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# **Appendix A**

## **WORK PROCESS SCHEDULE**

### **AND**

## **RELATED INSTRUCTION OUTLINE**

## **TELECOMMUNICATION TECHNICIAN**

### **(Alternate Title: Broadband Technician)**

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## Appendix A

### WORK PROCESS SCHEDULE

#### TELECOMMUNICATION TECHNICIAN (Alternate Title : Broadband Technician)

O\*NET-SOC CODE: 49-2022.00 RAPIDS CODE: 0618

This schedule is attached to and a part of these Standards for the above identified occupation.

#### 1. APPRENTICESHIP APPROACH

☒ Time-based

☐ Competency-based

☐ Hybrid

#### 2. TERM OF APPRENTICESHIP

The term of the apprenticeship is 6000 hours of OJT, supplemented by the minimum required 640 hours of related instruction. The JATC shall require each apprentice to satisfactorily complete the *electrical training ALLIANCE* assigned Telecommunication Technician Apprenticeship Course Material.

#### 3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The numeric ratio of apprentices to Journeyworkers consistent with proper supervision, training, safety, and continuity of employment, shall be as specified in CBAs applicable to these Standards and must be expressed numerically. The ratio for Electrical Joint Apprenticeship and Training Committee of Southern Nevada as per the CBA is 1 apprentice(s) to 1 Journeyworker(s).

#### 4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing of wages based on either a percentage of a dollar amount of the current hourly journeyworker wage rate, which is:  
\$40.94

This JATC has established eight periods of apprenticeship as stipulated below:

Period	Percent of QEW Rate	Minimum Accumulative OJT Hours	+	Related Training
1	50	0	+	N/A
2	55	750	+	Satisfactory Progress
3	60	1500	+	160 hours Related Instruction + FOA CPCT
4	70	2250	+	Satisfactory Progress
5	75	3000	+	160 hours Related Instruction + FOA CFOT
6	80	3750	+	Satisfactory Progress
7	85	4500	+	160 hours Related Instruction + FOA CFOS-T
8	90	5250	+	Satisfactory Progress
Completion	100	6000		Completed Assigned Curriculum + Fire Alarm I

At the time of registration of these Standards, the QEW rate is \$40.94. The Registration Agency will be notified of any changes to the QEW rate in a timely manner.

To be advanced, the apprentice must have satisfactorily completed both requirements: OJT hours and Related Training as indicated above.

#### 5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 1500 OJT hours. Completion of these minimum hours and satisfactory performance in related classroom training during such time shall constitute the probationary period. During the probationary period, the JATC shall make a thorough review of the apprentice's ability and development. Prior to the end of the probationary period, the JATC will decide whether to



end the probation, extend the probation or cancel the Apprenticeship Agreement. If the Registration Agency requires, the Registration Agency shall be notified of cancellations or extensions. During the probationary period, the JATC may extend the probation up to the maximum, or cancel the apprenticeship agreement, without the formality of a hearing and at the discretion of the JATC, so long as the JATC is acting in a non-discriminatory manner. Apprentices whose agreements are cancelled during the probationary period have no appeal rights other than those provided in the EEO/AA Plan.

## **6. SELECTION PROCEDURES**

Please see page A-9



**Appendix A**  
**ON-THE-JOB LEARNING OUTLINE**  
**TELECOMMUNICATION TECHNICIAN (Alternate Title: Broadband Technician)**  
**O\*NET-SOC CODE: 49-2022.00    RAPIDS CODE: 0618**

**Work Process Schedule**

In order to provide for the development of the necessary occupational skills in the various work processes, the JATC shall attempt to provide the apprentice with OJT in the following categories, as job training assignments permit. These estimates are not minimum requirements for proficiency. Some job assignments may relate to more than one work process.

The approximate hours below are for illustration only and are not an industry recommendation.

<b>TELECOMMUNICATIONS TECHNICIAN (Alternate Title: Broadband Technician)</b>	
<b>Job Description:</b> Install, set up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May install communications equipment or communications wiring in buildings.	
<b>RAPIDS Code:</b> 0618	<b>O*NET Code:</b> 49-2022.00
<b>Estimated Program Length:</b> 6000	
<b>Apprenticeship Type:</b> <input type="checkbox"/> Competency-Based <input checked="" type="checkbox"/> Time-Based <input type="checkbox"/> Hybrid	

<b>Project Layout &amp; Planning</b>	<b>Approximate Hours</b>
Reading and Interpreting blueprints and specifications; Job site coordination; Layout telecommunication cable systems.	375

<b>Underground Installations</b>	<b>Approximate Hours</b>
Trenching and ditch digging; Direct burial; Installing telecommunication grounding systems.	150

<b>Routing Cable</b>	<b>Approximate Hours</b>
Fastening and support; Protective sleeves and nipples.	225

<b>Testing, Certifying &amp; Troubleshooting LAN Systems</b>	<b>Approximate Hours</b>
Checking circuit continuity; Identifying faults; Certifying system operation; System repair; Ground verification.	375

<b>Security System Installation</b>	<b>Approximate Hours</b>
Blueprint and specification interpretation; Layout; Box and circuit installation; termination; and testing.	525



<b>Installing Communication and Sound Systems</b>	<b>Approximate Hours</b>
Blueprint and specification interpretation; Layout; Installing telecommunication panels and network devices; Circuit installation; Terminations; and testing.	450
<b>Installing Networking Telecommunication Wire and Cables</b>	<b>Approximate Hours</b>
Installing and networking between buildings; Wiring large and small campus systems; Installing backbones; Installing horizontals; installing cross connects and interconnects.	900
<b>Terminating Wires and Cables</b>	<b>Approximate Hours</b>
Bundled cable; Shielded cable; Unshielded cable; Optical fiber cable; Twisted pair; and Coaxial cable.	750
<b>Splicing Wires and Cables</b>	<b>Approximate Hours</b>
Optical fiber cable; Shielded and unshielded twisted pair; coaxial cable.	225
<b>Installing CCTV and Video Distribution Systems</b>	<b>Approximate Hours</b>
Installing cameras and lenses; Installing DVRs; Installing monitors; Installing video switching equipment; System layout; Terminations and testing; Installing video amplifiers.	450
<b>System Commissioning</b>	<b>Approximate Hours</b>
Local area network (switches and routers); Fire Alarm systems; CCTV systems; Security systems; Nurse Call systems; Access control systems; Building automation	375
<b>Project Service and Troubleshooting</b>	<b>Approximate Hours</b>
Testing, analysis and repair of video, voice, and data; Installations: electronic devices, LAN circuits and Telecommunication devices.	750
<b>Material Handling and Pre-Fabrication</b>	<b>Approximate Hours</b>
Material/equipment awareness; Fabrication for field installation.	150
<b>Safety Awareness and Other Specialized Areas</b>	<b>Approximate Hours</b>
Safety; Sub-Systems: Communications, Entertainment, Environmental control, Life Safety.	300
<b>Total Hours</b>	<b>6000</b>



