



OFFICE OF THE LABOR COMMISSIONER
 NEVADA STATE APPRENTICESHIP COUNCIL
 3300 WEST SAHARA AVENUE 225
 LAS VEGAS NV 89102

NOTICE OF APPRENTICE CANCELLATION
 (PLEASE PRINT OR TYPE)

Pursuant to N.R.S. 610.140 (1)(c) this form is to be submitted to NSAC within 10 days of the Committee's decision to cancel an apprentice.

APPRENTICE INFORMATION

Name: David Marchiorlatti I.D. # NV201800618

Mailing address: 501 E Lake Mead Parkway, Apt 2224 City: Henderson State: NV Zip: 89015

Date of cancellation: 01/19/22 Apprentice Exit Wage: \$ 30.35

In Probation period: Yes No Trade: Electrician 0159

Please attach a copy of the written notice of dismissal and notice of appeal rights to the committee required to be served on the apprentice via certified mail pursuant to N.A.C. 610.460.

Please check the reason for cancellation below:

- | | |
|--|---|
| <input type="checkbox"/> 1 - Discharged/Released | <input type="checkbox"/> 7 - Transferred to another program |
| <input type="checkbox"/> 2 - Left to accept related employment | <input type="checkbox"/> 8 - Illness/Death |
| <input type="checkbox"/> 3 - Left to accept other employment | <input type="checkbox"/> 9 - Program canceled by sponsor |
| <input type="checkbox"/> 4 - Unsatisfactory Performance | <input type="checkbox"/> 10 - Program canceled by registration agency |
| <input type="checkbox"/> 5 - Lack of Work | <input type="checkbox"/> 11 - Voluntary quit |
| <input type="checkbox"/> 6 - Entered Military Service | <input type="checkbox"/> 12 - Unknown |

PROGRAM INFORMATION:

Program number: NV001470001

Program Name:

ELECTRICAL WORKERS LOCAL 357 JATC

Address: 620 Leigon Way City: Las Vegas State: NV Zip: 89110
 Telephone: 702-459-7949

I hereby certify the information provided herein is true and accurate to the best of my knowledge.

Madison Burnett
 (Authorized Name)Print or Type

[Signature]
 Signature

3/10/22
 Date



Electrical JATC of Southern Nevada

MEMORANDUM

{Certified Mail: 7009 2250 0001 8228 9979 }

TO: David Marchiorlatti
FROM: Madison Burnett, Director
RE: Results of 2/16/2022 J.A.T.C. Meeting
DATE: March 1, 2022

Dear David,

Please be advised of the actions taken at the Electrical J.A.T.C. meeting on 2/16/2022.

Excerpt of the minutes:

David Marchiorlatti appearing before the committee in regards to his appeal hearing. David Marchiorlatti did appear before the committee. See court reporter's transcripts for details. Motion to uphold the previous decision of terminating the apprenticeship of David Marchiorlatti on January 19th, 2022. The motion was seconded and carried. Madison Burnett explained David Marchiorlatti's appeal rights to the NSAC. David Marchiorlatti stated that he understood the decision of the committee and his appeal rights to the NSAC.

The apprentice may appeal from the Electrical J.A.T.C. of Southern Nevada's final decision to the Nevada State Apprenticeship Council at the Office of the Labor Commissioner (3300 West Sahara Avenue, Suite 225, Las Vegas, NV 89102) by filing a written notice of appeal with the Nevada State Apprenticeship Council. This appeal must be filed within 30 days after the date on which this notice of dismissal from the program was deposited in the mail.

If you have any questions, please feel free to contact the JATC office during normal business hours.



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PS Form 3800, August 2006

See Reverse for Instructions

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- For an additional fee, a *Return Receipt* may be requested to provide proof of delivery. To obtain Return Receipt service, please complete and attach a Return Receipt (PS Form 3811) to the article and add applicable postage to cover the fee. Endorse mailpiece "Return Receipt Requested". To receive a fee waiver for a duplicate return receipt, a USPS® postmark on your Certified Mail receipt is required.
- For an additional fee, delivery may be restricted to the addressee or addressee's authorized agent. Advise the clerk or mark the mailpiece with the endorsement "Restricted Delivery".
- If a postmark on the Certified Mail receipt is desired, please present the article at the post office for postmarking. If a postmark on the Certified Mail receipt is not needed, detach and affix label with postage and mail.

IMPORTANT: Save this receipt and present it when making an inquiry.

PS Form 3800, August 2006 (Reverse) PSN 7530-02-000-9047

Electrical JATC of Southern Nevada
David E. Marchiorlatti Timeline

- 02/15/18 Registered into the Wireman Program.
- 11/29/18 Notice of Mandatory Study Hall starting on 12/07/18 was sent to his class.
- 12/04/18 Received Verification of Receipt for Notice of Mandatory Study Hall Starting on 12/07/18.
- 12/20/18 Notice of Release from Study Hall was sent to his class.
- 05/17/18 David Marchiorlatti received a Training Assignment for Edlen Electric.
- 05/30/18 David Marchiorlatti's Training Assignment for Elden Electric was Canceled for Job Completion.
- 06/14/18 David Marchiorlatti received a Training Assignment for Edlen Electric.
- 06/25/18 David Marchiorlatti's Training Assignment for Elden Electric was Canceled for Job Completion.
- 06/27/18 David Marchiorlatti received a Training Assignment for Rosendin Electric.
- 12/07/18 David Marchiorlatti's Training Assignment for Rosendin Electric was Canceled for Job Completion.
- 01/04/19 David Marchiorlatti received a Training Assignment for Bombard Electric.
- 06/06/19 Madison Burnett (Training Director) received a call from Jessie Mayo (Foreman with Bombard Electric). Jessie Mayo (Foreman with Bombard Electric) stated that 1st year apprentice, David Marchiorlatti, has been late several times, called in Thursday (5/30/19) saying he would be late and never arrived. Yesterday (6/5/19), David Marchiorlatti called in at 11:00 am stating that he would not be in to work. Jessie Mayo (Foreman with Bombard Electric) was informed that Madison Burnett (Training Director) would be on the jobsite in the morning.
- 06/07/19 1st Notice of Training Assignment Unsatisfactory Progress:
Bombard Electric
Absenteeism / Tardiness
No Call; No Show - 11am Call-In
- 06/18/19 Madison Burnett (Training Director) & Doug Ziegenhagen (Assistant Training Director) received a call from Jessie Mayo (Foreman with Bombard Electric). Jessie Mayo (Foreman with Bombard Electric) stated that 1st year apprentice, David Marchiorlatti, was absent yesterday and called into the Bombard Office approx. 7:00am, two hours after the project start time. Jessie Mayo (Foreman with Bombard Electric) was informed that Doug Ziegenhagen (Assistant Training Director) would be on the jobsite in the morning.
- 06/19/19 Doug Ziegenhagen (Assistant Training Director) met with David Marchiorlatti at 5.30am during a jobsite visit to Bombard Electric regarding a progressive discipline request. David Marchiorlatti provided medical documentation to the contractor for the recent absence, and Doug Ziegenhagen (Assistant Training Director) reiterated the JATC and company policy regarding absenteeism. No write-up given. David Marchiorlatti stated he understood he would receive one on his next undocumented absence/call in.

- 07/10/19 Doug Ziegenhagen (Assistant Training Director) received a call this morning from Jessie Mayo (Foreman with Bombard Electric) regarding David Marchiorlatti's attendance. Jessie Mayo (Foreman with Bombard Electric) requested a jobsite visit for progressive discipline tomorrow at any time.
- 07/11/19 Doug Ziegenhagen (Assistant Training Director) spoke with David Marchiorlatti during a jobsite visit regarding his on-the-job-attendance. David Marchiorlatti stated he was late to work due to alarms not going off. Second Notice of Unsatisfactory Progress was issued considering previous history, and the severity of termination for cause was discussed. David Marchiorlatti stated he understood his position.
- 2nd Notice of Training Assignment Unsatisfactory Progress:
Bombard Electric
Absenteeism
- 08/07/09 Doug Ziegenhagen (Assistant Training Director) received a call from Jessie Mayo (Foreman with Bombard Electric) regarding David Marchiorlatti's attendance. David Marchiorlatti was a no-call; no-show. Jessie Mayo (Foreman with Bombard Electric) informed Doug Ziegenhagen (Assistant Training Director) Bombard Electric would be cancelling the David Marchiorlatti's training assignment for cause.
- Cancellation of Training Assignment for Cause:
Bombard Electric
Absenteeism / No Call; No Show
- Doug Ziegenhagen (Assistant Training Director) called David Marchiorlatti to inform him of the actions taken by Bombard Electric. David Marchiorlatti stated that he was aware of the actions, and had overslept. Doug Ziegenhagen (Assistant Training Director) advised David Marchiorlatti to set a meeting with Madison Burnett (Training Director) regarding his committee meeting. David Marchiorlatti stated that he understood.
- 08/09/19 Notice to Appear before the Committee on 08/21/19 will be hand delivered.
- 08/12/19 Madison Burnett (Training Director) met with 2nd year apprentice, David Marchiorlatti, at the JATC concerning his Cancellation of Training Assignment for Absenteeism and Tardiness. David Marchiorlatti stated that he had family issues with his Dad and nowhere to live which caused his attendance issues. David Marchiorlatti also stated that he now has a place to live and has corrected his family issues. JATC policy and BHO information were explained to David Marchiorlatti in which he stated he understood.
- 08/13/19 Received Verification of Receipt for Notice to Appear before the Committee on 08/21/19.
- 08/21/19 David Marchiorlatti (2nd Year) appeared before the Committee in regards to his Cancellation of training assignment for Absenteeism/ No Call; No Show. The Committee placed David Marchiorlatti on six (6) months PRETERMINATION PROBATION for violation of the Absence Policy, with the stipulation that any further absenteeism or tardiness from school or work without written documentation during the remainder of the apprentice's PRETERMINATION PROBATION MAY result in further disciplinary action up to and including termination of apprenticeship. David Marchiorlatti stated that he understood the decision of the Committee.
- 08/22/19 Minutes from the Committee Meeting on 08/21/19 were sent via certified mail.

- 08/23/19 David Marchiorlatti received a Training Assignment for Morse Electric.
- 09/06/19 Doug Ziegenhagen (Assistant Training Director) received a call from David Marchiorlatti regarding a recent on-the-job absence. David Marchiorlatti informed Doug Ziegenhagen (Assistant Training Director) that he was incarcerated for 3 days following a scheduled court appearance. Also David Marchiorlatti state he informed his contractor, and they had no issue. Doug Ziegenhagen (Assistant Training Director) urged David Marchiorlatti to contact the JATC office as soon as possible to document the absences. David Marchiorlatti stated that he understood, and would call immediately following our conversation.
- Jeanette Bellows (Administrator Assistant) received call from David Marchiorlatti that he was absence from work with Morse Electric 09/03/19-09/05/19 due to being in Jail from court appearance.
- 12/06/19 David Marchiorlatti's Training Assignment for Morse Electric was Canceled for Job Completion.
- 12/06/19 Amanda Rooth (Administrator Assistant) called David Marchiorlatti for apprenticeship status update. David Marchiorlatti stated he is in the hospital and doesn't know when he will be released.
- 01/03/20 Amanda Rooth (Administrator Assistant) spoke with David Marchiorlatti in regards to his illness. David Marchiorlatti stated that he was being released from the hospital today, but didn't know what his mobility would be like. Amanda Rooth (Administrator Assistant) also reminded David Marchiorlatti that he needed to make-up a test prior to 2:30pm before he would be allowed back in class. David Marchiorlatti stated that he understood.
- 01/08/20 Amanda Rooth (Administrator Assistant) received a call from David Marchiorlatti. He stated he was released from the hospital with a cane. Amanda Rooth (Administrator Assistant) reminded him about making up the test and he stated he understood.
- 01/20/20 Notice to Appear before the Committee on 02/19/20 was sent certified mail.
- 01/27/20 Received a Signature Card for Notice to Appear before the Committee on 02/19/20.
- Received letter from David Marchiorlatti for requesting a leave of absence from school until the 2020/2021 school year.
- 02/19/20 David Marchiorlatti (2nd Year) did not appear before the Committee due to medical issues. The Committee released David Marchiorlatti from pretermination probation. Additionally, the Committee approved David Marchiorlatti's (2nd Year) request for a leave of absence from school until the 2020/2021 school year.
- 03/03/20 Minutes from the Committee Minutes on 02/19/20 were sent via certified mail.
- 03/11/20 Minutes form the Committee Minutes on 02/19/19 was return to sender.
- 04/10/20 Received medical release to full duty.
- 04/15/20 David Marchiorlatti received a Training Assignment for MD Electric.
- 06/25/20 David Marchiorlatti's Training Assignment for MD Electric was Canceled for Job Completion.

06/30/20 David Marchiorlatti received a Training Assignment for Bombard Electric.

07/15/20 Amanda Rooth (Administrator Assistant) received a call from the David Marchiorlatti's brother stating that David Marchiorlatti is in the Henderson Detention Center and probably won't be released until late August/early September. Amanda Rooth (Administrator Assistant) advised the brother to suggest to David Marchiorlatti that he might need to request a leave of absence due to his legal issues. The brother said he would pass the message along and would update us.

07/23/20 David Marchiorlatti's Training Assignment for Bombard Electric was Canceled for Job Completion.

08/05/20 JATC received a letter from David Marchiorlatti requesting a leave of absence from work until 09/08/20 and leave of absence from school until the 2021/2022 school year.

08/19/20 The Committee denied David Marchiorlatti's (2nd Year) request for a leave of absence from work and school until the 2021/2022 school year.

08/21/20 Minutes from the Committee Meeting on 08/19/20 were sent certified mail and emailed via adobe signature.

09/08/20 Notice to Appear before the Committee on 09/16/20 were sent certified mail and adobe signature.

09/09/20 Received Verification of Receipt for Notice to Appear before the Committee on 09/16/20.

09/16/20 David Marchiorlatti (2nd Year) did appear before the Committee in regards to his six (6) or more absences from the 2020/2021 school year. The Committee decided for David Marchiorlatti to repeat the 2nd Year for the violation of the Related Instruction Absence Policy. It is also added that the apprentice's wages WILL be frozen until the apprentice has successfully completed 2nd Year, and a failing score after three (3) or more tests during the repeated year WILL result in termination of apprenticeship.

09/21/20 David Marchiorlatti received a Training Assignment for Rosendin Electric.

10/02/20 Minutes from the Committee Meeting on 09/21/20 were emailed via adobe signature.

03/24/21 David Marchiorlatti's Training Assignment for Rosendin Electric was Canceled for Job Completion.

03/30/21 David Marchiorlatti received a Training Assignment for Primoris Renewable Energy.

03/24/21 David Marchiorlatti's Training Assignment for Primoris Renewable Energy was Canceled for Job Completion.

05/03/21 David Marchiorlatti received a Training Assignment for Rosendin Electric.

06/24/21 Received Verification of Receipt for Minutes from the Committee Meeting on 08/19/20.

09/03/21 David Marchiorlatti's Training Assignment for Rosendin Electric was Canceled for Job Completion.

- 10/05/21 Notice of Mandatory Study Hall starting on 10/08/21 was emailed via adobe signature.
Received Verification of Receipt was for Notice of Mandatory Study Hall starting on 10/08/21.
Notice to Appear before the Committee on 10/20/21 was emailed via adobe signature.
- 10/11/21 Madison Burnett (Training Director) spoke to David Marchiorlatti concerning his failing grade after 3 exams during a repeated year. David Marchiorlatti stated he is suffering from stress and needs to study more. He believes he will be above a 75 after his next exam. David Marchiorlatti was reminded about his appearance before the Committee and JATC policy.
- 10/15/21 Received Verification of Receipt for Minutes from the Committee Minutes on 09/16/20.
- 10/20/21 David Marchiorlatti (2nd Year) appeared before the Committee in regards to his failing the 2nd year curriculum for the 2021/2022 during a repeating school year. The Committee decided to table this matter until January 19th, 2022 meeting.
- 10/29/21 Minutes from the Committee Meeting on 10/20/21 was emailed via adobe signature.
Received Verification of Receipt for Minutes from the Committee Meeting on 10/20/21.
- 11/09/21 Notice for Released from Study Hall.
- 12/16/21 Notice to Appear before the Committee on 01/19/22 was emailed via adobe signature.
Received Verification of Receipt for Notice to Appear before the Committee on 01/19/22.
- 01/07/22 David Marchiorlatti received a Training Assignment for Las Vegas Electric.

Doug Ziegenhagen (Assistant Training Director) received a call from Vince (Safety Officer with Las Vegas Electric) regarding David Marchiorlatti's pre-employment drug screening. Vince (Safety Officer with Las Vegas Electric) informed Doug Ziegenhagen (Assistant Training Director) that David Marchiorlatti has submitted two adulterated specimens before leaving the Las Vegas Electric's drug testing laboratory. Vince (Safety Officer with Las Vegas Electric) informed Doug Ziegenhagen (Assistant Training Director) Las Vegas Electric would be cancelling the David Marchiorlatti's training assignment for cause.

Cancellation of Training Assignment for Cause:
Las Vegas Electric
Violation of Company Pre-Employment Policy
- 01/10/22 Madison Burnett (Training Director) met with 2nd year apprentice, David Marchiorlatti, at the JATC concerning his termination from Las Vegas Electric for Violation of Company Policy. David Marchiorlatti stated that his sample was cold and he was directed to be observed. He decided to leave the testing facility. David admitted that he could not pass the drug test. JATC policy was explained to David Marchiorlatti in which he stated he understood and he would appear before the JATC Committee on Wednesday, January 19th at 1:00 pm.

