



2020 Valley Electric INJ Standards of Apprenticeship

VALLEY ELECTRIC ASSOCIATION, INC.

- ✓ **NSAC Checklist**
- ✓ **Individual Non-Joint (GNJ) Standards of Apprenticeship
(Approved by SAC on November 2017)**
- ✓ **Appendix B – Apprenticeship Agreement**
- ✓ **Appendix C – Affirmative Action Plan**
- ✓ **Appendix D – Qualifications and Selection Procedures**

Standards Placement	29 CFR, NRS 610, and NAC 610 Required Provisions
Foreword p. ii	1) Skilled Occupation: The employment and training of the Apprentice in a skilled occupation. NRS 610.202, 5 and NRS 610.144 3(a)
Section VII p. 6; and Appendix A	<p>2) Term: A term of apprenticeship of not less than 2,000 hours of work experience, consistent with training requirements as established by practice in the trade. NRS 610.144 3 (b)</p> <p>Type of Occupation: The term of apprenticeship, which for an individual apprentice may be measured either through the completion of the industry standard for on-the-job learning (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach). <i>The time-based approach</i> measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule. <i>The competency-based</i> approach measures skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor. Programs utilizing this approach must still require apprentices to complete an on-the-job learning component of Registered Apprenticeship. The program standards must address how on-the-job learning will be integrated into the program, describe competencies, and identify an appropriate means of testing and evaluation for such competencies. <i>The hybrid</i> approach measures the individual apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule. The determination of the appropriate approach for the program standards is made by the program sponsor, subject to approval by the Registration Agency of the determination as appropriate to the apprenticeable occupation for which the program standards are registered. 29 CFR 29.5 (b)</p>
Section VII p. 6; Section XII p.8; and Appendix A	3) Work Processes: An outline of the processes in which the apprentice will receive supervised experience and training on the job, and the allocation of the approximate time to be spent in each major process. NRS 610.144 3 (c)
Section XIII p.8; and Appendix A	4) Related Instruction: Provisions for organized, related and supplemental instruction in technical subjects (and the costs thereof) related to the trade with a minimum of 144 hours for each year of apprenticeship, given in a classroom or through trade, industrial or correspondence courses of equivalent value or other forms of study approved by the State Apprenticeship Council. NRS 610.144 3 (d); NAC 610.433

Section X p.7; and Appendix A	5) Wages: A progressively increasing, reasonable and profitable schedule of wages to be paid to the apprentice consistent with the skills acquired, not less than that allowed by federal or state law or regulations or by a collective bargaining agreement. Employers shall pay a beginning wage for apprentices which is at least 35 percent of the rate for journeymen in the same trade, or Minimum and Reasonable and profitable wage for apprentice in construction industry. NRS 610.144 3 (e); NAC 610.480, NAC 610.485
Section I p. 3; Section VIII p.6; and Appendix A	6) Periodic Review and Evaluation: Provisions for a periodic review and evaluation of the apprentice's progress in performance on the job and related instruction and the maintenance of appropriate records of such progress. NRS 610.144 3 (f)
Section VI p.6; and Appendix A	7) Ratio: A numeric ratio of apprentices to journeymen consistent with proper supervision, training, safety, continuity of employment and applicable provisions in collective bargaining agreements, in language that is specific and clear as to its application in terms of job sites, workforces, departments or plants. NRS 610.144 3 (g)
Section VIII p.6	8) Probationary Period: A probationary period that is reasonable in relation to the full term of apprenticeship, with full credit given for that period toward the completion of the full term of apprenticeship. A probationary period includes both on-the-job training and related instruction and cannot exceed 25% of the length of the program. NRS 610.144 3 (h); NAC 610.442
Section XIV p. 9	9) Safety: Provisions for adequate and safe equipment and facilities for training and supervision and for the training of apprentices in safety on the job and in related instruction. NRS 610.144 3 (i)
Section IV p.5; and Appendix D	10) Minimum Qualifications: The minimum qualifications required by a sponsor for persons entering the program, with an eligible starting age of not less than 16 years. NRS 610.144 3 (j); NAC 610.815 to 610.860, Inclusive
Section V p.5; and Appendix B	11) Apprenticeship Agreement: Provisions for the placement of an apprentice under a written agreement as required by this chapter, incorporating directly or by reference the standards of the program. NRS 610.144 3(k)
Section XI p.7; and Appendix D	12) Credit for Previous Experience: Provisions for the granting of advanced standing or credit to all applicants on an equal basis for previously acquired experience, training or skills, with commensurate wages for each advanced step granted. NRS 610.144 3(l)
Section XXI p. 12	13) Transfer of Training: Provisions for the transfer of the employer's training obligation when the employer is unable to fulfill his or her obligation under the agreement to another employer under the same or a similar program with the consent of the apprentice and the local joint apprenticeship committee or sponsor of the program. NRS 610.144 3(m)
Section VI p.6	14) Qualified Trainers and Supervision: Provisions for the assurance of qualified training personnel and adequate supervision on the job. NRS 610.144 3(n)
Section XVI p. 10	15) Completion Certificate: Provisions for the issuance of an appropriate certificate evidencing the successful completion of an apprenticeship. NRS 610.144 3(o)