**APPENDIX A**  
**RELATED INSTRUCTION OUTLINE**  
**TELECOMMUNICATION TECHNICIAN (Alternate Title: Broadband Technician)**  
**O\*NET-SOC CODE: 49-2022.00 RAPIDS CODE: 0618**

**Related Instruction**

Each apprentice shall be required to participate in non-compensable related instruction away from the job as specified below.

In addition to the required *electrical* ALLIANCE curriculum as listed under this section, each apprentice will be required to complete a series of extra classes and licensing before completion of the *electrical training* ALLIANCE curriculum. The extra classes and licensing shall include, but not be limited to:

OSHA 10/30, First Aid/CPR, Forklift, Boomlift, Scissorlift, Sexual Harassment and Discrimination, COMET I, COMET II, Steward's Training, Foreman's training and the following elective courses: FOA Certified Premise Cable Technician (CPCT), FOA Certified Fiber Optic Technician (CFOT), FOA Certified Fiber Optic Specialist-Testing (CFOS/F), Fire Alarm I

NOTE: This training requires additional classroom hours.

Topics to be studied (completed) as part of the required electrical training ALLIANCE curriculum shall include, but not be limited to those listed below. The order of presentation may change from time to time:

PROVIDER	
<b>Name:</b> Electrical Joint Apprenticeship and Training Committee of Southern Nevada	
<b>Address:</b> 620 Leigon Way, Las Vegas, NV 89110	
<b>Email:</b> <a href="mailto:Director@earnwhileyoulearn.org">Director@earnwhileyoulearn.org</a>	<b>Phone Number:</b> (702) 459-7949
<b>Suggested Related Instruction Hours:</b> 640	

COURSE TITLE	CONTACT HOURS
<b>FIRST SESSION</b> Blueprint Reading Communication Skills Electrical Theory, DC Electrical Components Electrical Test Equipment Fiber Optics Industry Orientation Job Information Mathematics National Electrical Code OSHA/Safety Awareness Premises Cabling Safety and Health Awareness Structured Wiring Systems EIA / TIA Standards Tool Identification Data Transmission Fundamentals	<b>160 Hours Core</b>



<b>SECOND SESSION</b> Data Systems Digital Electronic Circuitry Electrical Theory, AC Electronic Test Equipment Fire Alarm Systems Grounding and Bonding Industry Orientation Job Information Local Area Networks National Electrical Code Paging Systems Power Quality Protocols Security and Access Control Telephony	<b>160 Hours Core</b>
<b>THIRD SESSION</b> Building Automation Systems CCTV Customer Relations Electronic Test Equipment Electronic Theory Electronic Troubleshooting Entertainment Systems Environmental Systems Industry Orientation Job Information Life Safety Systems Nurse Call Systems Protocols RF Systems Sound Systems Systems Analysis, Repair and Certification Television Systems Video Distribution Wide Area Networks	<b>160 Hours Core</b>
<b>FOURTH SESSION</b> CCTV Job Information Local Area Networks – Advanced Orientation Sound Reinforcement	<b>20 Hours Core / 140 Hours Advanced</b>
<b>ADVANCED TOPICS</b> Fire Alarm	



I/T Power Quality Paging and Voice Evacuation Security Systems Building Automation Nurse Call Systems RF Communications Semiconductor Sound Reinforcement Other <i>electrical training ALLIANCE</i> approved courses Locally Recognized Certification Courses Industry Recognized Certification Courses	
<b>Total Minimum Hours</b>	<b>640</b>





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**APPENDIX A**  
**SELECTION PROCEDURES**  
**TELECOMMUNICATION TECHNICIAN (Alternate Title: Broadband Technician)**  
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Selection and placement of all Applicants not eligible for Direct Entry will be done under the Selection Procedures as stated below.

The JATC has adopted the following Selection Procedures for its Apprenticeship Program. These procedures shall be uniformly maintained and consistently applied to all individuals interested in the Apprenticeship Program.

**A. Application Availability**

The JATC will make applications available minimum ten (10) consecutive working days either electronically or in paper format.

The JATC will notify the Registration Agency and other appropriate parties in writing (as indicated in the JATC's EEO/AA Plan) of the application period a minimum of thirty (30) days in advance – including the nature of apprenticeship, requirements for admission to apprenticeship, available of apprenticeship opportunities, sources of apprenticeship applications, and the JATC's EEO/AA policies. Such notification will identify the specified intervals for the application period, including when and how applications may be accessed.

**B. Interview Timing**

The JATC has discretion to determine how often interviews will be conducted, and this may change during the year based upon industry needs. If a fixed interview schedule is established (e.g., monthly, quarterly, or semi-annually), the JATC will notify the Registration Agency of the dates as part of its semi-annual notice. If the JATC decides to interview on an as needed basis, the Registration agency will be notified of the scheduled interviews a minimum of thirty (30) days prior to the first interview date. Interviews shall be conducted in accordance with the notification supplied to the Registration Agency.

The JATC will interview on the following basis: As Needed

**C. General Rules Concerning Applications and Record Keeping**

1. The JATC will use the Application and any related forms approved by the *electrical training ALLIANCE*.
2. Application forms will be issued and accepted electronically, or in accordance with the procedure adopted by the JATC indicated in Application Availability Section.
3. Everyone expressing an interest in making application with the JATC will be provided access to and/or issued an application form during the application period. The application must conform so no one will be denied a right to apply, even if there is a question about their ability to meet minimum qualifications.
4. The JATC shall provide reasonable accommodations during the application process to individuals with disabilities who request them. The JATC's procedures for requests for accommodation are contained in its Rules and Policies.
5. An Application Record will be maintained by the JATC to show the status of each applicant.
6. No member of the JATC, or any employee of the JATC, shall reveal or discuss any information pertaining to any applicant except during the applicable meetings of the JATC or to members of the JATC staff involved in the application process.
7. All application forms and all related information and documents pertaining to applicants, including all correspondence sent to applicants by mail or electronically, are the property of the JATC and shall be considered confidential proprietary information. Records shall be maintained as required by the Registration Agency and by law.