- 01/11/22 Madison Burnett (Training Director) received a call from David Marchiorlatti. He stated that he has entered Desert Hope Rehabilitation program for his addiction issues. Madison Burnett (Training Director) reminded David Marchiorlatti to provide the JATC documentation. David Marchiorlatti stated that he would.
- 01/19/22 David Marchiorlatti (2nd Year) appeared before the Committee in regards to his failing the 2nd year curriculum for the 2021/2022 during a repeating school year in which the matter was tabled from October 2021 meeting, and his cancellation of training assignment for non-compliance with company policy. The Committee reviewed David Marchioratti's Committee Meeting Minutes of August 21, 2019, September 8, 2020 and October 20, 2021. The Committee decided to terminate the apprenticeship of David Marchiorlatti for violation of another JATC policy. Madison Burnett (Training Director) explained to David Marchiorlatt's appeal rights. David Marchiorlatti stated he understood the decision of the company.
- 01/26/22 Committee Meeting Minutes on 01/19/22 and Appeal Documents were sent via certified mail.
- 01/31/22 Received Signature Card for Committee Meeting Minutes on 01/19/22 and Appeal Documents.
Received David Marchiorlatti's Appeal Documents.
- 02/10/22 Notice of Appeal Hearing on 02/16/22 was sent certified mail.
- 02/14/22 Receive Signature Card for Notice of Appeal Hearing on 02/16/22.
- 02/16/22 David Marchiorlatti appeared before the Committee in regards to his appeal hearing. See court reporter's transcripts for details. The Committee upheld the previous decision of terminating the apprenticeship of David Marchiolatti on 01/19/22. Madison Burnett (Training Director) explained David Marchiorlatti's appeal rights to the Nevada State Apprenticeship Council. David Marchiolatti stated that he understood the decision of the Committee and his appeal rights to the Nevada State Apprenticeship Council.
- 03/01/22 Committee Meeting Minutes on 02/16/22 was sent via certified mail.
- 03/03/22 Per USPS.com Committee Meeting Minutes on 02/16/22 was delivered on 03/03/22.
- 03/24/22 Received David Marchiorlatti's Appeal to Nevada State Apprenticeship Council.

Program Registration and
Apprenticeship Agreement



THE OFFICE OF WORKFORCE INNOVATION
FOR THE NEW NEVADA, AND THE NEVADA
STATE APPRENTICESHIP COUNCIL

APPRENTICE REGISTRATION – SECTION II

OMB No. 1205-0223 Expires: 01/31/2020

Warning: This agreement does not constitute a certification under Title 29, CFR, Part 5 for the employment of the apprentice on Federally financed or assisted construction projects. Current certifications must be obtained from the Office of Apprenticeship (OA) or the recognized State Apprenticeship Agency shown below. (Item 24)

The program sponsor and apprentice agree to the terms of the Apprenticeship Standards incorporated as part of this Agreement. The sponsor will not discriminate in the selection and training of the apprentice in accordance with the Equal Opportunity Standards in Title 29 CFR Part 30, and Executive Order 11246. This agreement may be terminated by either of the parties, citing cause(s), with notification to the registration agency, in compliance with Title 29, CFR, Part 29

PART A: TO BE COMPLETED BY APPRENTICE. NOTE TO SPONSOR: PART A SHOULD ONLY BE FILLED OUT BY APPRENTICE.

1. Name (Last, First, Middle) and Address (No., Street, City, State, Zip Code, Telephone Number) Marchiorlatti, David E 425 Burton St Henderson, NV 89015 Phone: <u>208-859-8128</u>		*Social Security Number Answer Both A and B (Voluntary) (Definitions on reverse)		5. Veteran Status (Mark one) <input checked="" type="checkbox"/> Non-Veteran <input type="checkbox"/> Veteran	
2. Date of Birth (Mo., Day, Yr.) 11/30/1988		3. Sex (Mark one) <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female		6. Education Level (Mark one) <input type="checkbox"/> 8th grade or less <input type="checkbox"/> 9th to 12th grade <input type="checkbox"/> GED <input checked="" type="checkbox"/> High School Graduate or Greater <input type="checkbox"/> Post Secondary or Technical Training	
4. a. Ethnic Group (Mark one) <input type="checkbox"/> Hispanic or Latino <input checked="" type="checkbox"/> Not Hispanic or Latino b. Race (Mark one or more) <input type="checkbox"/> American Indian or Alaska native <input type="checkbox"/> Asian <input type="checkbox"/> Black or African American <input type="checkbox"/> Native Hawaiian or other Pacific Islander <input checked="" type="checkbox"/> White		7. Disability (Mark one) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
8a. Employment Status (Mark one) <input checked="" type="checkbox"/> New Employee <input type="checkbox"/> Existing Employee					
8b. Career Connection (Mark one) (Instructions on reverse) <input checked="" type="checkbox"/> None <input type="checkbox"/> Pre-Apprenticeship <input type="checkbox"/> Technical Training School <input type="checkbox"/> Military Veterans <input type="checkbox"/> Job Corps <input type="checkbox"/> YouthBuild <input type="checkbox"/> HUD/STEP-UP <input type="checkbox"/> Career Center Referral <input type="checkbox"/> School-to-Registered Apprenticeship					
9. Signature of Apprentice 			Date 2/15/2018		
10. Signature of Parent/Guardian (if minor)			Date		

PART B: SPONSOR: EXCEPT FOR ITEMS 6, 7, 8, 10a. - 10c, REMAINDER OF ITEMS REPOPULATED FROM PROGRAM REGISTRATION.

1. Sponsor Program No. NV001470001 Sponsor Name and Address (No. Street, City, County, State, Zip Code) Electrical J.A.T.C. of Southern Nevada 620 Leigon Way Las Vegas, Clark, NV, 89110 Office Phone: (702) 459-7949 Office Fax: (702) 459-8804 Firm Web Page: www.earnwhileyoulearn.org		2a Occupation (The work processes listed in the standards are part of this agreement). Electrician		2b Occupation Code: 47-2111.00 2b.1. Interim Credentials Only applicable to Part B, 3.b. and 3.c. (Mark one) <input type="checkbox"/> Yes <input type="checkbox"/> No	
3. Occupation Training Approach (Mark one) 3a. <input checked="" type="checkbox"/> Time-Based 3b. <input type="checkbox"/> Competency-Based 3c. <input type="checkbox"/> Hybrid		4. Term (Hrs., Mos., Yrs.) 8,000 Hrs.		5. Probationary Period (Hrs., Mos., Yrs.) 2,000 Hrs.	
6. Credit for Previous Experience (Hrs., Mos., Yrs.) 6a. OJT: 6b. RTI:		7. Term Remaining (Hrs., Mos., Yrs.)		8. Date Apprenticeship Begins 02/15/2018	

9a. Related Instruction (Number of Hours Per Year) 180		9b. Apprentice Wages for Related Instruction <input type="checkbox"/> Will Be Paid <input checked="" type="checkbox"/> Will Not Be Paid		9c. Related Training Instruction Source Electrical J.A.T.C. of Southern Nevada	
10a. Pre-Apprenticeship Hourly Wage \$ <u>19.95</u>		10b. Apprentice's Entry Hourly Wage \$ <u>19.95</u>		10c. Journeyworker's Hourly Wage \$ <u>43.83</u>	

Check Box	Period 1	2	3	4	5	6	7	8	9	10
10d. Term <input checked="" type="checkbox"/> Hrs., <input type="checkbox"/> Mos., or <input type="checkbox"/> Yrs.	0-999	1000-1999	2000-3499	3500-4999	5000-6499	6500-7999	8000			
10e. Wage Rate (Mark one) % <input checked="" type="checkbox"/> or \$ <input type="checkbox"/>	45%	50%	60%	65%	75%	85%	100%			
	\$19.95	\$22.17	\$26.30	\$28.49	\$32.87	\$37.26	\$43.83			

11. Signature of Sponsor's Representative(s) 		Date Signed 02/15/2018		13. Name and Address of Sponsor Designee to Receive Complaints (If applicable) Madison Burnett, Training Director 620 Leigon Way, Las Vegas, NV 89110 Contact Phone: (702) 459-7949 Contact Fax: (702) 459-8804 CONTACT EMAIL: info@earnwhileyoulearn.org	
12. Signature of Sponsor's Representative(s)		Date Signed			

PART C: TO BE COMPLETED BY REGISTRATION AGENCY

1. Registration Agency and Address Nevada State Apprenticeship Council (NSAC) Office of Workforce Innovation (OWINN) 555 E. Washington Ave, Ste. 4900 Las Vegas, NV 89101		2. Signature (Registration Agency) 		3. Date Registered 2/22/18	
4. Apprentice Identification Number (Definition on reverse): <u>NV 2018 000618</u>					



Electrical JATC of Southern Nevada

MEMORANDUM

{Certified Mail: 7008 0820 0001 6759 7762}

TO: David Marchiorlatti
FROM: Madison Burnett, Director
RE: Results of 8/21/2019 J.A.T.C. Meeting
DATE: August 22, 2019

Dear David,

Please be advised of the actions taken at the Electrical J.A.T.C. meeting on 8/21/2019.

Excerpt of the minutes:

David Marchiorlatti (2nd Year) appearing before the committee in regards to his cancellation of training assignment for absenteeism, no call no show. David Marchiorlatti did appear before the committee. Ken Kefalas was recused from this matter. Motion to place David Marchiorlatti on six (6) months PRETERMINATION PROBATION for violation of the Absence Policy, with the stipulation that any further absenteeism or tardiness from school or work without written documentation during the remainder of the apprentice's PRETERMINATION PROBATION MAY result in further disciplinary action up to and including termination of apprenticeship. It is also added that the apprentice's wages WILL be frozen until he has been released from PRETERMINATION PROBATION. The motion was seconded and carried. David Marchiorlatti stated that he understood the decision of the committee.

If you have any questions, please feel free to contact the JATC office during normal business hours.



7009 0820 0001 6759 7762

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City, State, ZIP+4			
PS Form 3800, August 2006		See Reverse for Instructions	

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- **NO INSURANCE COVERAGE IS PROVIDED** with Certified Mail. For valuables, please consider Insured or Registered Mail.
- For an additional fee, a *Return Receipt* may be requested to provide proof of delivery. To obtain Return Receipt service, please complete and attach a Return Receipt (PS Form 3811) to the article and add applicable postage to cover the fee. Endorse mailpiece "Return Receipt Requested". To receive a fee waiver for a duplicate return receipt, a USPS® postmark on your Certified Mail receipt is required.
- For an additional fee, delivery may be restricted to the addressee or addressee's authorized agent. Advise the clerk or mark the mailpiece with the endorsement "*Restricted Delivery*".
- If a postmark on the Certified Mail receipt is desired, please present the article at the post office for postmarking. If a postmark on the Certified Mail receipt is not needed, detach and affix label with postage and mail.

IMPORTANT: Save this receipt and present it when making an inquiry.

PS Form 3800, August 2006 (Reverse) PSN 7530-02-000-9047

ELECTRICAL JATC-TRAINING ASSIGNMENT UNSATISFACTORY PROGRESS FORM



Name: David H. Schubert Period: 2nd year

Employer/Jobsite: General Electric Date: 1/17/11

- FIRST NOTICE OF UNSATISFACTORY PROGRESS
- SECOND NOTICE OF UNSATISFACTORY PROGRESS
- CANCELLATION OF TRAINING ASSIGNMENT FOR CAUSE

PROVIDE EXPLANATION

Apprentice Signature: _____

Employer Representative: _____

JATC Representative: _____

Union Representative: _____

WHITE COPY-APPRENTICE GREEN COPY-EMPLOYER YELLOW COPY-NECA CHAPTER PINK COPY-IBEW LOCAL UNION GOLD COPY-JATC FILE

ELECTRICAL JATC-TRAINING ASSIGNMENT UNSATISFACTORY PROGRESS FORM



Name: David Alachrohatti Period: 50% AW

Employer/Jobsite: Richard Electric / Conner's Convention center Date: 11/26/2019

- FIRST NOTICE OF UNSATISFACTORY PROGRESS
- SECOND NOTICE OF UNSATISFACTORY PROGRESS
- CANCELLATION OF TRAINING ASSIGNMENT FOR CAUSE

PROVIDE EXPLANATION

Abandonment

Apprentice Signature: _____

Employer Representative: _____

JATC Representative: _____

Union Representative: _____

WHITE COPY-APPRENTICE GREEN COPY-EMPLOYER YELLOW COPY-NECA CHAPTER PINK COPY-IBEW LOCAL UNION GOLD COPY-JATC FILE

**ELECTRICAL JATC-TRAINING ASSIGNMENT
UNSATISFACTORY PROGRESS FORM**



Name: David Marchislati Period: 2d AW

Employer/Jobsite: Casars Convention Center / Bombard Date: 7 August 2019

- FIRST NOTICE OF UNSATISFACTORY PROGRESS
- SECOND NOTICE OF UNSATISFACTORY PROGRESS
- CANCELLATION OF TRAINING ASSIGNMENT FOR CAUSE

PROVIDE EXPLANATION

Absenteeism / No-call No-show

Apprentice Signature: _____

Employer Representative: _____

JATC Representative: _____

Union Representative: _____

WHITE COPY-APPRENTICE GREEN COPY-EMPLOYER YELLOW COPY-NECA CHAPTER PINK COPY-IBEW LOCAL UNION GOLD COPY-JATC FILE

DAVID MARCHIORLATTI

BOMBARD ELECTRIC - 2019

JANUARY

S	M	T	W	T	F	S
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FEBRUARY

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OCTOBER

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NOVEMBER

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DECEMBER

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30	31					

WORK ABSENT
WORK PARTIAL DAYS
NO CALL NO SHOW
MEDICAL
WRITE-UPS

Hire Date: 01/04/19
1st Write-Up: 06/04/19
2nd Write-Up: 07/11/19
Term Date: 08/07/19



Electrical JATC of Southern Nevada

MEMORANDUM

{ Certified Mail: 7009 1410 0002 4417 3270 }

TO: David Marchiorlatti
FROM: Madison Burnett, Director
RE: Results of 2/19/2020 J.A.T.C. Meeting
DATE: March 3, 2020

Dear David,

Please be advised of the actions taken at the Electrical J.A.T.C. meeting on 2/19/2020.

Excerpt of the minutes:

David Marchiorlatti (2nd Year) appearing before the committee in regards to his pretermination probation review. David Marchiorlatti did not appear before the committee due to medical issues. Motion to release David Marchiorlatti from pretermination probation review. The motion was seconded and carried.

Discussion concerning David Marchiorlatti's (2nd Year) request for a leave of absence from school until the 2020/2021 school year. Motion to approve David Marchiorlatti's request for a leave of absence from school until the 2020/2021 school year. The motion was seconded and carried.

If you have any questions, please feel free to contact the JATC office during normal business hours.



Electrical JATC of Southern Nevada

620 Leigon Way
Las Vegas, NV 89110

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7009 1410 0002 4417 3270

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03/03/2020
US POSTAGE \$006.90⁰⁰

ZIP 89110
04J1M11463774

David Marchiorlatti
34 knightsboro road
henderson, NV 89074

NIXIE 891 DC 1 0003/09/20

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ATTEMPTED - NOT KNOWN
UNABLE TO FORWARD

PS Form 3811, July 2015 PSN 7530-02-000-9053

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:
607244678

David Marchiorlatti
34 knightsboro road
henderson, NV 89074

2. Article Number (Transfer from service label)
7009 1410 0002 4417 3270

PS Form 3811, July 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature
X Agent
 Addressee

B. Received by (Printed Name) C. Date of Delivery

D. Is delivery address different from item 1? Yes
If YES, enter delivery address below:

RECEIVED
MAR 10 2020
BY: _____

3. Service Type
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 - Adult Signature Restricted Delivery
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 - Certified Mail Restricted Delivery
 - Collect on Delivery
 - Collect on Delivery Restricted Delivery
 - Insured Mail
 - Insured Mail Restricted Delivery (over \$500)
 - Priority Mail Express®
 - Registered Mail™
 - Registered Mail Restricted Delivery
 - Return Receipt for Merchandise
 - Signature Confirmation™
 - Signature Confirmation Restricted Delivery

Domestic Return Receipt

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OFFICIAL USE

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Postage	\$	
Certified Fee		
Return Receipt Fee (Endorsement Required)		
Restricted Delivery Fee (Endorsement Required)		
Total Pos		

Postmark Here

Sent To
Street, Apt. #, or PO Box No.
City, State, Zip

David Marchiorlatti
34 knightsboro road
henderson, NV 89074

PS Form 3800, August 2006 See Reverse for Instructions

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- For an additional fee, a Return Receipt may be requested to provide proof of delivery. To obtain Return Receipt service, please complete and attach a Return Receipt (PS Form 3811) to the article and add applicable postage to cover the fee. Endorse mailpiece "Return Receipt Requested". To receive a fee waiver for a duplicate return receipt, a USPS® postmark on your Certified Mail receipt is required.
- For an additional fee, delivery may be restricted to the addressee or addressee's authorized agent. Advise the clerk or mark the mailpiece with the endorsement "Restricted Delivery".
- If a postmark on the Certified Mail receipt is desired, please present the article at the post office for postmarking. If a postmark on the Certified Mail receipt is not needed, detach and affix label with postage and mail.

