

July 20, 1988

U.S. DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION Bureau of Apprenticeship and Training Washington D. C. 20210	<u>Distribution:</u> A-539 All Techs. Hdqtrs. A-544 All Field Techs. A-547 SDs (Includes SACs and Lab. Comms.)	<u>Subject:</u> <u>Code:</u> 407 Electrical Industry Apprentice Ratios
Symbols: NPCTG/AB		Action:

PURPOSE: To transmit to Bureau of Apprenticeship and Training staff the ratio provision conditions agreed to by the National Joint Apprenticeship and Training Committee for the Electrical Industry (NJATC) and the Bureau.

BACKGROUND: SECTION XIII NUMBER OF APPRENTICES: The Ratio, of the pattern "Local Apprenticeship and Training Standards for the Electrical Contracting Industry," states:

The ratio of apprentices to journeymen is established by the current labor agreement. (Local program shall include addendum stating ratio.)

Section 5.07 of ARTICLE V of the current national collective bargaining agreement (attached) between the International Brotherhood of Electrical Workers and the National Electrical Contractors Association provides standard apprenticeship language for the ratio provision of apprenticeship standards.

The language in this section is confusing for registration agency monitoring and contract compliance review purposes. The Bureau and the NJATC have worked together to resolve any confusion that may exist with the approval and interpretation of the standard collective bargaining agreement language.

ACTION: Registration agencies should proceed to register new and or revised Electrical Industry Apprenticeship Standards consistent with the conditions listed for approval and interpret the ratio provision in accordance with the attached ADDENDUM that lists JOB SITE RATIOS.

Necessary action should also be taken to ensure that all requests for ratio revisions should be treated equitably.

Direct any questions on the implementation of these ratio conditions to Ambrose Bittner, Chief, National Program Coordination and Training Group. (Phone: (202) 535-0545).

RATIO APPROVAL CONDITIONS

1. The approval of new or revised electrical industry apprenticeship standards containing the new ratio provision will expire December 31, 1990. At that time, this ratio provision will then be reviewed by both the industry sponsors and the Bureau to determine its impact on the operation of the apprenticeship program. Continued approval beyond the expiration date will depend upon the results of this review in conjunction with the findings and recommendations of the research activities of the Apprenticeship 2000 initiative, relating to "ratios".
2. The Bureau and the NJATC for the Electrical Industry will issue memorandums to their system components to ensure all parties are aware of the new ratios.
3. The Bureau will share information with DOL's Wage and Hour staff to ensure contact monitoring conformance.
4. Bureau staff will closely monitor electrical industry programs to assist in the evaluation on the impact of providing for more apprentices in the work force. Staff will attempt to measure the ability of program sponsors to control job site ratios at the proper levels to meet the industry's overall wage area ratio of 1:3 (one apprentice to three journeyworkers).

Attachments

ADDENDUM

LOCAL APPRENTICESHIP AND TRAINING STANDARDS
FOR THE
ELECTRICAL CONTRACTING INDUSTRY

SECTION XIII - Number of Apprentices: The Ratio

WORK FORCE RATIOS

The JATC is authorized to indenture a maximum number of apprentices not to exceed a ratio of one apprentice for each three journeymen normally employed in the collective bargaining unit.

JOB SITE RATIOS

A job site ratio shall not exceed two apprentices for each three journeymen or fraction thereof as shown below:

Number Journeymen	Maximum Number Apprentices
1 to 3	2
4 to 6	4
7 to 9	6
etc.	etc.

An apprentice who has advanced to the third period (or beyond) shall be assigned to a job before each first or second period apprentice is assigned, provided an advanced apprentice is available.

ARTICLE V

STANDARD INSIDE APPRENTICESHIP LANGUAGE

Section 5.01. There shall be a Joint Apprenticeship and Training Committee (JATC) having _____ (recommend 3) members representing the chapter of the National Electrical Contractors Association (NECA) and an equal number of _____ members representing the local union of the International Brotherhood of Electrical Workers (IBEW). This Committee shall make local standards in conformity with the National Apprenticeship and Training Standards for the Electrical Contracting Industry governing the qualifications, selection, education, and training of all apprentices. The JATC shall also be responsible for training Journeymen and others. The local standards will be promptly agreed upon by the parties to this Agreement and shall be registered with the National Joint Apprenticeship and Training Committee and the appropriate State or Federal Apprenticeship Registration Agency.

Section 5.02. Members of the Joint Apprenticeship and Training Committee shall be selected by the party they represent. Their term of office shall be three years unless removed by the party they represent. The term of one Employer and one Union representative shall expire each year with successors to be determined in the same manner as the original appointments were made. A Committee member may be reappointed.

The Committee shall select from its membership, but not both from the same group, a Chairman and a Secretary who shall retain voting privileges.

The Committee shall meet at least once a month and also when called by the Chairman.

Section 5.03. (a) The Committee shall supervise all matters involving apprenticeship training in conformity with the provisions of this Agreement and the registered local Apprenticeship Standards. In case of a deadlock, the matter in dispute shall be referred to the parties to this Agreement for settlement. Any proposed change in this Agreement pertaining to Apprenticeship and Training should first be considered by the Committee for their recommendation before being acted upon by the parties to this Agreement.