## D. Qualifications for Applicants

The various methods under which an applicant may qualify for entry into the ranked pool, Direct Interview (*if applicable*) or Direct Entry are detailed in the Standards. These must be summarized in the Notice of Apprenticeship Opportunity.

## E. Application Process

### 1. Application.

- a. A written description of the basic requirements shall be included in the Notice of Apprenticeship Opportunity, must be posted electronically and must be available at the JATC office.
- b. The JATC shall collect and maintain information on individuals requesting access to applications. The JATC may establish procedures to follow-up with those expressing interest as part of its recruitment efforts.
- c. The applicant will be provided electronic access or in paper format to an application and the voluntary self-identification forms. Applicants must submit the application; resumes or similar documents will not be accepted in lieu of the application.
- d. As each application is received, the JATC shall ensure that it receives a unique serial number for that applicant. The applicant's name, date of the application, and serial number of the application will then be included in the Application Record.

### 2. Information to be Provided to and Received from Applicants.

The following information must be provided to each applicant either online or within a reasonable time of not more than ten (10) days after the Application is received. If permitted by the Registration Agency, this information may be provided in paper or electronic formats, and transmitted to applicants in person, mail, by electronic means and/or by a link to the JATC's website or another online site.

- a. A list of the Basic Qualifications required to enter the pool of eligible applicants (see Standards).
- b. A copy of the Standards (including Appendix A), and the JATC's Rules and Policies.
- c. Specific information pertaining to the apprenticeship program, noting the geographical area of the jurisdiction, the periods of apprenticeship and the wages provided for each period. The applicant's attention will also be called to the work processes in the Standards and the apprentice's obligations and requirements to participate in, and complete, related instruction. The JATC may, but is not required to, highlight any other key requirements from the JATC's Rules and Policies.
- d. A list of things the applicant must do, and items they must provide, in order to qualify for an interview with the JATC [*if applicable*]. This document will inform the applicant if they are required to take the Aptitude Test to qualify for the interview, and that qualified applicants are interviewed in the order in which they complete their application by provide all required documents and transcripts.
- e. A list of information they may have to provide as part of the application process, and post-selection requirements that they will have to meet if they are selected from the list or through Direct Entry and are given a conditional offer, as provided in the Standards. This information will be available for review when getting access to an application, and again when invited to the interview [*if applicable*].
- f. Applicants will be informed that they have 30 days to provide all transcripts, and any other documentation required by the JATC for their application to be complete.
- g. Applicants will be informed of optional information that they are permitted to provide and information that the JATC will or may obtain and use. This list will be available for review when getting access to an application, and again when invited to the interview [*if applicable*].
- h. If the applicant indicates on the application a prior felony conviction, the JATC may choose to request that additional information be provided prior to the interview [*if applicable*] or may choose to wait until after a conditional offer is made.



## F. Processing Applications.

As applicant information is received, the JATC will record dates and other pertinent information in the Application Record. When all information and documentation is complete, the date of receipt of the last required information will be recorded in the Application Record in the completion column.

If an applicant fails to provide all required documentation by the cut-off date, the column indicated "Application Not Completed" will be checked in the Application Record.

## G. Testing and Interview Process

### 1. Aptitude Test

The JATC will schedule all qualified applicants (other than those entitled to Direct Entry through New Signatory or 30% Card methods) for a properly validated aptitude test required by the JATC and approved by the *electrical training ALLIANCE* with a passing score as a minimum qualification, and to be eligible for interview. The applicant will be notified in writing as to the time, place, and date they are to complete the aptitude test. The applicant's aptitude test results will be entered into the Application Record. Aptitude Test scores will not be shared with the interview committee. The Aptitude Test scores should not be shared with the applicant, only pass/fail.

### 2. Interviews

After all transcripts, materials, and aptitude test results (if applicable) are received, the JATC will review the documents to determine if the applicant meets minimum qualifications outlined in the Standards and is eligible for an interview. If the applicant does not meet minimum qualifications, the applicant will be so notified. The Application Record will note that the applicant was "Not Qualified for Apprenticeship" and the date the letter was sent.

The JATC will schedule interviews as indicated in B. Interview Timing. The JATC will interview all applicants who qualify for an interview and report for the interview as scheduled. The applicants will be interviewed in order based upon the date and time their application process was complete.

The list of applicants to be interviewed may be broken into smaller groups if more than one interview session is to be scheduled. Interview sessions will be scheduled to allow for the interviewing of all applicants who qualify for an interview.

Interviews will be conducted in accordance with the interview forms and procedures developed by the *electrical training ALLIANCE*. Applicants will be rated after the interview based upon the non-discriminatory criteria in the procedures and forms.

Unless an applicant is referred to the JATC due to potential disqualifying factor upon completing all scheduled interview sessions, all interviewed applicants will be notified that they shall remain on the active list, subject to selection, for a period of two (2) years from the date of their interview. This notification shall indicate that on the anniversary date, their eligibility shall expire.

## H. Ranking and Selection

1. After the members of the interview committee complete their evaluation of an applicant, the scores will be averaged in accordance with the procedures and forms developed by the *electrical training ALLIANCE*. The applicant will be included on the ranked list based upon that rating.
2. The JATC will place all individuals currently active on the list in ranked order. The ranked list will identify each individual's: rank, name, application number, date of interview (if applicable), score to two decimal places, and eligibility expiration date. A current copy of the complete ranked list will be filed with the Registration Agency prior to selection and registration to any individual entering the apprenticeship program through the standard selection process.
3. When new interviews are scheduled and completed, or other selection procedures are completed, the JATC will add those applicants to its existing ranked list of applicants. Whenever a new ranking list is created, a copy will be provided to the Registration Agency.