IMPORTANT: Save this receipt and present it when making an inquiry.
PS Form 3800, August 2006 (Reverse) PSN 7530-02-000-9047

To whom it may concern:



My name is David Marchiorlatti, 2nd year wireman apprentice, I am writing to you to request a leave of absences from the 2019/2020 school year due to my current medical issues. I was hospitalized on November 26, 2019 due to a medical issue that caused my legs to stop receiving blood flow. At the same time my kidneys were failing and I have suffered from memory loss. I was released from the hospital on January 3rd, 2020 after almost 6 weeks in the hospital. I am currently improving but am still suffering from memory loss and have to been cleared to resume work. I would like to continue my second year of apprenticeship starting in the 2020/2021 school year. Thank you for your consideration in this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "D Marchiorlatti". The signature is fluid and cursive.

David Marchiorlatti



Electrical JATC of Southern Nevada

MEMORANDUM

{Adobe Signature & Certified Mail: 7009 2250 0001 8228 8026 }

TO: David Marchiorlatti
FROM: Madison Burnett, Director
RE: Results of 8/19/2020 J.A.T.C. Meeting
DATE: August 21, 2020

Dear David,

Please be advised of the actions taken at the Electrical J.A.T.C. meeting on 8/19/2020.

Excerpt of the minutes:

Discussion concerning David Marchiorlatti's (2nd Year) request for a leave of absence from work and school until the 2021/2022 school year. The motion to deny David Marchiorlatti's request for a leave of absence from work and school until the 2021/2022 school year. The motion was seconded and carried.

If you have any questions, please feel free to contact the JATC office during normal business hours.



Electrical JATC of Southern Nevada

Verification of Receipt

I, Marchiorlatti, David E, have received the following document from The Electrical J.A.T.C. of Southern Nevada:

- Notice to Appear before the Committee on 8/19/2020
- Committee Meeting 8/19/2020 Minutes
- Committee Meeting 8/19/2020 Minutes and Appeal Documents

DM
David Marchiorlatti (Jun 23, 2021 15:12 PDT)
Signature

Jun 23, 2021
Date

Please return the document back to The Electrical JATC of Southern Nevada's office immediately.

To whom It May Concern

I, David Marchioratti am currently at the Henderson Detention Center and will be released between August 31st and September 5th. Any communication can be done either through mail or by contacting my brother Joseph Marchioratti at telephone number 909-247-9088. I am requesting a leave of absence until the dates noted.

Thank you.

D M

David Marchioratti





Electrical JATC of Southern Nevada

MEMORANDUM

{Adobe Signature}

TO: David Marchiorlatti
FROM: Madison Burnett, Director
RE: Results of 9/16/2020 J.A.T.C. Meeting
DATE: October 2, 2020

Dear David,

Please be advised of the actions taken at the Electrical J.A.T.C. meeting on 9/16/2020.

Excerpt of the minutes:

David Marchiorlatti (2nd Year) appearing before the committee in regards to his six (6) or more absences from the 2020/2021 school year. David Marchiorlatti did appear before the committee. Motion for David Marchiorlatti to repeat the 2nd Year for the violation of the Related Instruction Absence Policy. It is also added that the apprentice's wages WILL be frozen until the apprentice has successfully completed 2nd Year, and a failing score after three (3) or more tests during the repeated year WILL result in termination of apprenticeship. The motion was seconded and carried. David Marchiorlatti stated that he understood the decision of the committee.

If you have any questions, please feel free to contact the JATC office during normal business hours.



Electrical JATC of Southern Nevada

8153500@ejatc.org

Verification of Receipt

I, Marchiorlatti, David E, have received the following document from The Electrical J.A.T.C. of Southern Nevada:

- Notice to Appear before the Committee on 9/16/2020
- Committee Meeting 9/16/2020 Minutes
- Committee Meeting 9/16/2020 Minutes and Appeal Documents



Signature

10/15/2021
Date

Please return the document back to The Electrical JATC of Southern Nevada's office immediately.

David Marchiorlatti
2020/2021
Class Attendance

<u>DATE</u>	<u>STATUS</u>	<u>ABSENCE</u>
08/10/20	Made-Up 09/09/20	1 absence
08/12/20	Made-Up 09/08/20	1 absence
08/17/20	Made-Up 09/08/20	1 absence
08/19/20	Made-Up 09/11/20	1 absence
08/24/20	Made-Up 09/03/20	1 absence
08/26/20	Not Made-Up	1 absence
08/31/20	Not Made-Up	1 absence
09/02/20	Made-Up 09/08/20	1 absences



Electrical JATC of Southern Nevada

MEMORANDUM

{Adobe Signature}

TO: David Marchiorlatti
FROM: Madison Burnett, Director
RE: Results of 10/20/2021 J.A.T.C. Meeting
DATE: October 29, 2021

Dear David,

Please be advised of the actions taken at the Electrical J.A.T.C. meeting on 10/20/2021.

Excerpt of the minutes:

David Marchiorlatti (2nd Year) appearing before the committee in regards to his failing the 2nd year curriculum for the 2021/2022 during a repeating school year. David Marchiorlatti did appear before the committee. Motion to table this matter until January 19th, 2022 meeting. The motion was seconded and carried. David Marchiorlatti stated the he understood the decision of the committee.

If you have any questions, please feel free to contact the JATC office during normal business hours.



8153500@ejatc.org


Verification of Receipt

I, Marchiorlatti, David E, have received the following document from The Electrical J.A.T.C. of Southern Nevada:

Notice to Appear before the Committee on 10/20/2021

Committee Meeting 10/20/2021 Minutes

Committee Meeting 10/20/2021 Minutes and Appeal Documents


David Marchiorlatti (Oct 29, 2021 10:06 PDT)

Signature

Oct 29, 2021
Date

Please return the document back to The Electrical JATC of Southern Nevada's office immediately.

David Marchiorlatti
2021-2022
Class Grades

<u>TEST</u>	<u>GRADE</u>
2-1 (AC Systems)	65
2-2 (AC Theory 1)	92
2-3 (AC Theory 2)	60
Total Test Score	72
Absent Penalty	+2
<hr/>	
Final Score	74

2020-2021
Class Grades

<u>TEST</u>	<u>GRADE</u>
2-1 (Codeology)	84
2-2 (Blueprint Reading 1)	70
Total Test Score	77
Absent Penalty	-10
<hr/>	
Final Score	67

2019-2020
Class Grades

<u>TEST</u>	<u>GRADE</u>
2-1 (Codeology)	86
2-2 (Blueprint Reading 1)	88
2-3 (AC Systems)	80
2-4 (AC Theory 1)	80
2-5 (AC Theory 2)	84
Total Test Score	84
Absent Penalty	-10
<hr/>	
Final Score	74



Electrical JATC of Southern Nevada

MEMORANDUM

{Certified Mail: 7009 2250 0001 8228 9931 }

TO: David Marchiorlatti
FROM: Madison Burnett, Director
RE: Results of 1/19/2022 J.A.T.C. Meeting
DATE: January 26, 2022


Dear David,

Please be advised of the actions taken at the Electrical J.A.T.C. meeting on 1/19/2022.

Excerpt of the minutes:

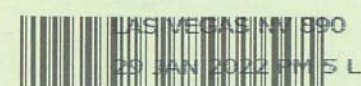
David Marchiorlatti (2nd Year) appearing before the committee in regards to his failing the 2nd year curriculum for the 2021/2022 during a repeating school year. The matter was tabled from October 2021 meeting. Also, David Marchiorlatti appearing before the committee in regards to his cancellation of training assignment for non-compliance with company policy. David Marchiorlatti did appear before the committee. The Committee reviewed David Marchiorlatti's Committee Meeting Minutes of August 21, 2019, September 8, 2020 and October 20, 2021. Motion to terminate the apprenticeship of David Marchiorlatti for violation of another JATC policy. The motion was seconded and carried. Madison Burnett explained David Marchiorlatti's appeal rights. David Marchiorlatti stated that he understood the decision of the committee and his appeal rights.

If you have any questions, please feel free to contact the JATC office during normal business hours.

SENDER: COMPLETE THIS SECTION	COMPLETE THIS SECTION ON DELIVERY
<ul style="list-style-type: none"> Complete Items 1, 2, and 3. Print your name and address on the reverse so that we can return the card to you. Attach this card to the back of the mailpiece, or on the front if space permits. 	<p>A. Signature <input checked="" type="checkbox"/> TO (Signature) <input type="checkbox"/> Agent <input checked="" type="checkbox"/> Addressee</p> <p>B. Received by (Printed Name) DAVID M</p> <p>C. Date of Delivery 1/3/22</p> <p>D. Is delivery address different from item 1? <input type="checkbox"/> Yes If YES, enter delivery address below: <input type="checkbox"/> No</p>
<p>1. Article Addressed to: David Marchioratti 501 E Lake mead Parkway Apt 2224 Henderson, NV 89015</p>  <p>9590 9402 6657 1060 5525 93</p>	<p>3. Service Type BY: _____</p> <p><input type="checkbox"/> Adult Signature <input type="checkbox"/> Priority Mail Express® <input type="checkbox"/> Adult Signature Restricted Delivery <input type="checkbox"/> Registered Mail™ <input type="checkbox"/> Certified Mail® <input type="checkbox"/> Registered Mail Restricted Delivery <input type="checkbox"/> Certified Mail Restricted Delivery <input type="checkbox"/> Signature Confirmation™ <input type="checkbox"/> Collect on Delivery <input type="checkbox"/> Signature Confirmation Restricted Delivery <input type="checkbox"/> Insured Mail Restricted Delivery (over \$500)</p>
<p>2. Article Number (Transaction) 7009 2250 0001 8228 9931</p>	

PS Form 3811, July 2020 PSN 7530-02-000-9053 Domestic Return Receipt

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 www.earnwhileyoulearn.org*

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City, State, ZIP+4

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- For an additional fee, delivery may be restricted to the addressee or addressee's authorized agent. Advise the clerk or mark the mailpiece with the endorsement "Restricted Delivery".
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David Marchiorlatti
2021-2022
Class Grades

<u>TEST</u>	<u>GRADE</u>
2-1 (AC Systems)	65
2-2 (AC Theory 1)	92
2-3 (AC Theory 2)	60
2-4 (AC Theory 3)	72
2-5 (AC Theory 4)	90
2-6 (Transformers 1)	70
2-7 (Digital Electronics)	84
Total Test Score	76
Absent Penalty	0
Final Score	76

2020-2021
Class Grades

<u>TEST</u>	<u>GRADE</u>
2-1 (Codeology)	84
2-2 (Blueprint Reading 1)	70
Total Test Score	77
Absent Penalty	-10
Final Score	67

2019-2020
Class Grades

<u>TEST</u>	<u>GRADE</u>
2-1 (Codeology)	86
2-2 (Blueprint Reading 1)	88
2-3 (AC Systems)	80
2-4 (AC Theory 1)	80
2-5 (AC Theory 2)	84
Total Test Score	84
Absent Penalty	-10
Final Score	74

ELECTRICAL JATC-TRAINING ASSIGNMENT
UNSATISFACTORY PROGRESS FORM



Name: David March, or left Period: 2nd yr AL

Employer/Job site: Las Vegas Electric Date: 30 Nov 7 Jan 2022

- FIRST NOTICE OF UNSATISFACTORY PROGRESS
- SECOND NOTICE OF UNSATISFACTORY PROGRESS
- CANCELLATION OF TRAINING ASSIGNMENT FOR CAUSE

PROVIDE EXPLANATION

Violation of Company Prc. Employment policy

Apprentice Signature: _____
Employer Representative: Vincent R. Magn
JATC Representative: Henry Longstregh
Union Representative: _____



Electrical JATC of Southern Nevada

MEMORANDUM

{Certified Mail: 7009 2250 0001 8228 9979 }

TO: David Marchiorlatti
FROM: Madison Burnett, Director
RE: Results of 2/16/2022 J.A.T.C. Meeting
DATE: March 1, 2022

Dear David,

Please be advised of the actions taken at the Electrical J.A.T.C. meeting on 2/16/2022.

Excerpt of the minutes:

David Marchiorlatti appearing before the committee in regards to his appeal hearing. David Marchiorlatti did appear before the committee. See court reporter's transcripts for details. Motion to uphold the previous decision of terminating the apprenticeship of David Marchiorlatti on January 19th, 2022. The motion was seconded and carried. Madison Burnett explained David Marchiorlatti's appeal rights to the NSAC. David Marchiorlatti stated that he understood the decision of the committee and his appeal rights to the NSAC.

The apprentice may appeal from the Electrical J.A.T.C. of Southern Nevada's final decision to the Nevada State Apprenticeship Council at the Office of the Labor Commissioner (3300 West Sahara Avenue, Suite 225, Las Vegas, NV 89102) by filing a written notice of appeal with the Nevada State Apprenticeship Council. This appeal must be filed within 30 days after the date on which this notice of dismissal from the program was deposited in the mail.

If you have any questions, please feel free to contact the JATC office during normal business hours.



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Return Receipt Fee <small>(Endorsement Required)</small>		
Restricted Delivery Fee <small>(Endorsement Required)</small>		
Total Postage & Fees	\$	

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HENDERSON, NV 89015

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Tracking History



March 3, 2022, 3:49 pm

Delivered to Agent for Final Delivery
HENDERSON, NV 89015

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March 3, 2022, 11:46 am

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HENDERSON, NV 89015

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March 2, 2022, 8:20 pm
Arrived at USPS Regional Facility
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ORIGINAL

APPEAL HEARING FOR DAVID MARCHIORLATTI

Taken on Wednesday, February 16, 2022

At 1:20 p.m.

Taken at Electrical JATC of Southern Nevada

620 Leigon Way

Las Vegas, Nevada 89110

Reported by: Janyce Booth, RMR, CCR No. 944

1 APPEARANCES:

2 For the J.A.T.C.:

3 LAMARE JONES

4 JAMES HALSEY

5 DOUG ZIEGENHAGEN
Assistant Director

6 MADISON BURNETT
7 Director

8 MATTHEW APFEL
Assistant Director

9 PATRICK ARMOUR

10 TROY NELSON

11 RICHARD WORK

12 KEVIN KERBS

13

14 Also Present:

15 DIANE WENDT
Office Manager

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I N D E X

E X H I B I T S

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1 LAS VEGAS, NEVADA; FEBRUARY 16, 2022

2 1:20 P.M.

3 -oOo-

4 P R O C E E D I N G S

5 MR. BURNETT: Okay. We're going to call
6 this appeal meeting to order.

7 This is the date, February 16th, 2022. The
8 place, the Electrical J.A.T.C. of Southern Nevada at 620
9 Leigon Way, Las Vegas, Nevada 89110. And the time,
10 1:20 p.m. that was scheduled for an appeal termination
11 from apprenticeship for David Marchiorlatti, Social
12 Security No. [REDACTED].

13 Before we proceed, I would ask the court
14 reporter to have everyone here sworn to tell the truth,
15 please.

16 Thereupon,

17 ELECTRICAL J.A.T.C. PANEL

18 was duly sworn.

19 MR. BURNETT: Okay. We have three
20 exhibits that we are going to deal with today. The
21 first one will be marked as Exhibit A. It is the appeal
22 papers, and I'm going to ask David to read those into
23 the minutes.

24 (Exhibit A marked.)

25 MR. BURNETT: The second will be marked

1 as Exhibit B, which is a copy of the Student History
2 Report that will be attached to the transcript but not
3 read into it.

4 (Exhibit B marked.)

5 MR. BURNETT: And Exhibit C, which is a
6 copy of all the additional items that he has submitted
7 with his appeal paper, again, attached to the official
8 record but not read into it.

9 (Exhibit C marked.)

10 MR. BURNETT: Okay. David, please read
11 all of your appeal into the record. Please read slowly
12 and clearly so we do not miss any of the words, and you
13 can start right here at the top where it says "Excerpt."
14 Do you have that?

15 MR. MARCHIORLATTI: I'm looking right
16 now. Yes.

17 MR. BURNETT: Okay. Where it indicates a
18 date, please say the date. Where it indicates a
19 signature, please verify that is, in fact, your
20 signature.

21 MR. MARCHIORLATTI: Okay.

22 MR. BURNETT: Okay. So you can start.

23 MR. MARCHIORLATTI: Okay.

24 So this is Nevada State Apprenticeship Council
25 Rules and Regulations. Dismissal of apprentice;

1 reconsideration of dismissal, and appeal from final
2 decision.

3 Read the whole thing?

4 MR. BURNETT: Yes. Even No. 1.

5 MR. MARCHIORLATTI: Okay.

6 No. 1. A joint committee may cancel an
7 agreement with any apprentice and dismiss him. Upon
8 such a cancellation and dismissal, the joint committee
9 shall serve written notice of the dismissal upon the
10 apprentice and also notify him of his right to request
11 the joint committee to reconsider its decision. Such a
12 notification must be given by certified or registered
13 mail.

14 No. 2. The apprentice may make such a request
15 by filling a written notice of the request -- filing a
16 written notice of the request with the joint committee
17 within 30 days after the day on which the notice of his
18 dismissal from the program is deposited in the mail.

19 Third. Within 30 days after receipt of a
20 request or at its next scheduled meeting, whichever is
21 sooner, the joint committee shall hold a hearing for the
22 reconsideration. The joint committee shall notify:

23 (a) The apprentice of the joint committee's
24 final decision upon reconsideration and of his right to
25 appeal from that decision to the Council if the joint

1 committee has affirmed the dismissal; and

2 (b) The Council of the joint committee's
3 final decision upon reconsideration.

4 No. 4. The joint committee shall prepare a
5 record of the hearing required pursuant to Subsection 3
6 that includes, without limitation, an explanation of the
7 final decision of the joint committee.

8 No. 5. The apprentice may appeal from
9 the joint committee's final decision to the Council by
10 filing a written notice of appeal with the Council.
11 This appeal must be filed within 30 days after the date
12 on the notice of cancellation from the joint committee.

