business Management	BA
High School Diploma	06/1999	Independant Studies	Diploma

Other Technical Certifications or Licenses Held

MCSE Certified



Teri Gardner 11-15-24

November 15th, 2024

Re: Sustainability Plan for George's Electric Apprentice Training Academy

George's Electric Apprentice Training Academy will sustain its 01 Electrician Apprenticeship Program as follows:

Funding:

- 1) Operational expenses for George's Electric Apprentice Training Academy are a line item in George's Electric's operating budget.
- 2) George's Electric has historically trained the majority of its 01 Electrician employees and will allocate the necessary funds to continue doing so with the 01 Electrician apprenticeship program.

Operational & Administrative Capacity:

- 1) Administrative duties will be performed by the Operations Manager, and Training Director, both employees of George's Electric, with backup by the Owner/Secretary of George's Electric, who also serves on the apprenticeship committee.
- 2) The Training Director is an 01 Electrician at George's Electric and will be paid their regular wages to teach the apprenticeship curriculum. The Owner/Secretary will serve as substitute teacher as needed and earns a salary at George's Electric.
- 3) Curriculum materials will be paid for and provided to apprentices by the company.
- 4) Lab equipment, tools, and materials will be paid for by the company.
- 5) Classroom space will be provided in the Office with designated 4-hour classroom/lab training the first Friday of every month. Labs will take place in the current Shop Space. Trainees/Apprentices attending Classroom and Lab training will not be paid their regular wages during this time.

- 6) George's Electric's general liability insurance will cover all training activities of the company.

Continuity of Funding:

- 1) George's Electric Management will periodically evaluate the costs of the 01 Electrician apprenticeship program and raise hourly billing rates to cover training cost increases as needed.

Teri Gardner 11-15-24



George's Electric Apprenticeship Training Academy

George's Electric is looking to further develop, coach, and train Electrical Apprentices in the state of WA through a State Certified and registered Apprenticeship program. Knowing that the Electrical Industry is dangerous, vast, and ever-growing, we wish to contribute and give back to those who are interested in furthering themselves through the Electrical Trade.

The George's Electric Apprenticeship Training Academy will focus on continued learning through a set training regiment that will ensure all Apprentices who are accepted into the program are given the tools needed to become Journeyman. We pride ourselves in our integrity, reputation, and quality of both work(s) performed, and those who perform the work.

We are very much looking forward to becoming a part of this process, while producing well-trained, quality Journeymen for the State of WA.

Thank you,

Ryan Imes

A handwritten signature in black ink, appearing to read "Ryan Imes", written in a cursive style.

Committee Chairman

For L&I Staff Use Only

RECEIVED
By EH at 9:42 am, Nov 25, 2024
L&I Apprenticeship Consultant

Teri Gardner 11-25-24
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
Georges Electric Apprentice Training Academy

Committee Representative Name
Jason Larson

Committee Representative Signature
[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)
01 - Electrician	System Solutions of Wa	4/23	10/23
01 - Electrician	Ahearn Electric	6/22	3/23
01 - Electrician	Premier Electric	6/21	4/22

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Central Kitsap HS	1990	General	Diploma
High Tech Institute	90-91	Electrical Theory	None
IEC Apprenticeship	2000-02	Electrical Apprentice	None

Other Technical Certifications or Licenses Held

License # LARSOJD980DQ

For L&I Staff Use Only	
7/10/22/24	Teri Gardner 11-15-24
ESH11/21/2024	Teri Gardner 11-25-24
L&I Apprenticeship Consultant	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 George's Electric Apprentice Training Academy
--

Committee Representative Name Michael Post	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 fmm/yy)
01 Electrician	George's Electric	09/24	Present

Education History

Name of Training and/or School (most recent first)	Completed Date Cmm/vvl	Program of Study	Degree or Certification
JATC	06/2004	General	Diploma

Other Technical Certifications or Licenses Held

License# POST*MD781 C3

For L&I Staff Use Only	
EH 11-22-25	Teri Gardner 11-25-24
RECEIVED By EH at 9:43 am, Nov 25, 2024	Teri Gardner 11-15-25
L&I Apprenticeship Consultant	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 George's Electric Apprentice Training Academy
--

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

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
01 Electrician	George's Electric	01/23	Present
01 Electrician	Bronco Electric	03/22	01/23
01 Electrician	Kirby Electric	05/20	03/22