4. The number of new apprentices to be selected, at any time, will be determined by the JATC, based on industry needs and the JATC's ability to provide training.
5. Selection of individuals from the list of interviewed applicants will not be done until all pre-scheduled interview sessions or other selection procedures are completed. The Registration Agency shall be promptly notified of all individuals entering the apprenticeship program through any means of entry.
6. The actual selection of individuals will be made by using the current ranked list, starting with the top score, and continuing on, in descending order, until the desired number of accepted applicants has been reached. The only individuals who may be registered ahead of those on the current ranked list are those entering through approved direct entry methods, including transfer, and organizing procedures. Selection from the current ranked list must be the highest on the list; the JATC cannot skip over individuals.
7. All selected applicants will be notified in writing (mail or email) of the JATC's offer of apprenticeship. The offer will be conditioned on completion of any required post-selection steps set out in the Standards and will note which conditions apply.
8. Once applicants are interviewed and placed on the ranked list, they shall remain active and subject to selection, for a period of two (2) calendar years from the date of interview or completion of other selection procedures, unless they decline an offer, request to be removed from the list, fail to meet post-selection requirements, or they are approved for a re-interview.
9. Applicants will be deemed to have requested to be removed from the ranked list and/or declined an offer if they (i) fail to notify the JATC of changes in contact information; or (ii) fail to promptly respond to communications from the JATC, including offers.
10. All selected applicants (including direct entry) must provide any remaining documentation required to complete their applications process and satisfy all post-selection requirements in the Standards.

#### **I. Post-Selection Requirements.**

All selected applicants (including those admitted through direct entry) must meet the following minimum requirements at the time indicated in these Selection Procedures, typically after a conditional offer is made and prior to registration.

- Provide any remaining documentation required to complete the selection process.
- Not be disqualified as a result of information obtained by the JATC during the selection process, including interviews, verification of information, reference checks or other information made available to the JATC prior to registration.
- Pass all required drug-screen tests. The cost of the tests is borne by the JATC. If the applicant fails any pre-registration drug test, refuses to take any pre-registration drug test, or has insufficient hair or urine for any pre-registered drug test, each of which constitutes a failed pre-registered drug test, the conditional offer will be revoked.
- Attend and successfully complete the JATC's Boot Camp/Orientation. Applicants will not be paid for the time they attend this program. The JATC's conditional offer may be rescinded if the applicant demonstrates in any way that he or she is unlikely to be successful in the apprenticeship program, (e.g., inability to learn or employ appropriate safety skills, poor attendance, or tardiness, or failing to demonstrate the physical abilities required).

#### **J. Disqualification**

Prior to, during or after the interview, and prior to registration, the JATC may learn of information that may disqualify the applicant or render them unable to meet the requirements of the program. The JATC or its designee shall discuss those issues with the applicant, provide the applicant with an opportunity to explain and, where appropriate, obtain relevant documentation. If the applicant does not voluntarily withdraw his or her application, the applicant may be referred to the JATC for a decision on whether the applicant should be disqualified and not placed on the active list



or should be removed from the list.

#### **K. Re-Evaluation Process**

If after a minimum of ninety (90) days from the date of their most recent interview with the JATC, an applicant has gained at least 450 hours of documented work experience in the electrical construction industry or has successfully completed two (2) or more post-secondary, industry-related classes, the applicant is eligible to make a request to be re-interviewed by the JATC by completing the JATC's Re-Interview Request Form. Examples of related classes include Algebra I and II, Geometry, Trigonometry, Advanced Math, Physical Sciences, Physics, Chemistry, Industrial Arts, Mechanical Drawing/Drafting, Computer Literacy/Programming, or Related Vocational/Technical Courses.

The JATC is not obligated to grant a re-interview to an applicant where the factors on which the score was based would not be affected by additional experience or education. The JATC will respond to the request in a timely manner.

#### **L. Applicant Appeals Procedure**

Any applicant for apprenticeship who believes that he or she has been subjected to discrimination or other unfair treatment during the selection process on the basis of any protected category may file a complaint of discrimination using the JATC's internal Complaint Procedure set out below or Appendix F.



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**APPENDIX A**  
**ADVANCEMENT OF APPRENTICES, CANCELLATION, COMPLAINT PROCEDURES**  
**TELECOMMUNICATION TECHNICIAN (Alternate Title: Broadband Technician)**  
**O\*NET-SOC CODE: 49-2022.00    RAPIDS CODE: 0618**

**A. Advancement of Apprentices**

1. Every two months during the first year of apprenticeship, and at least yearly thereafter, the JATC shall examine the progress of the apprentice on the job and in related instruction, based on apprenticeship evaluation completed by an Employer and other available information. The JATC will also receive a monthly OJT training report from each Employer showing the experience and training in the various work processes acquired by the apprentice and evaluating the apprentice.
2. The JATC shall evaluate the apprentice's overall performance and accomplishments at the end of each period. Action must be taken on each apprentice to approve advancement, extend present rating for a specified probationary period, or cancel the apprenticeship agreement, with due notice to the apprentice and a reasonable opportunity for corrective action. Proper documentation shall be maintained of all action taken by the JATC.

**B. Cancellation or Resignation of Apprenticeship Agreement**

1. An Apprenticeship Agreement may be canceled at the request of the apprentice at any time.
2. An Apprenticeship Agreement may be suspended for a specified period of time, canceled, or terminated by the JATC for good cause, with due notice to the apprentice and, in appropriate circumstances, a reasonable opportunity for corrective action. Written notice shall be provided to the apprentice and to the Registration Agency (if required).
3. Individuals who have been suspended or terminated from apprenticeship shall not be assigned by the JATC in any capacity. Suspended or terminated apprentices are not eligible to participate in any related training activities and, as per the CBA, they are not eligible for any job assignments by the JATC under the CBA unless the JATC has determined that the individual is eligible for a change to another classification recognized in the CBA.
4. When an apprentice's Apprenticeship Agreement is terminated before satisfactory completion of their apprenticeship, the resulting vacancy may be filled by selecting and registering the next individual from the current eligibility list; provided all registered apprentices who are available for OJT assignments are so assigned. In the event that related instructional training classes are not available in the immediate future, the individual(s) registered shall begin informational/awareness classes just as soon as possible. These courses may include topics such as Industry Awareness, Communications, Productivity, Marketing, CPR, Tech Math, Safety Awareness and General Orientation.