13 MR. BURNETT: Keep going.

14 MR. MARCHIORLATTI: Instructions to
15 Terminated Apprentice. This form must be filed with the
16 Electrical J.A.T.C., 620 Leigon Way, Las Vegas, Nevada
17 89110, within 30 days after the date on which notice of
18 your dismissal from the program is deposited in the
19 mail.

20 The form must be signed by you or on your
21 behalf. You will note that blanks were provided for any
22 information you wish to apply [sic].

23 No. 1. Do you request an Appeal Hearing
24 before the Electrical J.A.T.C. concerning the
25 termination of your indenture agreement?

1 I checked yes.

2 No. 2. Do you admit to the facts as stated by
3 the Electrical J.A.T.C. as the cause for your dismissal?

4 I checked yes.

5 No. 2, excerpt 1. If you admit to some of the
6 facts stated in the dismissal notice but deny others,
7 provide a complete statement. Please type or print.

8 And I did not put any additional information.

9 No. 3. Are there any defenses or explanations
10 you believe the Electrical J.A.T.C. should consider in
11 your appeal?

12 I checked yes, and I wrote -- I typed a letter
13 rather than using the space provided.

14 MR. BURNETT: And you can read that at
15 this time.

16 MR. MARCHIORLATTI: Okay.

17 To begin, I would like to state that I
18 understand the committee's decision made on January 19,
19 2022.

20 I'm thankful for all of the support and
21 patience that I have received from both the Union Hall
22 and the J.A.T.C. in the past few years. I would simply
23 not be where I am today without that support.

24 Everything I have today I owe to the I.B.E.W.
25 and the J.A.T.C. My family and people that care about

1 me have always been proud of me for taking a leap of
2 faith and making it into this apprenticeship. I owe it
3 to them, I owe it to this union, and I owe it to myself
4 to succeed in this venture.

5 I've been attending classes at Desert Hope
6 Treatment Center since January 11, 2022. I have
7 attended every class without missing a day and will
8 continue to do so for a total of 28 sessions. I will
9 attend more sessions if it is the wish of the J.A.T.C.
10 that I do so. I have attached a letter from my case
11 manager at Desert Hope Treatment Center. I have also
12 been able to log into blended learning and keep current
13 on my schoolwork assignments.

14 However, I no longer can do that. At the
15 time, I could.

16 I understand that the effort may be futile,
17 but I feel that it is important nonetheless.

18 My actions in the past draw a very ugly
19 picture of me. I have truly been my own worst enemy.
20 All of my peers and close friends in the apprenticeship
21 are rooting for me. My family is praying for me, and I
22 am as determined as any man alive to redeem myself. I
23 know who I am and what I am capable of. I know where
24 I've been and where I want to go. It is my word as a
25 man and as a human being that if you can find it within

1 yourself to allow me back into the apprenticeship
2 program that you will not have another problem out of
3 me.

4 I'm 33 years old. I have 35 or more years to
5 give to this Union, specifically in this local. You
6 will receive a return on your investment. Please do not
7 give up on me yet. I will not fail you. I will not
8 fail myself.

9 MR. BURNETT: Okay. Very good.

10 Now, go back to -- I believe you were -- next
11 would be No. 4.

12 MR. MARCHIORLATTI: Page 5?

13 MR. BURNETT: Page 3.

14 MR. MARCHIORLATTI: Oh, I see what you're
15 saying.

16 Well, it says Page 5 for me next. It just
17 says:

18 If you fail to return this form within 30 days
19 after the date on which the notice of your dismissal
20 from the program is deposited in the mail -- am I
21 looking at it wrong?

22 Oh, forgive me. Sorry about that.

23 Will you be represented by an attorney at the
24 appeal hearing?

25 No. I checked no.

1 If so, do you wish to state any legal
2 objections to the cause for the termination of your
3 indenture agreement?

4 And I put no at the first one, so --

5 MR. BURNETT: Okay.

6 MR. MARCHIORLATTI: And so I have -- I
7 don't have any attorney information, and that's it for
8 that page.

9 MR. BURNETT: Then No. 5.

10 MR. MARCHIORLATTI: In your own words,
11 provide the Electrical J.A.T.C. with the basis for your
12 appeal and attach any documents you have to support your
13 appeal. Please type or print. If additional space is
14 required, attach a separate sheet.

15 And that's what I did. And typed it. And I
16 do have additional documentation with me today.

17 MR. BURNETT: Okay. And do you want to
18 share that at this time under Item 5?

19 MR. MARCHIORLATTI: Yeah.

20 MR. BURNETT: Okay.

21 MR. MARCHIORLATTI: I feel it's a good
22 time.

23 Today was my last day at Desert Hope Treatment
24 Facility, and this is a certificate that they have given
25 me for completion of the program.

1 MR. BURNETT: Very good. I ask your
2 patience here.

3 Now, you want to go to page -- to the last
4 page where it says "if you fail."

5 MR. MARCHIORLATTI: If you fail to return
6 this form within 30 days after the date on which the
7 notice of your dismissal from the program is deposited
8 in the mail, the Electrical J.A.T.C., Las Vegas, Nevada,
9 shall consider the notice of dismissal correct, and will
10 proceed without a hearing.

11 And then I've given my signature and personal
12 information.

13 MR. BURNETT: Okay. So if you could go
14 back.

15 So it says print your name. Is that your
16 printed name?

17 MR. MARCHIORLATTI: Yes, it is.

18 MR. BURNETT: Okay. Signature?

19 MR. MARCHIORLATTI: That's my signature.

20 That's my --

21 MR. BURNETT: Your street and number?

22 MR. MARCHIORLATTI: Yep. It's 501 East
23 Lake Mead Parkway, Apartment No. 2224, Henderson, Nevada
24 89015. And I dated it the 29th day of January, 2022.

25 MR. BURNETT: Okay. David, thank you

1 very much.

2 Okay. That is the complete record of appeal
3 paperwork.

4 Before I turn it over to the secretary,
5 Mr. Armour, for the record, I am Madison Burnett. I'm
6 director. Doug Ziegenhagen and Matthew Apfel as
7 assistant directors will not be voting on this
8 particular issue, only the seated committee members.

9 And with that, I'd like to turn it over to the
10 secretary, Mr. Armour.

11 MR. ARMOUR: David, you know, you've got
12 a long history with us. Very long. I mean, you
13 resigned from the program or took a leave of absence.
14 You came back. You did -- didn't have failing -- you
15 had failing grades and attendance issues, both at school
16 and at work, and you got a chance to repeat the year. I
17 mean, you're -- you're past three strikes here.

18 Why -- why should we believe you now that
19 you're gonna accomplish the goals that you say you're
20 going to accomplish?

21 MR. MARCHIORLATTI: I understand that
22 it's -- it's really hard to believe what I'm saying, and
23 I do have three strikes.

24 What I'm saying I feel full-heartedly the
25 truth. I have every intention to complete this and be a

1 journeyman the rest of my life. The only way is to show
2 that. And I can't -- I wish I had magic words to
3 convince you guys of that, but my history, my past, I've
4 got the bar set pretty low, so ...

5 And I understand that it takes -- you have to
6 invest in every student you have, and to repeat the
7 years, that's just more investment from you guys as
8 well.

9 So I can't change the path. I can just do
10 everything I can for the future.

11 This has definitely woken me up. It should
12 have earlier. I wish it would have earlier. I thought
13 it had, but obviously it hadn't.

14 MR. ARMOUR: What's different? I mean,
15 last -- when you took your first leave of absence, you
16 went into a program then too, didn't you?

17 MR. MARCHIORLATTI: I didn't go -- I
18 wasn't in a program. It was -- I was in the hospital
19 for four months. And so I -- they -- I did a leave of
20 absence for that.

21 And I came back, and I made up the tests that
22 I had missed. At the committee meeting, they ruled that
23 it would be better for me just to restart the year. But
24 I did miss about four months while I was in the
25 hospital.

1 MR. ARMOUR: Okay. Anybody else have any
2 questions for him?

3 MR. HALSEY: So is this the first class
4 that you've ever completed with this -- this type of --
5 first time you ever completed a program?

6 MR. MARCHIORLATTI: Yes, it is.

7 MR. HALSEY: Okay. And, secondly, I
8 mean, obviously, 30 days is just a start with what
9 you've been through; right?

10 MR. MARCHIORLATTI: Right.

11 MR. HALSEY: So are you going to continue
12 to, you know, seek therapy and help along the same lines
13 to help you stay on that?

14 MR. MARCHIORLATTI: I would be more than
15 happy to.

16 When I first started taking those classes, I
17 hated it because I was around just people that I thought
18 had a worse problem than me. But since then, I actually
19 enjoy doing these classes. Very therapeutic to see
20 slight -- decisions that are slight really aren't in the
21 long run.

22 And I see older -- people that are older than
23 me that don't have really a chance to redeem themselves.
24 And you got -- it changed my outlook, which I wish would
25 have happened a lot sooner. And I'll be more than happy

1 to continue the classes. I went from hating them to
2 enjoying them. I feel really good about myself.

3 MR. HALSEY: I think the main thing,
4 whatever comes out of today, you need to stay focused on
5 taking care of you and getting -- staying right. Right?
6 Regardless of what happens today.

7 MR. MARCHIORLATTI: Right.

8 MR. HALSEY: Because if it's true that
9 you're on the right track, which is what you're saying
10 in the letter and this, it shouldn't matter what happens
11 here today because you are gonna make a better decision
12 in life. Right?

13 MR. MARCHIORLATTI: Yes.

14 MR. HALSEY: You're gonna be successful.

15 MR. MARCHIORLATTI: Yes, sir.

16 MR. HALSEY: Based on the right attitude
17 and being clean. All right? So --

18 MR. MARCHIORLATTI: Yes.

19 MR. HALSEY: So I hope -- you know, I
20 don't know how this is gonna turn out, but I'm just
21 telling you, regardless, stay focused on what really
22 matters. Right?

23 MR. MARCHIORLATTI: Yes.

24 MR. HALSEY: The next 35 years you wrote
25 about in your letter, that's what matters.

1 MR. MARCHIORLATTI: Yes, sir.

2 MR. HALSEY: Okay.

3 MR. MARCHIORLATTI: Very much.

4 MR. ARMOUR: Anyone else have any
5 comments?

6 All right. In that case, the committee would
7 like to caucus. Would David, Diane, and the court
8 reporter, please step outside for a few minutes.

9 [Break from 1:35 p.m. to 1:45 p.m.]

10 MR. BURNETT: I need to remind everyone
11 that we've been sworn in for the record. We're back on
12 the record, officially back.

13 So, Mr. Armour.

14 MR. ARMOUR: David, the Board has made up
15 their mind, made a decision, and the motion has been
16 made to stand with our original decision for your
17 termination.

18 And can I have a second, and we'll make
19 official the vote.

20 MR. NELSON: I'll second.

21 MR. ARMOUR: All in favor?

22 COMMITTEE MEMBERS COLLECTIVELY: Aye.

23 MR. ARMOUR: Any opposed? So moved.

24 David, what this came down to really was, I
25 think, is you've been here so many times, and you've

1 given us a good excuse, answer, given us your word.
2 You've said all the right things, but the problem is you
3 have never done the right thing.

4 So you need to get -- as what was mentioned
5 earlier, you need to get your life on track. Take care
6 of yourself. Stay focused. Stay on point with that.

7 And there's always an option, which Madison
8 will explain to you. But you know there's an option to
9 get back here, but you've got to get your life together
10 before you're ready to take on a commitment like this,
11 is what the board feels.

12 MR. BURNETT: Okay, David. And you can
13 always reapply. Okay? And I would just recommend in
14 your counseling and stuff you're doing to stay on that
15 path.

16 MR. MARCHIORLATTI: Okay.

17 MR. BURNETT: Okay. So, David, do you
18 understand the decision of the committee?

19 MR. MARCHIORLATTI: Yes.

20 MR. BURNETT: Okay. You'll be notified
21 in the future by Nevada State Apprenticeship Council on
22 your right to appeal back to the State of Nevada. Okay?
23 So that is it.

24 MR. ARMOUR: Okay. The appeal is closed
25 at...

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MR. BURNETT: 1:48.

MR. ARMOUR: 1:48.

(The proceedings concluded at 1:48 p.m.)

-oOo-

1 CERTIFICATE OF REPORTER

2

3 I, Janyce Booth, Certified Court Reporter,
4 do hereby certify that I took down in shorthand
5 (Stenotype) all of the proceedings had in the
6 before-entitled matter at the time and place
7 indicated; and that thereafter said shorthand notes
8 were transcribed into typewriting at and under my
9 direction and supervision, and the foregoing
10 transcript constitutes a full, true, and accurate
11 record of the proceedings had.

12 IN WITNESS WHEREOF, I have hereunto
13 affixed my hand this 24th day of February 2022.

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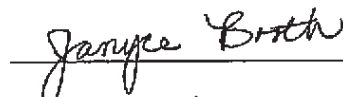
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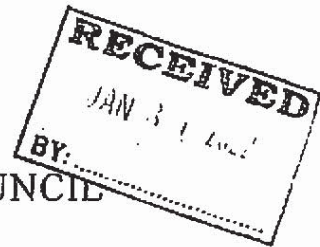
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Janyce Booth, RMR, CCR No. 944

Excerpt:

NEVADA STATE APPRENTICESHIP COUNCIL
RULES AND REGULATIONS



NAC 610.460 Dismissal of apprentice; reconsideration of dismissal; appeal from final decision.

1. A joint committee may cancel an agreement with any apprentice and dismiss him. Upon such a cancellation and dismissal, the joint committee shall serve written notice of the dismissal upon the apprentice and also notify him of his right to request the joint committee to reconsider its decision. Such a notification must be given by certified or registered mail.

2. The apprentice may make such a request by filing a written notice of the request with the joint committee within 30 days after the date on which the notice of his dismissal from the program is deposited in the mail.

3. Within 30 days after receipt of a request or at its next scheduled meeting, whichever is sooner, the joint committee shall hold a hearing for the reconsideration. The joint committee shall notify:

(a) The apprentice of the joint committee's final decision upon reconsideration and of his right to appeal from that decision to the Council if the joint committee has affirmed the dismissal; and

(b) The Council of the joint committee's final decision upon reconsideration.

4. The joint committee shall prepare a record of the hearing required pursuant to subsection 3 that includes, without limitation, an explanation of the final decision of the joint committee.

5. The apprentice may appeal from the joint committee's final decision to the Council by filing a written notice of appeal with the Council. This appeal must be filed within 30 days after the date on the notice of cancellation from the joint committee.



Electrical J.A.T.C. Appeal Form

Instructions to Terminated Apprentice:

This form must be filed with the Electrical J.A.T.C., 620 Leigon Way, Las Vegas, NV 89110, within thirty (30) days after the date on which notice of your dismissal from the program is deposited in the mail.

The form must be signed by you or on your behalf. You will note that blanks are provided for any information you wish to supply.

1. Do you request an Appeal Hearing before the Electrical J.A.T.C. concerning the termination of your indenture agreement.....Yes No
2. Do you admit to the facts as stated by the Electrical J.A.T.C., as the cause for your dismissal.....Yes No
- 2.1 If you admit to some of the facts stated in the dismissal notice, but deny others, provide a complete statement. *Please type or print. If additional space is required, attach a separate sheet(s) to the form.*

3. Are there any defenses or explanations you believe the Electrical J.A.T.C. should consider in your appeal.....Yes No

If so, please specify. *Please type or print. If additional space is required, attach a separate sheet(s) to the form.*

4. Will you be represented by an attorney at the Appeal Hearing?Yes No

If so, do you wish to state any legal objections to the cause for the termination of your indenture agreement?.....Yes No

Attorney's name _____

Address _____

Street and Number

City

State Zip Code

To begin, I would like to state that I understand the committee's decision made on 1/19/2022. I am thankful for all of the support and patience that I have received from both the Union Hall and the J.A.T.C. in the past few years. I would simply not be where I am today without that support.

Everything I have today I owe to the I.B.E.W. and the J.A.T.C. My family and people that care about me have always been proud of me for taking a leap of faith and making it into this apprenticeship. I owe it to them, I owe it this union and I owe it to myself to succeed in this venture.

I have been attending classes at Desert Hope Treatment Center since January 11, 2022. I have attended every class without missing a day and will continue to do so for a total of 28 sessions. I will attend more sessions if it is the wish of the J.A.T.C. that I do so. I have attached a letter from my Case Manager at Desert Hope Treatment Center. I have also been able to log into blended learning and keep current on my schoolwork assignments. I understand that the effort may be futile but I feel that it is important none the less.

My actions in the past draw a very ugly picture of me. I have truly been my own worst enemy. All of my peers and close friends in the apprenticeship are rooting for me, my family is praying for me and I am as determined as any man alive to redeem myself. I know who I am and what I am capable of. I know where I've been and where I want to go. It is my word as a man and as a human being that if you can find it within yourself to allow me back into the apprenticeship program that you WILL NOT have another problem out of me. I am 33 years old; I have 35 or more years to give to this Union, specifically in this local. You WILL receive a return on your investment. Please do not give up on me yet. I will not fail you, I will not fail myself.

David Marchiorlatti

8153500

If you fail to return this form within thirty (30) days after the date on which the notice of your dismissal from the program is deposited in the mail, the Electrical J.A.T.C., Las Vegas, Nevada, shall consider the notice of dismissal correct, and will proceed without a hearing.