(b) The Committee may establish or authorize a Joint Subcommittee to be similarly constituted and selected for authorized training programs other than apprentice training programs.

Section 5.04. (a) In order to provide diversity of training or work opportunities, the Committee shall have full authority to transfer apprentices from one job or Employer to another. All transfers and assignments for work shall be issued by the Committee and the referral office be so notified.

(b) The Committee is hereby instructed and authorized to employ a full-time Training Director at such time as is possible and practical. The Committee shall delegate to the Director that responsibility and authority deemed necessary by the Committee.

Section 5.05. All apprentices must enter the program through the Committee. An apprentice may be removed from training at any period of apprenticeship for violation of Committee rules and policies. Such removal by the Committee cancels the classification of apprentice and the opportunity to continue on the job training (OJT) or classroom training.

Section 5.06. There shall be a minimum of six periods of apprenticeship. The first two periods, consisting of one-thousand OJT hours each and satisfactory completion of the first year of related classroom training, shall constitute the probationary period. Successive periods will require the minimum hours OJT and an additional year of related classroom training. The six periods are as follows:

Six Periods	OJT Hours	Related Training
1	0-1000	Satisfactory Progress
2	1000-2000	1st Year School Completed
3	2000-3500	2nd Year School Completed
4	3500-5000	3rd Year School Completed
5	5000-6500	4th Year School Completed
6	6500-8000	5th Year School Completed

Section 5.07. The Committee is authorized to and shall indenture sufficient new apprentices to provide for the availability of a total number of apprentices in the training area not to exceed a ratio of one apprentice to three Journeyman Wiremen who are normally employed under the terms of this Agreement.

An Individual Employer shall employ only apprentices assigned by the Committee. No Employer is guaranteed any specific number of apprentices. The Committee will determine whether or not any individual Employer is entitled to an apprentice as well as the total number of apprentices to be assigned to that Employer.

The Committee shall allow each qualified Employer a ratio of one first year apprentice to one apprentice to three Journeymen on any job or in any shop as shown below.

RATIO

1 Journeyman	1 Apprentice	1 First Year Apprentice*
1 Journeyman	1 Apprentice	1 First Year Apprentice
2 Journeymen	1 Apprentice	1 First Year Apprentice
3 Journeymen	1 Apprentice	1 First Year Apprentice
4 Journeymen	2 Apprentices	1 First Year Apprentice
4 Journeymen	2 Apprentices	2 First Year Apprentices
etc.		

* Denotes apprentice in his/her probationary period (1st or 2nd period).

The first person on a job shall be a Journeyman.

A first year apprentice, as used above, may be an indentured apprentice in his/her probationary period, or an unindentured apprentice employed from the pool of qualified applicants.

Unindentured apprentices shall be replaced by first year indentured apprentices when they are available for assignment.

First year apprentices may perform all tasks assigned by a General Foreman, Foreman, and/or Journeyman; however, they shall not work on or near live voltage circuits or systems.

If unable to furnish a first year indentured apprentice in accordance with the allowable ratio, the JATC shall assign the next available individual who was interviewed but not selected from the pool of applicants. If such a list does not exist, an individual applicant who has met all basic requirements for apprenticeship shall be assigned to the employer. The rate of pay for all such employees shall be at the first period apprentice rate.

If the supply of apprentices (3rd through 6th period) is exhausted, then first or second period indentured apprentices may be used on a temporary basis to fulfill the apprentice ratio until successive period apprentices become available to replace them.

The hours worked as an unindentured apprentice shall not be credited toward apprenticeship should they later be selected for apprenticeship. Only indentured apprentices shall attend or participate in related training activities. An individual shall not be employed as an unindentured apprentice for more than 2000 hours cumulative.

The only benefit plans in which first year apprentices and unindentured apprentices shall participate are local health and welfare plans.

Section 5.08. An apprentice is to be under the supervision of a Journeyman Wireman at all times. Journeymen are not required to constantly watch the apprentice, but are to lay out the work required and permit the apprentice to perform the work on his/her own. Journeymen are permitted to leave the immediate work area without being accompanied by the apprentice. Only a sixth period apprentice shall be permitted to work alone on any job without supervision of a Journeyman Wireman.

Section 5.09. The parties to this Agreement shall be bound by the Joint Apprenticeship and Training Trust Fund Agreement which shall conform to Section 302 of the Labor-Management Relations Act of 1947 as amended, ERISA and other applicable regulations.

The Trustees authorized under this Trust Agreement are hereby authorized to determine the reasonable value of any facilities, materials or services furnished by either party. All funds shall be handled and disbursed in accordance with the Trust Agreement.

Section 5.10. All Employers subject to the terms of this Agreement shall contribute _____ % of their gross monthly labor payroll or _____ cents for each hour worked by journeymen and apprentices above the 2nd period. This sum shall be due the Trust Fund by the same date as is their payment to the NEBF under the terms of the Employees Benefit Agreement.