**C. Complaint Procedures**

1. The JATC shall have full authority and responsibility to review and shall seek to resolve all issues and/or disputes pertaining to all apprenticeship and training matters. The JATC shall hear and consider all complaints of violations concerning the Apprenticeship Agreement and the Standards, and shall make such rulings, as it deems necessary and appropriate in its discretion. Apprentices have the right to request an appearance before the JATC concerning specific issues or matters dealing with their apprenticeship agreement. Such requests must be in writing. The JATC shall adopt a formal Complaint Procedure as part of its Rules and Policies. Apprentices and applicants have no right to representation by an attorney or others during JATC investigations and meetings, unless otherwise provided in the Rules and Policies.
2. Any apprentice or applicant for apprenticeship who believes they have been subject to discrimination in violation of the EEO Policies and Procedures, or federal, state, or local law has the right to file an internal complaint with the JATC and rights to file external complaints with the U.S. Department of Labor, EEOC and/or applicable state or local agencies. See EEO Policies and Procedures, Appendix F.
3. All applicants and apprentices have the right to file complaints regarding any issue with the Registration Agency. Applicants and apprentices will be provided with a copy of the Notice of Rights. See Appendix F.





4. All apprentices have the right to seek resolution through the applicable Grievance and Arbitration Articles of the CBA for issues arising on the job: wages, hours, working conditions, and other issues covered by the CBA. Apprentices should first provide notice to the JATC.
5. A Local Union receiving a grievance from or about an apprentice shall notify and involve the JATC, which has the primary responsibility for apprentices under Article V of the Standard Voice-Data-Video (VDV) Agreement.

#### **D. Certification of Completion**

Upon satisfactory completion of the required number of hours of related instruction from the *electrical training ALLIANCE's* course of study, accumulation of a minimum of 6,000 hours of OJT, and attainment of FOA and Fire Alarm I Craft Certifications, the JATC will certify to the sponsoring parties, to the *electrical training ALLIANCE*, and to the Registration Agency that the apprentice has satisfied the requirements of his or her apprenticeship agreement.

The JATC will present each graduating apprentice with the Certificate of Completion issued by the electrical training ALLIANCE. The JATC shall request a Completion Certificate from the electrical training ALLIANCE for every individual completing the apprenticeship program. Each Certificate shall be approved and signed by the officers of the JATC. The JATC shall submit a signed request for a Certificate of Completion of Apprenticeship to the Registration Agency and U.S. Department of Labor, Office of Apprenticeship.



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**APPENDIX A-2**  
**TELECOMMUNICATION TECHNICIAN (Alternate Title: Broadband Technician)**  
**O\*NET-SOC CODE: 49-2022.00      RAPIDS CODE: 0618**

**Work Process**

The JATC shall require each Telecommunication Technician apprentice to submit a work report on a monthly basis. Such reports shall be maintained by the JATC as part of its official file for each apprentice. The JATC shall use reports and other evaluations and records the JATC may use to provide an accumulative OJT record of experience in the various work processes for each apprentice.

All OJT work shall be performed under the supervision of an electrical industry QEW (Journeyworker Installer-Technician). Supervision will not be of such nature as to prevent the development of responsibility and initiative. Work may be laid out by an Employer's designated supervisor based on the apprentice's skills and ability to perform the job tasks, after which the apprentice shall be permitted to perform job tasks in order to develop job skills and industry competencies.

Apprentices with a minimum of 4,000 hours of OJT who have successfully completed over 320 hours of related instruction, may be permitted to perform telecommunication work without the direct supervision of a Journeyworker Installer-Technician as follows: while the apprentice's supervising Journeyworker Installer-Technician must be present on the job site, and the apprentice should not be the first worker assigned to the job, such apprentice may be assigned to independently perform job tasks at the job site consistent with the apprentice's skills, knowledge and ability to perform the work as determined by the Employer.

A telecommunication technician apprentice shall not supervise the work of any other apprentice or workers of any other classification.

**Hours of Work; Assignments**

The apprentice shall work the hours that are specified in the local CBA or such hours that are set by an Employer consistent with the CBA. The current hours of work shall be included in the Rules and Policies. The apprentice's work shall not interfere with attending related instructional classes.

The JATC shall maintain a standard procedure for assignment of apprentices and endeavor to ensure continuous employment for all apprentices, and adequate training and experience in all work processes as described above. The JATC shall make all OJT assignments and reassignments consistent with the CBA. In order to achieve these objectives an apprentice may be transferred or reassigned to another participating employer as determined by the JATC in its discretion.

In the event that the JATC is unable to provide an eligible apprentice with an OJT assignment, apprentices may seek temporary employment outside of the electrical construction industry. Regardless of employment status, apprentices must continue to report for their regularly scheduled related instructional classes. Apprentices shall remain at all times subject to immediate call by the JATC for an OJT assignment given by the JATC. Under no circumstances shall a participating employer be denied the assignment of an apprentice due to an apprentice temporarily working outside the CBA. Failure to immediately comply with instructions to return to the JATC for an OJT assignment may result in cancellation of the apprentice's apprenticeship agreement.

The JATC may assist apprentices in seeking temporary employment by providing access to resources, establishing connections with local employers or other methods.

The JATC may, but is not required to, enter special apprentice agreements for the dispatch of registered apprentices (authorized by the Public Works provision of SB 207, adopted by the state of Nevada, effective January 1, 2020 – "SB 207"). For completion of Public Works Projects through employers awarded bids for electrical and/or sign work, which are not signatory to a CBA with the Union within its jurisdiction (PW Agreements). Any such PW agreements shall bind such Employers to the Standards for the duration of any temporary training and employment period for dispatched apprentices on Public Works Projects (PW Apprentice). The JATC may utilize such availability request and PW Agreement forms, as may be approved from time-to-time by the JATC, consistent with the requirements of SB 207 and these Standards.





## Temporary Training Opportunities

Apprentices may be permitted to receive OJT and related training on a temporary basis with another IBEW/NECA JATC, provided that the apprentice, both of the JATCs, and their respective Local Unions and Local Chapters agree on such assignment. Before apprentices are given a temporary OJT assignment, they must supply the host JATC with an official copy of their apprenticeship agreement, clearly indicating that it has been properly registered with the applicable Registration Agency. Apprentices shall remain subject to reassignment by the JATC with whom they are registered. Failure to immediately comply with such instruction to return to the JATC with whom they are registered may result in the cancellation of the apprentice's apprenticeship agreement; in which case, the apprentice would no longer be employable as an apprentice under the CBA in any jurisdiction.