David Marchiorlatti
PRINT NAME


SIGNATURE

501 E. Lake Mead Pkwy. #2224
STREET AND NUMBER

Henderson NV 89015
CITY STATE ZIP CODE

Dated this 29th day of January, 2021
DATE MONTH YEAR

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

Report generated: 2/14/2022 9:25:52 AM



Phone (702) 468-8956 Cell No.1
Address 501 E Lake Mead Parkway
 Apt 2224
 Henderson, NV 89015
Birth Date November 30, 1988
Gender Male
Organized No
Indentured February 15, 2018
Percentage 60
Rate Level 3

Status D
Status Date January 19, 2022
Committee
Student Type ADP
Ethnicity Caucasian
School Loc
Veteran No
Classes/Credit/Total 1 / 0 / 1
Local Union 357

Student Certification Dates

Certification Name	Expiration Date
Apprenticeship Survival	02/15/2018
Boomlift IVES	03/16/2021
Comet	02/16/2018
First Aid/ C P R	04/14/2020
Foremans 101 Course	09/19/2018
Forklift Certification	04/10/2024
Mathematics	11/04/2021
Orientation	02/16/2018
OSHA 10	09/16/2017
Scissorlift IVES	03/20/2024
Sexual Harassment & Discrimination	03/30/2018
Trade Show Orientation - Media Screen Installation	05/11/2018

Student Applications

Type	Status	Appl Date	Application Status Date	Application Notes
AW	Cancelled	07/05/2016	07/05/2016	AW - ADP 01/19/22

Student Upgrades

Upgrade	Comments
02/15/2018	Startup Rate
12/13/2018	Automatic Rerate ID AW- - July 2018
04/06/2020	Approved on 03/26/20

Citations

Committee Actions

Date	Type	Reason	Mtg Date	Action Code	Action Description
02/08/2022	Appeal Hearing	Appeal Hearing	02/16/2022		



Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

Report generated: 2/14/2022 9:25:54 AM

10/20/2021	Overall Performance	Failing the 2nd year curriculum for the 2021/2022 during a repeating school year. The matter was tabled from October 2020 meeting. Also, cancellation of training assignment for non-compliance with company policy.	01/19/2022	Terminated Indentureship	David Marchiorlatti (2nd Year) appearing before the committee in regards to his failing the 2nd year curriculum for the 2021/2022 during a repeating school year. The matter was tabled from October 2021 meeting. Also, David Marchiorlatti appearing before the committee in regards to his cancellation of training assignment for non-compliance with company policy. David Marchiorlatti did appear before the committee. The Committee reviewed David Marchiorlatti's Committee Meeting Minutes of August 21, 2019, September 8, 2020 and October 20, 2021. Motion to terminate the apprenticeship of David Marchiorlatti for violation of another JATC policy. The motion was seconded and carried. Madison Burnett explained David Marchiorlatti's appeal rights. David Marchiorlatti stated that he understood the decision of the committee and his appeal rights.
10/05/2021	Overall Performance	Failing the 2nd year curriculum for the 2021/2022 during a repeating school year	10/20/2021	Tabled Issue To Next Meeting	David Marchiorlatti (2nd Year) appearing before the committee in regards to his failing the 2nd year curriculum for the 2021/2022 during a repeating school year. David Marchiorlatti did appear before the committee. Motion to table this matter until January 19th, 2022 meeting. The motion was seconded and carried. David Marchiorlatti stated the he understood the decision of the committee.
09/08/2020	Absences	Six (6) or more absences from the 2020/2021 school year.	09/16/2020	Repeat School Year	David Marchiorlatti (2nd Year) appearing before the committee in regards to his six (6) or more absences from the 2020/2021 school year. David Marchiorlatti did appear before the committee. Motion for David Marchiorlatti to repeat the 2nd Year for the violation of the Related Instruction Absence Policy. It is also added that the apprentice's wages WILL be frozen until the apprentice has successfully completed 2nd Year, and a failing score after three (3) or more tests during the repeated year WILL result in termination of apprenticeship. The motion was seconded and carried. David Marchiorlatti stated that he understood the decision of the committee.

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

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08/05/2020	Request For Leave Of Absence	Requesting a leave of absence from work until 09/08/20 and leave of absence from school until the 2021/2022 school year	08/19/2020	Denied Request	Discussion concerning David Marchiorlatti's (2nd Year) request for a leave of absence from work and school until the 2021/2022 school year. The motion to deny David Marchiorlatti's request for a leave of absence from work and school until the 2021/2022 school year. The motion was seconded and carried.
01/27/2020	Request For Leave Of Absence	Request for a leave of absence from school until the 2020/2021 school year	02/19/2020	Leave Of Absence	Discussion concerning David Marchiorlatti's (2nd Year) request for a leave of absence from school until the 2020/2021 school year. Motion to approve David Marchiorlatti's request for a leave of absence from school until the 2020/2021 school year. The motion was seconded and carried.
01/20/2020	Review Of Pretermination Probation	Pretermination probation review.	02/19/2020	Release From Pretermination Probation	David Marchiorlatti (2nd Year) appearing before the committee in regards to his pretermination probation review. David Marchiorlatti did not appear before the committee due to medical issues. Motion to release David Marchiorlatti from pretermination probation review. The motion was seconded and carried.
08/07/2019	Termination From Employment	Cancellation of training assignment for Absenteeism/ No Call No Show	08/21/2019	Pretermination Probation 180 Days	David Marchiorlatti (2nd Year) appearing before the committee in regards to his cancellation of training assignment for absenteeism, no call no show. David Marchiorlatti did appear before the committee. Ken Kefalas was recused from this matter. Motion to place David Marchiorlatti on six (6) months PRETERMINATION PROBATION for violation of the Absence Policy, with the stipulation that any further absenteeism or tardiness from school or work without written documentation during the remainder of the apprentice's PRETERMINATION PROBATION MAY result in further disciplinary action up to and including termination of apprenticeship. It is also added that the apprentice's wages WILL be frozen until he has been released from PRETERMINATION PROBATION. The motion was seconded and carried. David Marchiorlatti stated that he understood the decision of the committee.

Hours Summarized YearMonth			
Month Year	Hours	Penalties	Total

Hours Summarized by Category	
Category	Hours

Hours Summarized by Code	
Code Description	Hours

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

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2021/12	0	0	0
2021/11	0	0	0
2021/10	0	0	0
2021/09	0	0	0
2021/08	260	0	260
2021/07	180	0	180
2021/06	170	0	170
2021/05	120	0	120
2021/04	90	0	90
2021/03	167	0	167
2021/02	152	0	152
2021/01	160	0	160
2020/12	134	0	134
2020/11	160	0	160
2020/10	178	0	178
2020/09	103	0	103
2020/08	0	0	0
2020/07	72	0	72
2020/06	60	0	60
2020/05	260	0	260
2020/04	100	0	100
2020/03	0	0	0
2020/02	0	0	0
2020/01	0	0	0
2019/12	0	0	0
2019/11	160	0	160
2019/10	160	0	160
2019/09	80	0	80
2019/08	160	0	160
2019/07	180	0	180
2019/06	196	0	196
2019/05	176	0	176
2019/04	144	0	144
2019/03	170	0	170
2019/02	142	0	142
2019/01	40	0	40
2018/12	144	0	144
2018/11	176	0	176
2018/10	141	0	141
2018/09	146	0	146
2018/08	160	0	160
2018/07	69	0	69
2018/06	79	0	79
2018/05	92	0	92
2018/04	0	0	0
2018/03	0	0	0
2018/02	0	0	0
Total Hours	4981	0	4981

	4981
Total Hours	4981

	0.00
0 Hours Reported	0.00
(W01) Project Layout And Planning	436.00
(W02) Underground Installations	275.00
(W03) Thinwall Conduit Raceway Systems	60.00
(W04) Rigid Conduit Raceway Systems	260.00
(W05) Installing Services, Switchboards and Panels	110.00
(W08) Installing, Splicing & Terminating Wires and Cables	1277.00
(W10) Lighting System Installation	323.00
(W14) Control System Installation	60.00
(W16) Installing Instrumentation and Process Control Systems	50.00
(W20) Installing Fiber Optic Cable	40.00
(W21) Alternative Energy Sources (Solar, Wind, Fuel, Cell, Etc.)	1874.00
(W24) Material Handling and Pre-Fabrication	216.00
Total Hours	4981.00

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

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On the Job Training Tasks

Work History

Contractor Name	Date Sent	Return Date	Sign In Time	Work Status
Las Vegas Electric	01/07/2022	01/07/2022		Canceled For Cause
Rosendin Electric, Inc.	05/03/2021	09/03/2021		Canceled For Job Completion
Primoris Renewable Energy, Inc	03/30/2021	04/29/2021		Canceled For Job Completion
Rosendin Electric, Inc.	09/21/2020	03/24/2021		Canceled For Job Completion
Bombard Electric	06/30/2020	07/23/2020		Canceled For Job Completion
MD Electric Inc.	04/15/2020	06/25/2020		Canceled For Job Completion
Morse Electric	08/23/2019	12/06/2019		Canceled For Job Completion
Bombard Electric	01/04/2019	08/07/2019		Canceled For Cause
Rosendin Electric, Inc.	06/27/2018	12/07/2018		Canceled For Job Completion
Edlen Electric	06/14/2018	06/25/2018		Canceled For Job Completion
Edlen Electric	05/17/2018	05/30/2018		Canceled For Job Completion

Class Course Credits

Class History

1

Class Number	Class Description	Start Date	Status	Score	Grades	Absences	Credit
R T Forklift 01-08	R / T Fork Lift - 8 Max Students - \$50	01/08/2022	Closed	0	F	1	No
Mathematics 10-	Mathematics - 12 Max Students - \$93	10/05/2021	Closed	100	P	2	Yes
Boomlift 04-18-2	Boom Lift - 8 Max Students - \$50	04/18/2021	Closed	0	F	0	No
Forklift 04-10-21	Fork Lift - 8 Max Students - \$50	04/10/2021	Closed	100	P	0	Yes
Scissorlift 03-20-	Scissor Lift - 8 Max Students - \$50	03/20/2021	Closed	100	P	0	Yes
Boomlift 03-06-2	Boom Lift - 8 Max Students - \$50	03/06/2021	Closed	0	F	1	No
Forklift 03-06-21	Fork Lift - 8 Max Students - \$50	03/06/2021	Closed	0	F	1	No
R T Forklift 07-13	R / T Forklift - 8 Max Students - \$50	07/13/2019	Closed	0	F	1	No
Foremans 101 1-	Foremans 101	09/17/2018	Closed	100	P	0	Yes
18-1001-B	1st Year Wireman	08/13/2018	Closed	77	C	3 (3)	Yes
Trade Show - Me	Trade Show - Media Screen	05/11/2018	Closed	100	P	0	Yes
First Aid-CPR 04	First Aid/CPR - 20 Max Students - \$25	04/14/2018	Closed	100	P	0	Yes
Sexual Harassm	Sexual Harassment	03/30/2018	Closed	100	P	0	Yes
Forklift 03-17-18	Forklift - 8 Max Students - \$50	03/17/2018	Closed	100	P	0	Yes
Boomlift 03-16-1	Boomlift - 8 Max Students - \$50	03/16/2018	Closed	100	P	0	Yes
Scissorlift 03-09-	Scissorlift - 8 Max Students - \$50	03/09/2018	Closed	100	P	0	Yes
COMET I 02-16-	COMET I 02-16-18	02/16/2018	Closed	100	P	0	Yes
Jobsite Info 02-1	How to Survive the Apprenticeship	02/15/2018	Closed	100	P	0	Yes
Orientation 02-15	Orientation	02/15/2018	Closed	100	P	0	Yes

Student Suspensions

Contractor Evaluations

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

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Instructor Evaluations

Students Medical Leave History

Students Comments

Comment Date	Comments	User Login
01/31/2022	Signature card was received on 01-31-22 for minutes and appeal documents from the committee meeting on 01/19/22...ADR	amanda
01/31/2022	Received appeal forms...Adr	amanda
01/26/2022	J.A.T.C. Notification	
	Minutes and appeal documents from the committee meeting on 01-19-22 were sent certified mail on 01-26-22	
01/19/2022	Status Changed From JATC to D	
01/11/2022	I (MB) received a call from 2nd year apprentice David Marchiorlatti, David stated that he has entered Desert Hope Rehabilitation program for his addiction issues. David was reminded to provide the JATC documentation, David stated that he would. (MHB)	madison
01/10/2022	I (MB) met with 2nd year apprentice David Marchiorlatti at the JATC concerning his termination from Las Vegas Electric for Violation of Company Policy, David stated that his sample was cold and he was directed to be observed and he decided to leave the testing facility. David admitted that he could not pass the drug test. JATC policy was explained to David in which he stated he understood and he would appear before the JATC Committee, Wednesday January 19th at 1:00 pm. (MHB)	madison
01/07/2022	I (DZ) received a call from Vince (Safety) of Las Vegas Electric regarding David Marchiorlatti (AW) regarding his pre-employment drug screening. Vince informed me that their drug testing laboratory had contacted him stating that the AW has submitted two adulterated specimens before leaving the testing facility, and was looking for guidance from the JATC. I discussed apprenticeship policy with Vince before he decided to terminate the AW for cause during pre-employment. We discussed the next required steps and I requested relevant documentation for JATC records. I then spoke with John (General Foreman) regarding pay and documentation regarding the situation. I left a voicemail with the AW to contact me...DZ	Doug
01/07/2022	Status Changed From A to JATC	
01/07/2022	CANCELLATION OF TRAINING ASSIGNMENT: LAS VEGAS ELECTRIC VIOLATION OF COMPANY PRE-EMPLOYMENT POLICY	amanda
12/16/2021	Committee Action Notification Letter sent	
	Notice to appear before the committee on 01/19/22 was sent adobe signature on 12/16/21...ADR	
12/16/2021	Verification of receipt was received 12/16/21 for notice to appear before the committee on 01-19-22...ADR	amanda
12/06/2021	J.A.T.C. Notification	
	Notice of make-up session on 12/10/21 was sent adobe signature on 12/06/21...ADR	
12/06/2021	Verification of receipt was received on 12/06/21 for notice of make-up session on 12/10/21...Adr	amanda

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

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Comment Date	Comments	User Login
11/29/2021	-Absent from work/school on 11-17-21 to 11-19-21, under Dr care, MEDICALLY EXUCSED PER MB, see file...ADR	amanda
11/17/2021	Received an e-mail from the AW @ 4:36 p.m. - . I'm going to be absent from class today I had a small medical procedure done. I'll attach the doctors note. I also emailed my teacher Jeff Sheeler. Email me if you need more info. Thank you. See Medical Document Attachment - Release to go back to work on 11/19/2021...jb	Jeanette
11/09/2021	Status Changed From SU to A	
11/09/2021	J.A.T.C. Notification Notice of release from Study Hall was sent to AW/Atech and Contractor via email . . . Mp	
10/29/2021	Committee Action Notification Letter sent Minutes from the committee meeting on 10/20/21 were sent adobe signature on 10/29/21,,ADR	
10/29/2021	Verification of receipt was received on 10/29/21 for minutes from the committee on 10/20/21...ADR	amanda
10/20/2021	Verification of receipt was received on 10-20-21 for of committee mintues from 09/16/20 ...ADR	amanda
10/18/2021	2nd Notice of No Time Card for the Month of September 2021 was e-mailed to the AW / ATECH on 10/18/2021 @ 8:29 a.m...jb	Jeanette
10/11/2021	J.A.T.C. Notification First Notice of No Time Card for the Month of September 2021 was sent to the AW / ATECH's classroom on 10/11/2021...jb	
10/11/2021	I (MB) spoke to 2nd year apprentice David Marchiorlatti concerning his failing grade after 3 exams during a repeated year. David stated he is suffering from stress and needs to study more, he believes he will be above a 75 after his next exam. David was reminded about his appearance before the committee and JATC policy. (MHB)	madison
10/05/2021	Status Changed From A to SU	
10/05/2021	J.A.T.C. Notification Notice of mandatory study hall starting on 10/08/21 was sent to the Aw's contractor and the Aw via email and adobe signature...ADR	
10/05/2021	Verification of receipt was received on 10-05-21 for notice of study hall starting on 10-08-21...Adr	amanda
10/05/2021	Committee Action Notification Letter sent Notice to appear before the committee was sent adobe signature on 10-05-21...ADR	
07/12/2021	J.A.T.C. Notification Letter was mailed to the AW / ATECH on 7/12/2021 regarding No Time Card for the Month of June 2021...jb	
06/24/2021	Verification of receipt was received on 06/23/21 for minutes from the committee meeting on 08/19/20...ADR	amanda
04/07/2021	Notice of return from leave of absence was received on 04/07/21...ADR	amanda
11/16/2020	Letter was return to sender on 09/03/20 for minutes from the committee meeting on 08/19/20...ADR	Amanda
10/08/2020	Signature card was received on 10/08/21 for minutes from the committee meeting...ADR	amanda
10/02/2020	Committee Action Notification Letter sent Minutes from the committee meeting on 09/16/20 were sent certified	