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Columbia Union College	06/07	Communications	Associates
Mount Vernon Academy	06/05	General Studies HS	HS Diploma

Other Technical Certifications or Licenses Held

License# Taberar792QB

For L&I Staff Use Only

RECEIVED
By EH at 11:01 am, Oct 22, 2024

L&I Apprenticeship Consultant

Teri Gardner 11-15-24

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
George's Electric Apprentice Training Academy

Committee Representative Name
Jill Kiele

Committee Representative Signature
Jill Kiele

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)
President	George's Electric Inc.	12/18	Present
Bookkeeper	S&G Kiele Inc. dba George's Electric	01/02	11/18

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Western Washington University	06/04	Bachelor of Science - Elementary Education	Bachelor Degree

Other Technical Certifications or Licenses Held

For L&I Staff Use Only

RECEIVED
By EH at 11:01 am, Oct 22, 2024
L&I Apprenticeship Consultant

Teri Gardner 11-15-24
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
George's Electric Apprentice Training Academy

Committee Representative Name
Seth Kiele

Committee Representative Signature
Seth Kiele

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)
Secretary	George's Electric	11/18	07/24
01 Electrician	George's Electric	05/09	07/24
01 Admin	George's Electric	11/05	07/24
02 Electrician	George's Electric	04/03	05/09
Trainee	George's Electric	10/00	04/03

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Upper Columbia Academy	06/98	General Studies	HS Diploma

Other Technical Certifications or Licenses Held

Kieles #91051

For L&I Staff Use Only

RECEIVED

By EH at 11:01 am, Oct 22, 2024

L&I Apprenticeship Consultant

Teri Gardner 11-15-24
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
George's Electric Apprentice Training Academy

Committee Representative Name
Ryan Imes

Committee Representative Signature
[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)
Shop Manager	George's Electric	06/23	06-24

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
UNLV	06/2004	Business Management	BA
High School Diploma	06/1999	Independant Studies	Diploma

Other Technical Certifications or Licenses Held

MCSE Certified



Teri Gardner 11-15-24

November 15th, 2024

Re: Sustainability Plan for George's Electric Apprentice Training Academy

George's Electric Apprentice Training Academy will sustain its 01 Electrician Apprenticeship Program as follows:

Funding:

- 1) Operational expenses for George's Electric Apprentice Training Academy are a line item in George's Electric's operating budget.
- 2) George's Electric has historically trained the majority of its 01 Electrician employees and will allocate the necessary funds to continue doing so with the 01 Electrician apprenticeship program.

Operational & Administrative Capacity:

- 1) Administrative duties will be performed by the Operations Manager, and Training Director, both employees of George's Electric, with backup by the Owner/Secretary of George's Electric, who also serves on the apprenticeship committee.
- 2) The Training Director is an 01 Electrician at George's Electric and will be paid their regular wages to teach the apprenticeship curriculum. The Owner/Secretary will serve as substitute teacher as needed and earns a salary at George's Electric.
- 3) Curriculum materials will be paid for and provided to apprentices by the company.
- 4) Lab equipment, tools, and materials will be paid for by the company.
- 5) Classroom space will be provided in the Office with designated 4-hour classroom/lab training the first Friday of every month. Labs will take place in the current Shop Space. Trainees/Apprentices attending Classroom and Lab training will not be paid their regular wages during this time.

- 6) George's Electric's general liability insurance will cover all training activities of the company.

Continuity of Funding:

- 1) George's Electric Management will periodically evaluate the costs of the 01 Electrician apprenticeship program and raise hourly billing rates to cover training cost increases as needed.

Teri Gardner 11-15-24



George's Electric Apprenticeship Training Academy

George's Electric is looking to further develop, coach, and train Electrical Apprentices in the state of WA through a State Certified and registered Apprenticeship program. Knowing that the Electrical Industry is dangerous, vast, and ever-growing, we wish to contribute and give back to those who are interested in furthering themselves through the Electrical Trade.

The George's Electric Apprenticeship Training Academy will focus on continued learning through a set training regiment that will ensure all Apprentices who are accepted into the program are given the tools needed to become Journeyman. We pride ourselves in our integrity, reputation, and quality of both work(s) performed, and those who perform the work.

We are very much looking forward to becoming a part of this process, while producing well-trained, quality Journeymen for the State of WA.

Thank you,

Ryan Imes

A handwritten signature in black ink, appearing to read "Ryan Imes", written in a cursive style.

Committee Chairman