## Related Instruction

The time spent in related instruction, which may include blended learning and computer-mediated learning, shall be in addition to the required minimum hours of OJT. The computer-mediated learning model will allow the apprentice to learn at their own pace with experiential learning styles such as gaming, and knowledge checks before moving on to the next section to ensure competence. The minimum number of related instruction hours per year may change from time to time in order to meet training needs. Such changes must be properly approved by the Registration Agency.

The JATC shall secure competent Instructors whose knowledge, experience, and ability to teach shall be carefully examined and monitored. These instructors will also be competent with hands-on labs to allow the apprentices to become sufficient. The Instructors shall take the teacher training courses made available from the *electrical training ALLIANCE* (or state-required equivalent) through attendance, participation, and working towards completion of the Industry's Four-Year National Training Institute Teacher-Training program.

The JATC shall secure the instructional aids and equipment it deems necessary to provide quality instruction.

The instructors shall administer or oversee *electrical training ALLIANCE* standardized tests in a timely manner. Such tests shall be evaluated, scored, and reviewed with the class. If tests are not administered electronically, the instructor shall ensure that all tests and materials are collected and provided to the JATC.

The JATC shall monitor the apprentice's performance in related training and take appropriate action to encourage improvement where warranted. JATCs will require performance reports to be filed on a regular basis by each Instructor, evaluating the apprentice's related instructional training performance. Such reports shall be maintained by the JATC as part of its official file for each apprentice, providing an accumulative record of performance in related training.

The JATC shall inform each graduating apprentice of the availability of college credit through the *electrical training ALLIANCE*'s College Credit Program with the American Council on Education ("ACE"), and any Continuing Education Units ("CEUs") that may be available.

Certain related instruction may be provided online, rather than in a traditional classroom or laboratory setting. If an apprentice is required to attend related instruction online, the apprentice must have access to the Internet via a computer and must complete all online assignments and the total required hours of each session in the allotted amount of time. The computer will not be provided by the apprenticeship program and the Internet access fees will not be paid by the apprenticeship program.

## Safety and Health Training

The Employers are responsible for instructing apprentices in safe and healthful work practices and shall ensure that the apprentice is trained in facilities and other environments that are in compliance with either the Occupational Safety and Health Act standards promulgated by DOL or State or local standards that have been found to be at least as effective as the Federal standards.

The JATC shall see that all apprentices complete CPR/First Aid training during their probationary period. The JATC shall also attempt to see that graduates of its apprenticeship program possess a current CPR/First Aid card. NOTE: This training requires additional classroom hours.

The JATC shall see that each apprentice successfully completes the electrical training ALLIANCE, OSHA approved, Ten-Hour Construction Safety course, before beginning the second session of related instructional training. NOTE: This training



requires additional classroom hours.

The JATC shall see that each apprentice successfully completes the additional electrical training ALLIANCE/OSHA training course materials necessary to acquire the OSHA Thirty-Hour Card. NOTE: This training requires additional classroom hours.

### **Methods of Entry**

Every individual selected for apprenticeship shall come from the pool of qualified applicants on the ranked list, unless otherwise qualifying for Direct Interview or Direct Entry. No applicant shall be excluded from consideration because they fail to meet qualifications for Direct Interview or Direct Entry; they must be considered under the standard method of entry.

Application. Every applicant must fill out an application form, either in paper format or electronically; accurately; and completely responding to all questions and items listed in the application.

#### Direct Interview Qualification.

Except as described below, the applicants described below will not be required to meet the requirements of High School diploma or GED, or Algebra. If they meet all other minimum qualifications listed in the Registered Apprenticeship Standards, and the requirements below, they will be invited to an interview. These individuals must still meet all post-selection requirements. Applicants are not required to apply through these methods and may choose to apply through the standard method of entry.

#### 1) Military Experience.

- a. Applicants who have completed at least three years of active-duty military service with the U.S. Armed Forces, with a discharge under honorable conditions within five years of the application date.
- b. Applicants who have completed at least six years of U.S. military reserve service, who are still serving as a military reservist or have an honorable discharge within two years of the application date.
- c. Applicants who have been honorably discharged from the military and have completed military technical training school in a Military Occupational Specialty ("MOS") applicable to the commercial and/or industrial electrical construction industry and can document a minimum of two years of military experience in that MOS within five years of the date of application. *These individuals may also qualify for direct entry.*
- d. To qualify under Military Experience, applicants must provide a DD Form 214 or equivalent documentation acceptable to the JATC to establish their experience.
- e. Applicants who have served overseas and/or lived on a military installation for a minimum of two (2) years prior to application will have any existing residency restriction waived.

#### 2) Industry Experience.

- a. 1,000 Hours. Applicants who can verify that they have worked a minimum of one thousand (1,000) hours specifically in the telecommunications industry.
- b. 2,000 Hours. Applicants who can verify that they have worked a minimum of 2,000 hours specifically in the telecommunications industry. *These individuals may also qualify for direct entry.* An absolute minimum of 2,000 hours of telecommunications work experience must be proven to meet this qualification. No other form of electronic or electrical experience/training or construction experience will be given credit under this provision.
- c. Individuals applying under these two Industry Experience methods must provide to the JATC sufficient documentation, satisfactory to the JATC, to demonstrate their experience in the electrical construction industry. This documentation may be comprised of official documents such as tax/payroll records, or notarized letters of experience from prior employers.

#### 3) *electrical training ALLIANCE Interim Credential.*

- a. Individuals who have received an Interim Credential through the program developed by the electrical training ALLIANCE, which represents that they have successfully completed the assigned curriculum. *These individuals may also be eligible for direct entry.*



#### 4) School to Apprenticeship.

- a. Individuals who have completed a School to Apprenticeship (STA) Program in the electrical industry, including School to Registered Apprenticeship (STRA) program involving the JATC. To be eligible, the STA or STRA program must meet the following requirements:
  - i. shall be available to all schools within the jurisdiction of the CBA that agree to participate in the STRA program.
  - ii. shall require participants to be at least 16 years of age.
  - iii. shall require participants to complete their Junior Year (11th Grade) of High School prior to being employed as an apprentice in this program.
  - iv. shall allow the JATC to work with the school to encourage participating school systems to include in their academic curriculum: A basic Computer Course and Mechanical Drawing, or Computer-Aided Design. The JATC may determine that participants must complete the First Year of industry-related classroom training (*electrical training ALLIANCE* Curriculum), specific *electrical training ALLIANCE* courses or industry orientation-related seminars, or classes. These classes and seminars shall be taught by the JATC. The *electrical training ALLIANCE* course materials may be presented during the evening hours.
  - v. may permit the scheduling of alternating weeks of academic study and OJT experience, as determined by the JATC, and agreed to by the participating school(s).
  - vi. shall mandate that failure to successfully complete academic studies (high school and JATC) shall be just cause for termination from the program.
  - vii. shall mandate that failure to demonstrate progress in safely and proficiently accomplishing work practices shall be just cause for termination.