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

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Comment Date	Comments	User Login
	mail on 10/02/20...ADR	
09/14/2020	Verification of receipt was received on 09/14/20 for notice of mandatory make-up session on 09/18/20...ADR	amanda
09/12/2020	J.A.T.C. Notification	
	Notice of mandatory make-up session on 09/18/20 was emailed adobe signature on 09/12/20...ADR	
09/11/2020	J.A.T.C. Notification	
	First Notice of No Time Card for the Month of August 2020 was e-mailed to the AW / ATECH on September 11, 2020 @ 9:55 a.m...jb	
09/09/2020	Verification of receipt was received on 09/08/20 for notice to appear before the committee on 09/16/20...ADR	amanda
09/08/2020	Committee Action Notification Letter sent	
	Notice to appear before the committee on 09/16/20 was sent certified mail and emailed verified adobe signature on 09/08/20...ADR	
09/08/2020	J.A.T.C. Notification	
	Notice of mandatory make-up session on 09/11/20 was sent verified adobe signature...ADR	
09/08/2020	Verification of receipt was received on 09/08/20 for notice of mandatory make-up session on 09/11/20...ADR	amanda
08/27/2020	Letter returned (Not deliverable as addressed-unable to forward) regarding no timecard for the month of July 2020...jb	Jeanette
08/21/2020	Committee Action Notification Letter sent	amanda
	Minutes from the committee meeting on 08-19-20 were sent certified mail and emailed Adobe Signature on 08-21-20...ADR	
08/20/2020	(jb) phoned the AW @ 10:40 a.m. regarding no time card for the month of July 2020. The phone number had calling restrictions. Was unable to leave a message or speak to the AW...jb	Jeanette
08/17/2020	J.A.T.C. Notification	
	2nd Notice regarding No Time Card for the Month of July 2020 was mailed to the AW / ATECH on August 17th, 2020...jb	
08/13/2020	J.A.T.C. Notification	
	E-Mail of First Notice was sent on 8/12/2020 @ 5:27 p.m. regarding no timecard for the Month of July 2020...jb	
08/05/2020	JATC received a letter from David Marchiorlatti requesting a leave of absence from work until 09/08/20 and leave of absence from school until the 2021/2022 school year...DW	diane
07/15/2020	(ADR) received a call from the AW's brother stating that David is in the Henderson Detention Center and probably won't be released until late August/early September. I advised the brother to suggest to David that he might need to request a leave of absence due to his legal issues. The brother said he would pass the message along and would update us...ADR	amanda
04/14/2020	I received an email in regards to intention to return for the 2020/2021 school year...ADR	amanda
04/10/2020	Status Changed From M to A	
04/10/2020	OTHER: May return to work full duty 04/10/20...ADR	amanda
03/25/2020	J.A.T.C. Notification	
	Notice of intention of return from leave of absence was sent certified mail on 03/26/20...ADR	

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

Report generated: 2/14/2022 9:25:58 AM

Comment Date	Comments	User Login
03/19/2020	JATC Notice - -2nd Notice of No Time Card for the Month of February 2020 was E-Mailed at 9:34 a.m. Due no later than March 21, 2020...jb	Jeanette
03/11/2020	Letter was return to sender on 03/10/20 for minutes from the committee meeting on 02/19/20...ADR	amanda
03/11/2020	J.A.T.C. Notification	
	No Time Card for the Month of February 2020 was mailed and/or sent to the AW / ATECH Classroom on 3/11/2020...jb	
03/03/2020	Committee Action Notification Letter sent	
	Minutes from the committee meeting on 02-19-20 were sent certified mail on 03-03-20...ADR	
03/03/2020	Committee Action Notification Letter sent	
	Minutes from the committee meeting on 02-19-20 were sent certified mail on 03-03-20...ADR	
01/27/2020	Spoke with David at 8:50 a.m., regarding no time card for the month of December 2019. Going to a Doctor's appointment right now and will be in after to fill out his timecard...jb	Jeanette
01/27/2020	Received letter for request for a leave of absence from school until the 2020/2021 school year...ADR	Amanda
01/27/2020	Signature card was received on 01/27/20 for notice to appear before the committee on 02/19/20...ADR	Amanda
01/22/2020	J.A.T.C. Notification	
	2nd Notice regarding No Time Card for the Month of December 2019 was mailed / sent to the classroom to the AW / ATECH on 1-22-2020...jb	
01/20/2020	J.A.T.C. Notification	
	Notice of make-up session on 01/24/20 was sent to the Aw/Atech's classroom and emailed...ADR	
01/20/2020	Committee Action Notification Letter sent	
	Notice to appear before the committee on 02/19/20 was sent certified mail on 01/20/20...ADR	
01/13/2020	J.A.T.C. Notification	
	Notice of make-up session on 01/17/20 was sent to the Aw/Atech's classroom on 01/13/20...ADR	
01/13/2020	J.A.T.C. Notification	
	Letter regarding NO Time Card for the Month of December 2019 was mailed / sent to the classroom to the ATECH / AW on 1/13/2020...jb	
01/08/2020	The AW called with an update on his status, he was released from the hospital with a cane. He was reminded about making up the test and he stated he understood...ADR	amanda
01/03/2020	J.A.T.C. Notification	
	Notice of make-up session on 1-10-20 was sent to the AW/Atech's classroom on 01-06-20...ADR	
01/03/2020	I (ADR) spoke with the AW in regards to his illness, the AW stated that he was being released from the hospital today, but didn't know what his mobility would be like. I told the AW that we can help make whatever accomidation he would need to be in the classroom (ie wheelchair, walker). I also remind the AW that he needed to make-up a test prior to 2:30pm before he would be allowed back in class. The AW stated that he understood...ADR	amanda

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

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Comment Date	Comments	User Login
12/16/2019	Status Changed From A to M	
12/06/2019	I (ADR) called the AW the for a status update, The AW is still in the hospital and doesn't know when he will be released. I told him that I would check up on him next week...ADR	Amanda
09/06/2019	I (DZ) received a call from David Marchiorlatti (AW) via cell @ 9.01am regarding a recent on-the-job absence. The AW informed me that he was incarcerated for 3 days following a scheduled court appearance. The AW informed his contractor, and they had no issue, but given his committee status, I urged the apprentice to contact the JATC office as soon as possible to document the absences. The AW stated that he understood, and would call immedietly following our conversation...DZ	Doug
09/06/2019	Phoned at 11:55 a.m., was absent from work (Morse Electric) on 9/3/2019 thru 9/5/2019, due to being in Jail from a court appearance...jb	Jeanette
08/22/2019	Committee Action Notification Letter sent Minutes from the committee meeting on 08/21/19 was sent certified mail on 08/23/19...ADR	
08/21/2019	Status Changed From JATC to A	
08/13/2019	Verification of receipt was received on 08/12/19 for notice to appear before the committee on 08/21/19...ADR	amanda
08/12/2019	I (MB) met with 2nd year apprentice David Marchiorlatti at the JATC concerning his Termination of Training Assignment for Absenteeism and Tardy's, David stated that he had family issues with his Dad and no where to live which caused his attendance issues. David also stated that he now has a place to live and has corrected his family issues. JATC policy and BHO information was explained to David in which he stated he understood. (MHB)	madison
08/09/2019	Committee Action Notification Letter sent Notice to appear before the committee on 08/21/19 was hand delivered on 08/09/19...ADR	
08/07/2019	I (DZ) received a call this morning @8.33am from Jessie Mayo (GF) regarding David Marchiorlatti's (AW) attendance at the Ceasers Convention center (behind High Roller @ Linq). AW was a no-call-no-show. Jessie informed me they would be terminating the AW for cause...DZ	Doug
08/07/2019	I (DZ) called David Marchiorlatti (AW) @ 12.02pm to inform him of the actions taken by Bombard Electric this morning. The AW stated that he was aware of the actions, and had overslept. I explained the requirements of a termination for cause and instructed the AW to set a meeting with Madison Burnett regarding his committee meeting. The AW stated that he understood...DZ	Doug
08/07/2019	Status Changed From A to JATC	
08/07/2019	CANCELLATION OF TRAINING ASSIGNMENT FOR CAUSE BOMBARD / CAESARS COVENTION CENTER ABSENTEESIM / NO CALL NO SHOW	diane
07/11/2019	SECOND NOTICE OF UNSATISFACTORY PROGRESS: BOMBARD ABSENTEEISM	amanda
07/11/2019	I (DZ) spoke with David Marchiorlatti (AW) during a jobsite visit to Ceasers convention center (behind High Roller @ Linq) regarding his on-the-job-attendance. David stated he was late to work due to alarms not going off. Second notice of unsatisfactory progress was issued considering previous history, and the severity of termination for cause was discussed. The AW stated he understood his position. Discipline witnessed by Kelly Ambercrombie (F) and Glenn Carpenter (Steward)...DZ	doug

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

Report generated: 2/14/2022 9:25:59 AM

Comment Date	Comments	User Login
07/10/2019	I (DZ) received a call this morning from Jessie Mayo (GF) regarding David Marchiorlatti's (AW) attendance at the Ceasers Convention center (behind High Roller @ Linq). Jessie requested a jobsite visit for progressive discipline tommorrow at any time. Awaiting return call from Glenn Carpenter (Steward) to confirm...DZ	doug
06/19/2019	I (DZ) met with David Marchiorlatti (AW) at 5.30am during a jobsite visit to Bombard Electric at Caesers Forum Convention Center (Behind the High Roller @ Link) regarding a progressive discipline request. The AW provided medical documentation to the contractor for the recent absence, and I reiterated the JATC and company policy regarding absenteeism. No write-up given, but the apprentice stated he understood he would receive one on his next undocumented absence/call in. Witnessed by Jessie Mayo (GF) Kelly Ambercrombie (Foreman) and Glenn Carpenter (Steward)...DZ	doug
06/18/2019	I (MB) received a call from Jessie Mayo (Foreman) with Bombard Electric at Caesers Forum Convention Center (Behind the High Roller @ Link), Jessie stated that 1st year apprentice David Marchiorlatti was absent yesterday and would like a job site visit. (MHB)	madison
06/18/2019	I (DZ) responded to a call received by the JATC from Jessie Mayo (GF) regarding David Marchiorlatti's (AW) on-the-job attendance at Ceaser's Convention Center. Jessie informed me that David missed work yesterday, did not inform his jobsite management, but called into the Bombard office call in line approx. 7.00am, two hours after the project start time. Jessie referenced the previous JATC visit and requested progressive discipline on the apprentice. I informed Jessie I would be on the jobsite early tomorrow morning...DZ	doug
06/07/2019	FIRST NOTICE OF UNSATISFACTORY PROGRESS: ABSEENTISM / TARDINESS NO CALL; NO SHOW -11AM CALL-IN	amanda
06/06/2019	I (MB) received a call from Jessie Mayo (Foreman) with Bombard Electric at Caesers Forum Convention Center (Behind the High Roller @ Link), Jessie stated that 1st year apprentice David Marchiorlatti has been late several times, Called in Thursday (5/30/19) saying he would be late and never arrived. Yesterday (6/5/19), David called in at 11:00 am stating that he would not be in to work, Jessie was informed that I will be on the jobsite in the morning. (MHB)	madison
12/20/2018	J.A.T.C. Notification Notice of release from study hall was sent to the AW's contractor and classroom on 12/20/18...ADR	
12/20/2018	Status Changed From SU to A	
12/04/2018	Verification of receipt was received on 12/03/18 for notice of mandatory study hall starting on 12/07/18...ADR	amanda
11/29/2018	J.A.T.C. Notification Notice of mandatory study hall starting on 12/07/18 was sent to the AW's classroom and contractor on 11/29/18...ADR	
11/29/2018	Status Changed From A to SU	
09/21/2018	Absent from school on 09/12/18, Car broke down, MEDICALLY EXCUSED PER MB, see file...ADR	amanda
09/13/2018	Absent from school on 09/12/18, car over heated...ADR	amanda
01/18/2018	J.A.T.C. Notification Notice of acceptance into the Aw program was sent certified mail on 01/19/18...ADR	
04/26/2017	J.A.T.C. Notification Notice of non-selection for the wireman program were sent regular	

Electrical J.A.T.C. Of Southern Nevada History Report

Marchiorlatti, David E

8153500

Report generated: 2/14/2022 9:25:59 AM

Comment Date	Comments	User Login
	mail on 04/28/17...ADR	
01/05/2017	J.A.T.C. Notification	
	Notica of AW interview on 01/26/17 were sent certified mail on 01/05/17...ADR	
08/19/2016	J.A.T.C. Notification	
	Letter was mailed on August 22nd 2016 regarding passing of Aptitude Test on August 9th, 2016...jb	

Desert Hope



Las Vegas, NV

January 17, 2022

Reference: David Marchiorlatti

To Whom It May Concern:

This letter is to confirm that David Marchiorlatti was admitted to Desert Hope Treatment Center on 1/11/2022. Mr. Marchiorlatti works individually with a therapist, and attends 3 hours of groups per day, on time, and in their entirety. If you have any questions, please feel free to contact me at this information below.

Sincerely,

Jamie Baldwin

Case Manager

Desert Hope | Resolutions Las Vegas | Desert Hope Outpatient

3441 Eastern Ave Las Vegas, NV 89121

Direct: 702-789-6221 | Secure Fax: 702-789-6193

Email: jamie.baldwin@ContactAAC.com

Desert Hope



American Addiction Centers

Desert Hope Addiction Treatment
2465 E Twain | Las Vegas, NV | 89121
AmericanAddictionCenters.com



Desert Hope



Las Vegas, NV

DAVID MARCHIORLATTI

HAS COMPLETED 30 DAYS AT DESERT HOPE TREATMENT CENTER
PRESENTED ON THIS 16TH DAY OF FEBRUARY 2022



Andie Pte
CSW-IF, CAPC-IF

Therapist

Jamie Baldwin
Case Manager

VERIFICATION OF RECEIPT

I, David Marchioratti have received the Electrical Joint
(Print Name)
Apprenticeship and Training Committee Policy Book revised December 2017 and documents. It
includes the following information:

Committee Policy Book

- General Policies and Procedures
- Drug Misuse & Abuse; Alcohol Misuse & Abuse Policy
- Sexual Harassment and Discrimination Policy
- Wireman Registered Standards
- Installer/Technician Registered Standards
- Affirmative Action Plan
- Selection Procedure
- Collective Bargaining Language – Wireman
- Collective Bargaining Language – Installer/Technician
- Appendix

- Extra Class Schedule
- Timecard Website Memorandum
- Timecard Calendar & Work Processes List
- Timecards
- Pay raise Memorandum
- IBEW Membership Memorandum
- Tool List
- Health and Welfare Eligibility Memorandum
- Extra Class Absence Policy
- Book Information
- School Calendar
- Dispatch Memo
- Power Point Presentation

I have been given the opportunity to read and review the JATC's Apprenticeship Standards, written Rules & Policies, the apprenticeship indenture form and the sections of the Collective Bargaining Agreement that pertain to the apprenticeship. A representative of the JATC has adequately reviewed all questions. I understand my responsibilities, as outlined in these documents, agree to abide by them, and accept full responsibility for my actions during my indentureship in this program. I understand that my failure to abide by these regulations may result in termination of my indentureship.

My signature below certified that I have been provided with a copy of the written Rules and Policies adopted by this JATC and in effect as of this date.


Signature

2/15/2018
Date

GENERAL POLICIES AND PROCEDURES

DISCIPLINE PROCEDURE

A-07

- A. **Verbal Warning:** If the committee issues a verbal warning to an apprentice, a note will be entered into the minutes of the meeting and a copy of those minutes will be placed in the apprentice's file.
- B. **Written Warning:** If the Committee issues a written warning, a copy of the warning, signed by the apprentice and the Chairman of the JATC, will be entered in the apprentice's file and recorded in Committee minutes. In the event a written warning is given, the JATC reserves the right to withhold a scheduled upgrade for a maximum of three months.
- C. **Pretermination Probation:** For serious violations of Committee policy, the apprentice will be immediately placed on pretermination probation. This period shall be a minimum of six months in length or the duration of a Committee recognized rehabilitation program. There will be no scheduled upgrades while on probation. The JATC reserves the right to extend the length of pretermination probation for the remainder of the apprentice's term of apprenticeship for repeated violations. Should this occur, scheduled upgrades may or may not be affected. Depending on the severity of the violation, this step may be taken with or without prior disciplinary action.
- D. **Termination of Apprenticeship Agreement:** Termination of Apprenticeship Agreement may occur when dealing with issues involving evaluation, academics, absenteeism, employment terminations and employment status, et al. Depending on the severity of the violation, this step may be taken with or without prior disciplinary action. In the event an apprentice's apprenticeship agreement is terminated, they will be notified in writing of their right to appeal as required by NRS 610.

DISCIPLINE PROCEDURE, cont.

Criminal Prosecution: Any apprentice involved with misdemeanor or felony actions against the JATC, JATC property, while on JATC property, or when representing the JATC, will be immediately removed from employment status, denied access to classroom training and prosecuted to the fullest extent of the law.

Any apprentice terminated from employment or denied employment for any reason, must immediately register on the out-of-work book at the JATC, but will be removed from employment eligibility pending the outcome of JATC investigation and final determination of appropriate disciplinary action.

A notice to appear before the JATC will be given to the apprentice in writing via certified mail instructing them of the date, place and time to appear, as well as the charges. All proceedings of this appearance are to be documented and maintained in the individual's personnel file for the term of apprenticeship.

ABSENCE/TARDY NOTIFICATION POLICY

A-09

The Contractors ability to complete their jobs in a timely manner and according to contractual obligations requires their work crews be on the job site for all scheduled hours.

Any apprentice absent from, or tardy to their assigned training assignment impedes the Contractors ability to effectively schedule their work. If you are unable to work due to illness, vacation, or emergency, you must notify the Contractor and the JATC or Director/Assistant Director. Failure to do so is a violation of JATC Registered Employment Policy (A-17) and the Registered Standards (Section 4-Section XV, Hours of Work, and Section 5-Section XVI, Hours of Work).

Any apprentice absent from, or tardy to their assigned classes impedes their ability to effectively progress with the JATC curriculum. Additionally, any absence without prior notification is a violation of JATC Related Instruction Policy (A-11) and the Registered Standards (Section 4-Section XIII, Related Instruction, and Section 5-Section XIV, Related Instruction).

The following absence and/or tardy notification (Call-in) policy must be followed:

ABSENCE/TARDY NOTIFICATION POLICY, cont.

- A. Whenever an apprentice receives a training assignment, it is the responsibility of the apprentice to verify the Contractors call-in procedure and phone number.
- B. Every apprentice is required to periodically verify the phone number of the JATC, the Director and the Assistant Director.
- C. Every apprentice is required to periodically verify the phone number of their instructors.
- D. Any apprentice anticipating being absent from their training assignment for any reason, must notify the Contractor and the JATC or Director/Assistant Director BEFORE the scheduled start of the work shift. Such notification DOES NOT excuse the absence.
- E. Any apprentice anticipating being tardy to work for any reason, must notify the Contractor and the JATC or Director/Assistant Director as soon as possible. All tardies, other than documented emergencies, are un-excused.
- F. Any apprentice anticipating being absent from their assigned classes must notify their instructor and the JATC or Director/Assistant Director BEFORE the scheduled start of the class period. Such notification DOES NOT excuse the absence.
- G. Any apprentice anticipating being tardy to their assigned classes must notify their instructor and the JATC or Director/Assistant Director as soon as possible. All tardies, other than documented emergencies, are un-excused.
- H. Penalties for absenteeism or tardiness regarding the apprentices' assigned classes are outlined in JATC Policy A-14, Related Instruction Absence Policy.
- I. Penalties for absenteeism or tardiness regarding the apprentices' training assignment are established by the Contractor to which the apprentice is assigned. It is the responsibility of the apprentice to verify any and all attendance requirements for their assigned Contractor.
- J. Any violation of this policy will result in the JATC taking the appropriate disciplinary action as outlined in Policy A-07, Discipline Procedure.

RELATED INSTRUCTION ABSENCE POLICY

A-14

- A. Classroom instruction and “on-the-job” training are equally vital in the total education process in apprenticeship. Attendance at all class sessions is required if an apprentice is to successfully complete the program.
- B. All classroom absences must be made up at the training facility within thirty (30) calendar days of the absence. Make up sessions must be prearranged with the Training Director and will be a minimum of three (3) hours in duration. Absences may be made up by one of the following methods:
1. Class session with an apprenticeship instructor or the Training Director
 2. Study hall at the training facility under the direction of the Training Director.
 3. For fifth (5th) period through tenth (10th) period apprentices, absences can be made up by tutoring other apprentices who require extra help. (Apprentices, who choose to make up class absences by tutoring other apprentices, may only tutor on materials that they have previously studied.)
- C. Under no circumstances will credit toward absences be given for any work voluntarily performed for, at, or on the behalf of the JATC.
- D. Three (3) tardies to class will constitute one (1) absence. This absence will NOT be able to be made up. For the purpose of this policy, tardy is defined as not being seated in the classroom prior to the assigned starting time of the class.
- E. Any student not seated in the classroom when instruction begins will be marked tardy. If the student arrives in the classroom after the instruction begins, they may be marked tardy or absent and told to leave the classroom at the discretion of the instructor. Any student who reports to class without books and/or training materials will be told to leave the classroom and be marked absent.
- F. All Absences will be assessed the following penalties:
1. One (1) Absence - NO Penalty: make-up strongly suggested

RELATED INSTRUCTION ABSENCE POLICY, cont.

2. Two (2) Absences - NO Penalty: make-up strongly suggested
3. Three (3) Absences
 - a. Mandatory make-up
 - b. Upgrade withheld as follows:
 - i. 90 days if first two absences were NOT made up
 - ii. 60 days if only one of the first two absences were made up.
 - iii. 30 days if both of the first two absences were made up.
 - c. Loss of three (3) points from final grade
4. Four (4) Absences
 - a. Mandatory make-up
 - b. Six (6) months upgrade withheld
 - c. Loss of five (5) points from final grade
 - d. Automatic appearance before the Committee for Disciplinary Actions (See Discipline Procedure A-07)
5. Five (5) Absences
 - a. Mandatory make-up
 - b. Twelve (12) months upgrade withheld
 - c. Loss of ten (10) points from final grade
 - d. Automatic appearance before the Committee for Disciplinary Actions (See Discipline Procedure A-07)

RELATED INSTRUCTION ABSENCE POLICY, cont.

6. Six (6) Absences
 - a. Automatic repeat the school year or termination of apprenticeship agreement
 - b. Automatic appearance before the Committee for Disciplinary Actions (See Discipline Procedure A-07)

- G. Special circumstances may be considered.
 1. The apprentice must submit the written documentation regarding the special circumstances to the JATC office within thirty (30) days from the date of absence. Documentation received after the thirty (30) days from the date of the absence will be an UN-EXCUSED absence.
 2. If written documentation/special circumstances was not approved by the JATC the absence will be UN-EXCUSED.
 3. Any absence that was approved by the JATC with written documentation submitted to the JATC office within thirty (30) days from the date of the absence must be made-up for the absence to be considered an MEDICALLY EXCUSED absence.

- H. Any absence involving a test will be handled under Policy A-11

- I. All absences and penalties in the final period shall be made up before the apprentice is eligible to be reclassified as a Journeyworker Wireman or Installer/Technician.

- J. Any student who misses a scheduled make-up class will not be rescheduled, marked as absent, and penalties will be assessed as above.

REGISTERED APPRENTICE EMPLOYMENT POLICY

A-17

All apprentice training assignments will be made by the Training Director and/or Committee.

- A. Unemployed apprentices shall be available for training assignment during dispatch hours at the JATC Office and on the out-of-work book. If an apprentice is unable to work due to illness or emergency, they must notify the Training Director immediately.
- B. The apprentice will notify the employer and the JATC prior to taking time off from work for vacations. If the apprentice is unemployed, they must notify the JATC 3 business days prior to the beginning of the vacation. Apprentices can take up to 2 weeks vacation (10 business days) from the out-of-work book in a calendar year (January 1 through December 31). If an apprentice wishes to return from their vacation earlier than they have scheduled, they must notify the JATC office 1 business day prior. Vacations from work or dispatch are not excusable absence from classroom training. Absences from classroom training will be handled under Policy A-14.
- C. The JATC does not have the ability to guarantee work for 52 weeks a year or for 40 hours a week. However, the JATC does commit itself to make every effort possible to keep apprentices in active employment.
- D. All recommendations for assignment of apprentices will be based upon the employer's request and the training needs of the apprentice.
- E. An apprentice not available for work without the Training Director's written approval will not be dispatched until they have appeared before the Committee.
- F. Apprentice that was laid off or terminated from their training assignment must report to the JATC by the next business day with their termination slip.
- G. In case of discharge by a contractor for any reason, the apprentice will automatically be brought before the JATC. The Training Director will investigate and evaluate the discharge action taken and prepare a report for the Committee's review. If the termination paper is stated "eligible for re-hire", the apprentice may receive another training assignment before they meet with the Committee. If the termination paper is stated "Not eligible for

re-hire” or does not state anything regards to eligible for re-hire, the apprentice CANNOT receive another training assignment until they meets with the Committee.

- H. No apprentice shall resign from any place of employment or refuse a training assignment. For the purpose of this policy, resign shall mean quit, walk off the job, or volunteer for a “layoff.” Such action may cause the Committee to cancel their apprenticeship agreement. The Training Director must have given prior approval to such action by an apprentice and a report will be placed in the apprentice’s file.
- I. If an apprentice has a complaint, it will be their privilege to call the Training Director on the job for consultation without any repercussion from the contractor or contractor’s representative.
- J. A fifth year wire apprentice, in their last two (2) pay increments (9th and 10th pay periods) or a fourth year installer/technician apprentice, in their last two (2) pay increments (7th and 8th pay periods) will be allowed to work alone. An apprentice working alone will not be in lieu of a journeyworker.
- K. It will be the apprentice’s responsibility to secure the required licensing permit for performing work.

SECTION 2

Drug Misuse and Abuse; Alcohol Misuse and Abuse Policy

as Adopted by the

**Electrical Joint Apprenticeship and Training Committee
Of Southern Nevada**

620 Leigon Way
Las Vegas, NV 89110



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DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY

The Electrical Joint Apprenticeship Training Committee of Southern Nevada has an obligation to establish and maintain a safe, healthy and productive working and educational environment. As a condition of apprenticeship, each apprentice must abide by the substance abuse policy. Violations of this policy will be subject to discipline up to and including termination of their apprenticeship agreement.

The established policy shall be the Electrical Joint Apprenticeship and Training Committee of Southern Nevada's Substance Abuse Policy. Any amendments or modifications to the following shall be under the direction of the Southern Nevada Joint Apprenticeship and Training Committee.

I. Drug Free Workplace and Classroom Policy

The Electrical JATC of Southern Nevada is committed to maintaining a work and classroom environment which reflects concern for our employees/apprentice's health and safety. Employees/apprentices under the influence of alcohol, drugs or other controlled substances not only impair their performance, but may also pose a safety risk to other individuals. As a result, the JATC has implemented the following guidelines to ensure a drug and alcohol free environment. The JATC considers adherence to this policy to be essential and a condition of apprenticeship.

- A. Unless prescribed by a physician, the use, manufacture, sale or possession of narcotics, alcohol, drugs or controlled substances while on the job or on Employer/JATC premises, will result in disciplinary action which may include termination of employment/apprenticeship agreement or participation in a JATC approved rehabilitation program that provides the JATC with progress reports. The illegal sale of narcotics, drugs or controlled substances off duty and off Employer/JATC premises will also result in the disciplinary action noted above.

DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY,
cont.

- B. The illegal use of narcotics, drugs or controlled substances off duty and off Employer/JATC premises is not acceptable because it can affect one-the-job/classroom performance and the JATC's ability to meet its responsibilities. Such use will result in disciplinary action which may include termination of employment/apprenticeship agreement, referral to any available Employee Assistance Program or participation in a rehabilitation program.
- C. The use of controlled substances prescribed and directed by a licensed physician is not prohibited, but employees/apprentices are required to make such use known to their immediate supervisor/ instructor if the use of such prescription may affect their performance or the safety of other workers/students. The employee/apprentice has the responsibility of determining the potential effect any prescribed medication may have on his/her job/school performance. Consultation with the prescribing physician or MRO is recommended in these matters.
- D. The JATC recognizes the need for a drug-free awareness program and will:
1. Periodically publish information on the dangers of drug and alcohol abuse.
 2. Advise employees/apprentices of any available Employee Assistance Programs, rehabilitation and/or counseling benefits provided by their group insurance plan.

DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY,
cont.

- E. JATC shall be held harmless from any liability that may be incurred as a result of the drug/alcohol program, including any chemical testing of employees/applicants for employment or apprentices for apprenticeship. It is understood and agreed that the JATC is not responsible for administering the Drug and Alcohol Plan for training assignment testing, but the JATC is responsible for administering the Drug and Alcohol Plan for pre-apprenticeship or random testing.. It is the responsibility of the signatory contractor/JATC to retain the services of certified collection facility, certified testing laboratory and shall be responsible for meeting all criteria set forth in the Drug and Alcohol Policy established by and for the parties to the policy.
- F. Employees/apprentices are required to notify the Training Director within five (5) days of any criminal drug conviction, if the violation occurred in the workplace/classroom.
- G. If an apprentice's employer holds a federal agency contract of \$25,000 or more, then said conviction will be reported to the applicable contracting agency within thirty (30) days of receipt of the apprentice's notice of conviction.
- H. Confidentiality:
The JATC recognizes that alcohol and drug abuse has become a major issue both in the workplace/classroom and within our communities and families. Whenever possible, reasonable efforts will be made by the JATC to provide any help requested by an employee/apprentice. Strict confidentiality will be observed.

The JATC considers adherence to this policy to be essential and a condition of employment/apprenticeship.

DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY,
cont.

Test results are highly confidential. Collection site personnel inform only the Employer's/JATC's designated Employer/JATC representative, on a strict need-to-know basis, of the results of unrinanalysis or the breathalyzer test. The MRO, if he/she finds no reason to dispute the positive results, informs the Employer's/JATC's designated Employer/JATC representative on a very strict need-to-know basis.

Applicants/employees/apprentices being tested will provide personal medical and prescription information only to the MRO upon request after a test result indicates the need for such information. There will be no need to provide this type of personal information to the testing facility at the time of collection for testing.

- I. Consequences of Refusal to be Tested:
The Employer/JATC will withdraw the offer to the employment/apprenticeship to any applicant who refuses to be tested. The Employer/JATC will promptly terminate any employee who refuses to be tested for post accident or probable cause purposes.

- J. Consequences of a Positive Test:
 - 1. In case of a registered apprentice's positive test results, the JATC will direct the apprentice's employer to terminate the apprentice's employment immediately for violation of committee policy. Before an apprentice will be allowed to return to employment status, the apprentice must appear before the JATC committee for disciplinary action which may include termination of their apprenticeship agreement or must complete counseling and treatment for substance abuse in a Committee recognized employee assistance program.
 - 2. If an applicant tests positive, the offer of apprenticeship is revoked.

DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY,
cont.

3. If any member of the JATC tests positive, the member of the JATC will be removed immediately from their position by their respective organization.
4. If any employee of the JATC tests positive, the employee will be immediately terminated.

II. Definitions

1. **Adulterated Specimen** - any specimen where there is a suspected foreign substance and/or endogenous substance present at an abnormal concentration which interferes with the testing.
2. **Alcohol** means the intoxicating agent in beverage alcohol, ethyl alcohol, or other molecular weight alcohols, including methyl and isopropyl alcohol.
3. **Alcohol Testing** means testing by a certified breath-alcohol technician, using a Nevada state approved breath-testing device. The “Chapter/Union/JATC” does not recognize “urine alcohol” testing.
4. **Chain of Custody:** the Employer/JATC takes exceptional precautions to assure the integrity of each specimen. To ensure that an individual’s specimen is not accidentally confused with another’s, collection site personnel follow a rigorous chain of custody procedure. Individuals providing specimens have a vital role to play in the chain of custody procedures. They must keep their specimen in view at all times until it is sealed and labeled. Each individual then initials the label on his or her specimen.
5. **Chapter/Union/JATC** means Southern Nevada Chapter National Electrical Contractors Association, International Brotherhood of Electrical Workers Local 357, and Electrical Joint Apprenticeship Training Committee of Southern Nevada.

DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY,
cont.

6. **Controlled Substance** - specified drugs or drug classes as identified in Section III of this policy.
7. **Conviction** means a finding of guilt (including a plea of nolo contendere) of imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.
8. **Criminal Drug Statute** means a federal or non-Federal criminal statute involving the manufacture, distribution, dispensing, possession or use of any controlled substance.
9. **Dilute Specimen:** means a specimen that has a creatinine reading of less than or equal 5 mg/dl but greater than or equal to 2mg/dl.
10. **Direct Observation:** The direct void of a urine sample for verification of temperature.
11. **Drug Testing** or Drug Test means scientific analysis for the presence of drugs or their metabolites in the human body.
12. **Employee** refers to unindentured helpers, prospective apprentices, registered apprentices, apprenticeship instructors, JATC committee members, Assistant Training Director, Training Director, and office staff.
13. **Employer** means refers to a person, firm or corporation who contracts for electrical work and is signatory to an International Brotherhood of Electrical Workers Local 357, National Electrical Contractors Association, Southern Nevada Chapter, collective bargaining agreement, and the Southern Nevada Electrical JATC.
14. **Employee Assistance Program (EAP)** means a designated provider of services for the purpose of drug and alcohol use assessment, provision of treatment options, plans, and referrals for employees.

DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY,
cont.

15. **Employer Property** means all facilities, job sites, vehicles and equipment that are leased, operated or utilized by the Employer or its Employees for work and instructional related purposes. This will include parking areas and driveways, lockers, toolboxes or other related storage areas used by employees. It will also include other public or private property, facilities, vehicles and equipment located away from the employer's facility if the employee is present on such property for work and instructional related purposes.
16. **Level of Detection** - means a report issued by lab using reflexive screening process.
17. **Medical Review Officer (MRO)** means a licensed physician knowledgeable in the medical use of prescription drugs, alcohol and other drugs of abuse. He/she has appropriate medical training to interpret and evaluate an individual's positive test results together with his or her medical history and any other relevant biomedical information.
18. **Prospective Apprentice** means any person who has been made an offer of becoming a registered apprentice.
19. **Random Testing** means the unannounced drug testing of an employee who was selected by using a systematic computer generated selection method uninfluenced by any personal characteristic other than job category.
20. **Reasonable Cause** or For Cause Testing means testing founded on an articulated belief, based on recorded specific facts and reasonable inference drawn from those facts, that an employee is impaired, under the influence of, or has used controlled substances or alcohol at work or school.
21. **Refusal to Test:** Shall be considered a positive result.

DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY,
cont.

22. **SAMHSA** - Substance Abuse & Mental Health Services Administration. The Federal Regulatory Agency that regulates drug and alcohol testing.
23. **Sample or Specimen** means any sample of urine or breath used for drug or alcohol testing.
24. **Substituted specimen** - evidence that the specimen is not that of the donor.
25. **Test Results:** The term “negative” indicates substance levels absent or below the predetermined acceptable range, resulting in pass. The term “positive” indicates substance levels above the predetermined acceptable range, resulting in fail.
26. **Use** means the use of drugs, controlled substance, or alcohol by an employee.

III. Employer/Union/JATC Alcohol/Drug Testing Policy

It is the intent of the Chapter/Union/JATC to continue to strive for a safer working and educational environment for its employees/apprentices. Many of the owners and general contractors with whom we do business share the same concern. As a result, Chapter/Union/JATC will adopt an Alcohol/Drug Testing Policy. All employees or new hires assigned to a mandated Alcohol/Drug Free Project/School or Drug /Alcohol Free Employer/JATC which requires drug testing will be subject to a urinalysis test to identify the use of the following substances: marijuana, cocaine, heroin (as morphine), amphetamines and phencyclidine (PCP). It is not the intent of this policy to be in conflict with the Americans with Disabilities Act “qualified individual with a disability” Subsection 1, employment section 12111 definition #8, or any part hereof the Americans with Disabilities Act.