#### 5) Job Corps.

- a. Applicants who completed a Job Corps training program in electrical construction within two (2) years prior to application, and who obtain a qualifying score on the Aptitude Test.

#### 6) Pre-Apprenticeship Programs.

- a. Individuals who can verify that they have completed a structured pre-apprenticeship training program meeting minimum requirements recognized by the JATC, and sponsored by community outreach groups, the IBEW or NECA, the Local, State, Regional or National Building Trades programs, or by the JATC. *These individuals may also qualify for direct entry.*
- b. Applicants under this method must provide the JATC with appropriate documentation, satisfactory to the JATC, confirming that they meet the specific requirements of the pre-apprenticeship program. This documentation must be comprised of official documents such as completion/graduation certificates, transcripts, notarized letters of confirmation, and sworn statements.

#### 7) Industry Needs.

Applicants who meet unique industry needs or requirements, and who obtain a qualifying score on the Aptitude Test, will qualify for direct interview by the JATC as soon as possible after application submission and may qualify for direct entry. To qualify under this method, applicants must either:

- i. Be in categories for which signatory contractors are required to recruit and hire under project labor agreements ("PLAs"), project stabilization agreements ("PSAs"), and/or other federal, state, or local government contracts or agreements, provided that those categories are not defined by Protected Characteristics as defined in the JATC's EEO/AA Plan (e.g., requirements for veterans, local residents, or disadvantaged workers as defined by income or other factors than the Protected Characteristics); or
- ii. Be located in a geographic area for which there is a high demand that cannot be reasonably served with a sufficient number of apprentices because of the excessive travel distances.



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## Direct Entry Qualification.

Applicants who meet the following qualifications will be offered direct entry into the Apprenticeship Program, with certain requirements waived and without being placed on or selected from the ranked list of qualified applicants. These individuals will not be required to meeting the requirements of High School diploma or GED, or Algebra. These individuals must still meet all post-selection requirements, unless expressly exempted.

- 1) *New Signatory Employer.* An electrical construction employee of a non-signatory employer not qualifying as a Journeyworker when the employer becomes a signatory shall be evaluated by the JATC, using consistent, standard, non-discriminatory means and registered at the appropriate period of apprenticeship based on previous work experience and related training.
  - a. Such applicants must:
    - i. Provide official, undisputable documentation to show that they were an employee performing electrical construction work prior to and at the time the employer becomes signatory.
    - ii. Supply the JATC with required reliable documentation and adequate verification to substantiate previous employment and experience to warrant their registration.
    - iii. Meet the physical requirement to climb and work from ladders, scaffolds, poles, and towers of various heights, push, pull, crawl, crouch, and work in confined spaces such as attics, manholes, and crawlspaces, lift 25–50-pound objects on a fairly consistent schedule, and use various hand and power-assisted tools to install conduit, wiring, fixtures, devices, and electrical apparatus within commercial, industrial, and residential buildings.
    - iv. Be capable of completing all requirements of the apprenticeship program and performing the work required of an electrical worker, with or without reasonable accommodations, including being able and willing to: Safely perform or learn to safely perform the essential functions of the job; Get to and from work at job sites anywhere within the geographical jurisdiction of this Apprenticeship Program. Attend and successfully pass all related instruction; Understand and follow all JATC Rules and Policies; Read, hear, speak, and understand instructions and warnings in English.
- 2) *30% Cards.* An individual who signs an authorization card during an organizing effort, where 30% or more of the employees have signed authorization cards, whether or not the employer becomes signatory, and is an employee of the non-signatory electrical contractor and does not qualify as a Journeyworker, shall be evaluated by the JATC, using consistent, standard, non-discriminatory means and registered at the appropriate period of apprenticeship based on previous work experience and related training.
  - a. All employees of the non-signatory electrical contractor must have been offered the opportunity to sign authorization cards.
  - b. For such applicants to be considered, they must:
    - i. Have previous work experience (with non-participating employer(s)) that warrants some OJT credit, based on the provisions of these Standards, provide reliable documentation and adequate verification (which shall be recorded and securely filed in the applicant's file) to substantiate previous employment and experience, in order to qualify for direct entry under this provision.
    - ii. Provide official documentation to show length of employment with present electrical employer and all other previous electrical employers.
    - iii. Meet the physical requirement to climb and work from ladders, scaffolds, poles, and towers of various heights, push, pull, crawl, crouch, and work in confined spaces such as attics, manholes, and crawlspaces, lift 25–50-pound objects on a fairly consistent schedule, and use various hand and power-assisted tools to install conduit, wiring, fixtures, devices, and electrical apparatus within commercial, industrial, and residential buildings.
    - iv. Be capable of completing all requirements of the apprenticeship program and performing the work required of an electrical worker, with or without reasonable accommodations, including being able and willing to:



Safely perform or learn to safely perform the essential functions of the job; Get to and from work at job sites anywhere within the geographical jurisdiction of this Apprenticeship Program. Attend and successfully pass all related instruction; Understand and follow all JATC Rules and Policies; Read, hear, speak, and understand instructions and warnings in English.