The policy utilizes the same cutoff levels established by the Substance Abuse & Mental Health Services Administration (SAMHSA). The results of these tests will be held in strict confidence by the Employer/JATC.

DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY,
cont.

A. Procedures for Prospective Apprentice:

All applicants who are offered apprenticeship are mandated by the “Drug misuse and abuse policy” will be given a copy of the JATC DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY. Each individual will be asked to report or be escorted to a laboratory or clinic for the purpose of an alcohol/drug test. The individual will be required to sign a statement agreeing to abide by the DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY. The drug screen must be done at the time of registration. The Medical Review Officer will allow the prospective apprentice to discuss results.

B. Test Results:

The results from this test will take approximately 48 to 72 hours and will be forwarded to the Designated JATC Representative. Confirmation testing from the original screening may delay the 48-72 hour notification period. Any positive results from this test will be forwarded to and evaluated by an independent Medical Review Officer (MRO) to verify the appropriateness of a positive test result. Proof of employee prescriptions may be required at this time.

The prospective apprentice is allowed to explain any positive test results directly to the MRO.

After his/her final determination, the MRO will advise the Designated JATC Representative of any positive test results. As a result, an prospective apprentice found to test positive will be immediately notified by the JATC. Any prospective apprentice who tests positive, does not provide a testable specimen, or refuses to test will have the offer of becoming a registered apprentice revoked.

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cont.

The urine sample provided must be sufficient to measure temperature and to be separated into two containers at the time of donation, with one kept to provide the means for the sample to be independently retested, at the prospective apprentice's expense, by a certified laboratory of his/her choice. The request for independent testing must be made within 48 hours (excluding weekends & holidays) of notification to the prospective apprentice of the initial positive test results. If independent test result is negative, the prospective apprentice will be allowed to become a registered apprentice and will be reimbursed for the cost of the independent test and lost wages and benefits.

C. Random Testing:

All employees will be subject to random testing under the following guidelines:

1. A computer listing of all employees, by social security number only, will be taken to an independent contractor for random selection.
2. The independent contractor will randomly select up to 10% of the social security numbers on a periodic basis.
3. A printed copy of those numbers selected will be taken to the JATC for notification to those individuals requiring testing.
4. Notification will be done by registered letter/hand delivered containing date, time and place of the test.
 - a) The employee must report for the test within 48 hours of signing for the letter.
 - b) Refusal to sign for the letter will be considered as a positive test.
 - c) Failure to report to the designated site within 48 hours will be considered as a positive test.

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cont.

D. Post Accident Testing:

Any employee who requires hospital, clinical or physical treatment as a result of an injury sustained at the workplace/school or employee(s) involved with an accident resulting in property damage (over \$750) may be required to submit a breath, saliva, urine and/or blood specimen for alcohol or drug testing. An employee who tests positive for alcohol or drugs as a result of such a test without a valid or legal reason for the positive test will be in violation of the JATC policy. Circumstances requiring these tests are as follows:

1. IF the JATC requires post-accident testing.
2. If the accident or injury was a result of carelessness or negligence by the employee as determined by JATC personnel.
3. In the event the injured employee is not the responsible party for the accident, the responsible employee will be required to take the test.

E. Reasonable Cause:

Reasonable cause means that an individual has give his or her instructor or director reason to believe that he/she may be under the influence of a controlled substance and/or alcohol. Examples of reasonable cause may include:

1. Direct observation of drug abuse and/or physical symptoms of being under the influence of drugs or alcohol while at work/school;
2. Abnormal conduct or erratic behavior while at work/school;
3. Unusual absenteeism, tardiness or deterioration in work/school performance documented over a period of time;

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cont.

4. A reliable and credible report of drug abuse on the job/school (not a hunch);
5. Information that the employee has caused or contributed to a work/school-related accident or a near miss.

The reasonable cause behavior should be witnessed by at least one instructor and one director or two directors if at all feasible, but only one observation by the Training Director is required. Those who make a decision to test an employee will be trained in identifying action, appearance or conduct that indicates the possible use of controlled substances and /or alcohol.

Any reasonable cause incident will be documented as soon after the incident as possible. Representatives of the JATC will ensure that the employee involved is immediately removed from any hazardous situations and is transported to a collection site. An JATC Representative MUST accompany the employee to the collection.

F. Additional Testing:

The Chapter/Union/JATC reserves the right to revise this drug testing policy at any time.

In the case of revision to this policy, affected employees may be subject to testing or retesting as part of the job/apprenticeship requirements. Any revision which may affect employees/apprentices will be coordinated through the local bargaining unit prior to implementation.

IV. Urine Testing Protocol

A. Laboratory Qualifications:

The Laboratory must be certified and/or licensed by proper state and/or federal agencies.

The Employer/JATC will verify qualification and certification of all laboratory or collection sites used for drug/alcohol screening.

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cont.

B. Security, Custody and Control:

Testing Laboratories shall maintain proper security at its facility and rigorously follow acceptable chain of custody procedures.

C. Testing:

Testing laboratories will use an immunoassay screening procedure which has been approved for commercial use by the U.S. Food and Drug Administration. The following cut-off levels shall be used by laboratories when screening specimens to determine whether they are presumptive positive or negative for these classes of drugs:

Screening Cutoff

Amphetamines (Class)	1000 ng/ml
Cocaine Metabolites	300 ng/ml
Marijuana Metabolites	50 ng/ml
Phencyclidine	25 ng/ml
Opiates	2000 ng/ml
Barbiturates	300 ng/ml
Benzodiazepines	300 ng/ml
Methadone	300 ng/ml
Propoxyphene	300 ng/ml

The Testing laboratory will confirm all initially positive test results by gas chromatography/mass spectrometry (GC/MS), according to the Department of Health and Human Services (HHS)/Substance Abuse & Mental Health Services Administration (SAMHSA) guidelines. The laboratory uses the following cut-off levels for its confirmation test:

Amphetamine/Methamphetamine	500 ng/ml
Cocaine Metabolites	150 ng/ml
Marijuana Metabolites	15 ng/ml
Phencyclidine	25 ng/ml
Morphine/Codeine	2000 ng/ml
Barbiturate	300 ng/ml
Benzodiazepines	300 ng/ml
Methadone	300 ng/ml

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cont.

Propoxyphene

300 ng/ml

D. Reporting Results:

The testing laboratory's *MRO* will interpret all positive test results. Test results are reported directly to the designated Employer/JATC Representative. The laboratory will report as positive only those specimens confirmed positive by GC/MS.

E. Record Retention:

Unless otherwise notified, the laboratory will retain all records pertaining to a given urine specimen for (5) five years.

F. Storage:

The laboratory stores will positive specimens for at least one (1) year and longer whenever requested.

G. Reports:

The laboratory will transmit, upon request, to the MRO a copy of any report the laboratory receives from any agency pursuant to the State or National Drug Testing Programs. Such reports shall include results of all blind performance-testing, investigations of deficiencies in performance testing and routine laboratory inspections.

The Laboratory shall also promptly provide to the MRO any notice of proposed suspension, suspension, proposed revocation of certification or revocation of certification received from the State.

V. Collection of Specimens

The collection personnel shall be responsible for collecting all specimens. Only the following persons are authorized to participate in the specimen collection:

DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY,
cont.

A licensed medical doctor, nurse, medical professional, or a laboratory technician employed by a licensed medical laboratory, who is familiar with the Procedures for Collection of Specimens, and who has been trained in proper specimen collection procedures.

No person with a management or supervisory responsibility over an employee/apprentice to be tested, or a co-worker/co-student of the employee/apprentice to be tested, may serve as a collector.

A. Chain of Custody:

In order to be able to tie the results of a drug test to a specific individual, the laboratory follows a Chain of Custody procedure that documents proper specimen collection, identification, integrity and security from the time of collection to the receipt of laboratory test results.

The Chain of Custody procedure will establish the following:

1. No one has adulterated or tampered with the specimen.
2. All persons who handled the specimen are documented.
3. Proper security measures ensured that no one had unauthorized access to the specimen; and
4. The specimen belongs to the individual whose identity is printed on the label.

B. Standard Collection Site Security Procedures:

1. To deter the dilution of urine specimens at the collection site, personnel shall measure the temperature of the urine and establish an appropriate protocol to either reject or accept urine samples based on temperature. The acceptable temperature range should be prominently posted at the collection site to avoid any arbitrary or apparently arbitrary rejections of provided specimens.

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cont.

2. The collection personnel shall ensure that no hot water (e.g. *sink*) is in the area where urination occurs.

3. Direct Observation: If the individual's urine specimen fails the temperature requirement, all subsequent urine specimen collection will be personally observed by collection personnel of the same gender. The subsequent test will be required for all "temperature rejections." Failure to comply with the provision of a second specimen within a three (3) hour period of the "temperature rejection" will be considered a refusal to test.

C. Employee/Apprentice Notification:

1. Employer/JATC management shall notify the prospective apprentice/employee/apprentice that he or she must provide breath, and/or urine specimens for one or more of the following reasons:

a). Prospective Apprentice.

All prospective apprentices for apprenticeship must provide a urine sample for drug testing as outlined in the JATC DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY.

b). Random Testing.

All unindentured, registered apprentices, JATC members and employees are subject to random drug testing as outlined in the JATC DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY.

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cont.

c). Post Accident.

Current employees/apprentices will be required to submit to an alcohol, urine test, etc., if employee/apprentice has been involved in or possibly contributed to an accident involving a fatality, serious bodily injury, lost time accident, property damage or per the Project requirements.

Treatment for any personal injuries must always be considered a priority, however, post accident testing for drugs or alcohol must be completed in a prudent and timely manner following the employee's/apprentice's treatment for injuries. The alcohol testing must be completed within eight hours following the accident. The drug testing must be completed within thirty-two hours of the accident. If testing can not be completed by the treating facility the Employer/JATC is responsible for transporting the employee/apprentice to a bona fide testing facility.

d). Reasonable cause.

Employees/Apprentices will be required to provide an alcohol/breathalyzer sample and/or urine sample when a supervisor or manager has reason to believe the employee/apprentice may be under the influence of a controlled substance and/or alcohol.

2. Employer/JATC management will inform the applicant/employee/apprentice that he or she must appear at the specimen collection site within two (2) hours of the acceptance of the offer, or the contingent offer may be denied. The Employer/JATC shall also inform the applicant/employee/apprentice that he or she must present appropriate photo identification at the collection site.

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cont.

VI. Preliminary Collection Site Procedures:

1. Collection personnel shall inspect the individual's photo identification and confirm the individual's identity. Collection personnel shall note any unusual appearance or behavior.
2. Collection personnel shall obtain the individual's signature on a consent form and provide the individual with a copy of the form.
3. Collection personnel shall inform the individual of the following:
 - a) Notice that the individual must provide a sufficient sample to measure temperature and be separated into two containers at the time of donation;
 - b) Assurance that the quality of testing procedures is tightly controlled, that the test used to confirm the presence of illegal drugs, or unauthorized legal drugs is highly reliable and that test results will be handled with maximum respect for individual confidentiality, consistent with safety and security;
 - c) An opportunity will be provided to submit information to the MRO concerning use of prescription or non-prescription drugs that may support a legitimate use for a specific drug;
 - d) The individual's role in establishing the Chain of Custody for the urine specimen;
 - e) Assurance that the individual may provide the Urine specimen in private;
 - f) Consent for the testing laboratory to inform the Employer/JATC and its MRO of the test results in accordance with the agreement between Local Union No. 357 and Southern Nevada Chapter, NECA.

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cont.

VII. Breath Testing:

1. Only authorized collection personnel shall conduct breath testing in the event of an on-the-job accident, school accident, property damage, etc.
2. The authorized collection personnel shall use only Nevada state approved breath-testing devices.
3. After collecting and testing the breath specimen, collection personnel shall sign and date the breathalyzer report.
4. Collection personnel shall also direct the individual tested to sign and date the breathalyzer report.
5. Collection personnel shall transmit a copy of the signed and dated breathalyzer report to the MRO.
6. If the individual tests positive for alcohol at or above a .04 BAC level, collection personnel shall call the individual a taxicab (at Employer/JATC expense) or call a friend or relative to take the employee/apprentice home. If the individual insists on driving, collection personnel shall notify the proper authorities.

VIII. Urine Specimen Collection Procedures:

1. Collection personnel shall direct the individual to remove any unnecessary outer garments, such as a coat or jacket that might conceal items or substances that could be used to tamper with or adulterate the urine specimen. Collection personnel will further direct the individual to put aside all personal belongings, such as a purse or briefcase. The individual may retain his or her wallet. The collection personnel will direct individuals in the proper collection procedure.

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cont.

2. The individual may provide the urine specimen in the privacy of a stall or otherwise partitioned area that assures individual privacy. Collection personnel shall note any unusual behavior.
3. Upon receiving the specimen from the individual, collection personnel shall determine that it contains a sufficient sample to measure temperature and separate into two containers. If the sample is not within the acceptable temperature range (90-100 degrees Fahrenheit) then direct observation collection procedure will begin.

This process shall be completed within a three hour maximum time frame during which time the donor must not leave the collection facility.

4. Immediately after the specimen is collected, collection personnel shall inspect the specimen to determine any signs of contamination.
5. Collection personnel and the individual shall keep the specimen in view at all times prior to its being split, sealed and labeled.
6. Collection personnel shall place a tamper-proof seal over the bottle cap and down the sides of the bottle. The individual shall observe this sealing process.
7. Collection personnel shall place securely on the side of the bottles identification labels which contains the date, the specimen number and the individual's name. The individual shall observe the application of these labels and shall then initial the labels as certification that it is the unadulterated specimen he or she has provided.
8. After the collection site personnel have inspected the specimen, the individual may wash his or her hands.

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cont.

9. The individual shall then sign the Chain of Custody form, which states the date, collection site, the names of the collection personnel and the individual's name and specimen number which verify that the urine specimen has been in the individual's view continuously from the time of collection until he or she initialed the label affixed to the bottle. The form shall also verify that the identified specimen is an unadulterated specimen he or she has provided.
10. Collection personnel shall complete the Chain of Custody form.

IX. Chain of Custody and Shipment of Urine Specimen:

1. Collection personnel shall complete the Chain of Custody form in order to maintain control and accountability of each specimen from the point of collection to receipt of test results.
2. The Chain of Custody form shall document each time a specimen is handled or transferred and the reason for such handling or transfer, and shall identify every individual in the chain. Collection personnel shall minimize the number of persons handling a specimen.

X. DILUTED, ADULTERATED AND/OR SUBSTITUTED SPECIMENS

A. DILUTED SAMPLE

All diluted specimens tested positive will be reported to the MRO. A negative dilute test result is a valid negative test.

B. ADULTERATED SPECIMENS

Any specimen reported as an adulterated specimen, the particular adulterant must be identified and confirmed.

1. An identified and confirmed adulterated specimen will be considered a positive test.

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cont.

2. A suspected adulterant unidentified and unconfirmed will result in an unannounced second directly observed test.

C. SUBSTITUTED SPECIMENS

Suspected substituted specimen will result in an unannounced second directly observed test.

XI. Medical Review Officer Qualifications

The MRO is a licensed physician knowledgeable in the medical use of prescription drugs, alcohol and other drugs of abuse. He has appropriate medical training to interpret and evaluate an individual's positive test results together with his or her medical history and any other relevant biomedical information.

A. Laboratory Communication of Negative Test Results:

The laboratory will communicate negative test results to the designated Employer/JATC representative.

B. Laboratory Communication of Positive Test Results:

The laboratory will communicate positive test results to the MRO.

Review Process:

1. General Review Responsibility: The MRO shall review and interpret all positive test results.
2. Absence of Alternative Explanation: The *MRO* shall examine alternate medical explanations for any positive test result. As part of such review, the MRO shall notify the employee, applicant, or apprentice of positive test results and offer the individual the opportunity for an interview and the opportunity to submit any medical records or other information which may explain the positive test results.

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cont.

3. Scientific Sufficiency of Results: The MRO shall determine whether the positive test results are scientifically sufficient to establish the individual's drug use. If the MRO has reason to question the accuracy or validity of a positive test, the MRO should review quality control data and other pertinent records.
4. Insufficient Basis for Reporting Positive Result: If the MRO determines that the positive test results are not scientifically sufficient, the MRO shall declare the test results to be negative and inform the designated Employer/JATC representative of the negative test results in writing.
5. Reporting of Confirmed Positive Results: If the MRO determines that results properly represent a positive test result, the MRO shall promptly inform the employer/JATC designated Employer/JATC representative in writing.

XII. Additional Provisions

- A. Any discipline or adverse action imposed by the Employer/JATC as a result of the, DRUG MISUSE AND ABUSE; ALCOHOL MISUSE AND ABUSE POLICY shall be subject to review by the Southern Nevada Joint Apprenticeship and Training Committee.
- B. No employee/apprentice/applicant shall be required to sign any waiver limiting the liability of any firm, laboratory or person involved in the decision to test, or the testing program and procedures.
- C. The Union is not responsible for ascertaining or monitoring the drug-free or alcohol free status of any employee, applicant, or apprentice for employment.

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cont.

- D. An employee/apprentice testing “positive” shall have the right to have the secured portion of his/her urine sample independently tested at a certified laboratory of his/her choice at his/her expense. If the independent test result is negative, the applicant/apprentice will be allowed to resume work/apprenticeship immediately and will be reimbursed for cost of the independent test and lost wages and benefits.