- 3) *Transfer of Apprenticeship.* A registered apprentice who wishes to transfer an Apprenticeship Agreement between two local IBEW/NECA JATCs having registered telecommunications technician apprenticeship programs must meet the following requirements.
- a. The apprentice must submit a written request for transfer, describing in detail the needs and reasons upon which the request is based.
  - b. The apprentice's sponsoring JATC must agree to the transfer, acting on behalf of the official program sponsors for the IBEW and NECA. The sponsoring JATC must not unreasonably withhold such agreement.
  - c. The receiving JATC must agree to accept the transfer, acting on behalf of the official program sponsors for the IBEW and NECA. The receiving JATC must not unreasonably withhold such acceptance.
  - d. The receiving JATC shall have complete access to all apprenticeship records pertaining to the transferring apprentice.
  - e. The transferring apprentice must:
    - i. Complete an Application.
    - ii. Provide to the JATC official documentation pertaining to their participation in the apprenticeship program they are transferring from. An official copy of all records established with the sponsoring JATC (including a copy of the application form and the apprenticeship agreement – properly registered with the Registration Agency) and other information submitted shall be provided to the receiving JATC.
    - iii. The receiving JATC will examine all documentation submitted before granting permission to transfer. All such records shall become part of the receiving JATC's permanent files.
  - f. Upon being accepted by the receiving JATC, have their existing apprenticeship agreement terminated and have registration proceedings initiated immediately by the receiving JATC and the appropriate Registration Agency. The Registration Agency will be provided with all documentation necessary and/or required to verify that the transfer is justifiable.
  - g. The apprentice will receive full credit for probationary time previously served. No plan assets will be transferred between the plans to cover the cost of the apprentice's education.
- 4) *New Telecommunication Training Program*
- a. For a period of four (4) months from the date of these Standards are initially implemented, all individual enrolled in an IBEW/NECA telecommunications training program, shall be evaluated by the JATC, or the Subcommittee, using consistent, standard, non-discriminatory means, and registered the appropriate period based on previous work experience and related training.
  - b. The JATC will examine all documentation submitted to ensure that the individual meets the necessary qualifications.
  - c. For such applicants to be considered, they must meet the minimum requirements as listed below.
  - d. (i) a high school diploma, or (ii) a Certificate of High School Equivalency or GED, or (iii) a two-year Associate Degree (or its equivalent) or higher. (If equivalent education was obtained outside of the United States, the applicant will be required to provide appropriate documentation); and (i) completion of one full year of high school algebra (or its equivalent) with a passing grade, or (ii) completion of one semester of post high school algebra (e.g., Adult Education, Continuing Education, Community College, etc.) with a passing grade; or (iii) completion of the electrical training ALLIANCE online Tech Math Course.





- e. Meet the physical requirement to climb and work from ladders, scaffolds, poles, and towers of various heights, push, pull, crawl, crouch, and work in confined spaces such as attics, manholes, and crawlspaces, lift 25–50-pound objects on a fairly consistent schedule, and use various hand and power-assisted tools to install conduit, wiring, fixtures, devices, and electrical apparatus within commercial, industrial, and residential buildings.
- f. Be capable of completing all requirements of the apprenticeship program and performing the work required of an electrical worker, with or without reasonable accommodations, including being able and willing to: Safely perform or learn to safely perform the essential functions of the job; Get to and from work at job sites anywhere within the geographical jurisdiction of this Apprenticeship Program. Attend and successfully pass all related instruction; Understand and follow all JATC Rules and Policies; Read, hear, speak, and understand instructions and warnings in English.

#### 5) Other Means.

- a. Individuals who qualify under two years military electrical experience, 4,000 hours, Interim Credential, pre-apprenticeship, or industry needs, may qualify for direct entry, after interview based upon standard, non-discriminatory evaluation factors (e.g., top 50% of class ranking for those with Interim Credentials, a defined cut-off or pass/fail score on knowledge-based tests or skills-based tests or other exams, or a pass/fail interview).
- b. The JATC may, in its discretion, determine that due to industry needs, individuals in one or more categories will be offered direct entry rather than direct interview for a period of time.
- c. Decisions to permit direct entry under these options, and for what period of time, should be recorded in the Minutes of the Committee and publicized through the Notice of Apprenticeship Opportunity, prior to each period of application and interviews.
- d. A decision to permit direct entry instead of direct interview must be made before or promptly after an interview before interviewees are placed on the ranked list. Once an applicant is placed on the ranked list, their status cannot be changed to Direct Entry.

### **Credit for On-the-Job Skill Acquisition and Previous Related Training**

Every applicant who qualifies for Direct Interview or Direct Entry, and who is subsequently registered, will be evaluated by the JATC to determine, using standard means of evaluation, if OJT and/or related instruction credit will be awarded for previous training and experience.

Qualified applicants selected for registration who have the *electrical training ALLIANCE* Interim Credential shall be provided credit for the courses completed within the Interim Credentials, if the Interim Credential was received within three (3) years of the date of registration.

Other applicants selected for registration who have previous knowledge and skill acquisition in the electrical construction industry can ask for and have such work and job experience evaluated by the JATC prior to signing an Apprenticeship Agreement. The apprentice cannot request an evaluation of past experience after signing.

Where such experience warrants, the JATC will place the apprentice in the appropriate period with the commensurate wages as determined by the JATC. The JATC will use consistent and equal ways and means for measuring and evaluating individuals to determine how much credit to award, for both OJT and related training. Hours of OJT credit awarded and related instruction placement level are independent of one another. Those awarded OJT credit and assigned to the appropriate pay period classification may be given additional time to successfully complete related instructional requirements.

Advance standing is subject to review throughout the probationary period. During this time, OJT and classroom performance will be evaluated to determine if any readjustment concerning OJT or related training status is warranted, including reevaluation and reassignment of apprenticeship period and level of related instruction, as the JATC determines.

### **The Apprenticeship Agreement**

Before being employed as an apprentice or enrolled in related instruction classes, the selected applicant must sign an Apprenticeship Agreement with the JATC. The Apprenticeship Agreement will be submitted to the Registration Agency for approval if required. The Standards and the JATC's Rules and Policies (as they may be amended) shall be considered a part



of the Apprenticeship Agreement.

Prior to signing the Apprenticeship Agreement, each selected applicant shall be given an opportunity to read and review the Standards, the JATC's Rules and Policies, the Apprenticeship Agreement and the sections of the CBA that pertains to apprenticeship. Selected applicants shall sign an acknowledgement that they have reviewed the documents and are willing to abide by them.

The JATC and the Apprentice shall sign the Apprenticeship Agreement, and each receive a signed copy. The JATC shall follow the procedures of the Registration Agency regarding the submission of the Apprenticeship Agreement (e.g. through RAPIDS for DOL states, number of signed originals).

### **Selection and Placement**

Selection and placement of all Applicants not eligible for Direct Entry will be done under the Selection Procedures. Applicants placed on the ranked list shall remain active for two (2) calendar years from the date of interview, subject to exceptions.

PW Apprentices may be temporarily placed for training pursuant to PW Agreements, as described in *Hours of Work; Assignments*.



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