Section XXV p. 15-16	16) Registration Agency: An identification of the OWINN as the agency for registration of the program. NRS 610.144 3 (p)
Section XIX p. 11	17) Modifications: Provisions for the registration of agreements and of modifications and amendments thereto. NRS 610.144 (q)
Section XVIII p. 10	18) Registration/Cancellation/Deregistration: Provisions for notice to the State Apprenticeship Director of persons who have successfully completed the program and of all cancellations, suspensions and terminations of agreements and the causes therefor. NRS 610.144 (r)
Section VIII p.6	19) Probationary Period Termination: Provisions for the termination of an agreement during the probationary period by either party without cause. NRS 610.144 (s)
Section II p. 4; Appendix C; and Appendix D	20) Equal Employment Opportunity: Compliance with 29 CFR part 30; an affirmative action plan complying with 29 CFR 30.4; a method of selection or apprentices authorized by 29 CFR 30.5. A statement that the program will be conducted, operated and administered in conformity with the applicable provisions of 29 C.F.R. Part 30 or a state plan for equal opportunity in employment in apprenticeships adopted pursuant to 29 C.F.R. Part 30 and approved by the Department of Labor. (Five or more apprentices) For programs registered after January 18, 2017, the initial written affirmative action plan (Appendix C) for such programs must be completed within 2 years of registration. The written affirmative action plan must be updated every time the sponsor completes workforce analyses required by CFR 30.5(b) and 30.7(d) <i>Less than five apprentices encouraged, but not required</i> NRS 610.144 2; NRS 610.144 3 (t); NAC 610.510 through 610.990, Inclusive, 29 CFR 30.4
Section XX p. 11; Appendix B; and Appendix D	21) Person to Receive Complaints: The name and address of the appropriate authority under the program to receive, process and make disposition of complaints. NRS 610.144 3(u)
Section XV p.9; and Appendix D	22) Records Maintenance: Provisions for the recording and maintenance of all records concerning apprenticeships as may be required by the State Apprenticeship Council and applicable laws. NRS 610.144 3(v); NAC 610.910
	ALL DOCUMENTS HAVE BEEN CHECKED FOR SPELLING, FORMATTING, GRAMMAR, (INCLUDING TABLE OF CONTENTS), ETC.



2020 Valley Electric INJ Standards of Apprenticeship

STANDARDS OF APPRENTICESHIP

DEVELOPED BY

VALLEY ELECTRIC ASSOCIATION, INC.

FOR

ALL OCCUPATIONS IDENTIFIED IN APPENDICES A

APPROVED BY

OFFICE OF WORKFORCE INNOVATION AND THE NEVADA STATE APPRENTICESHIP COUNCIL

Richard J. Williams, Nevada State Apprenticeship Director

REGISTRATION DATE: _____

REGISTRATION NUMBER: _____

**REGISTERED AS PART OF THE NATIONAL APPRENTICESHIP ACT
IN ACCORDANCE WITH THE BASIC STANDARDS OF APPRENTICESHIP
ESTABLISHED BY THE US DEPARTMENT OF LABOR, THE OFFICE OF WORKFORCE
INNOVATION, AND THE NEVADA STATE APPRENTICESHIP COUNCIL**

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FOREWORD

These individual non-joint **VALLEY ELECTRIC ASSOCIATION, INC.** (herein referred to as **Valley Electric**) apprenticeship standards have as their objective the training of numerous apprenticeable occupations skilled in all phases of various industries. **Valley Electric** acting as sponsor, recognize that in order to accomplish this, there must be well-developed on-the-job learning combined with related instruction.

Pursuant to Title 29, CFR part 29.4 and NRS 610.202 these occupations are apprenticeable because each meet the following criteria:

- (a) Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the-job supervised learning;
- (b) Be clearly identified and commonly recognized throughout an industry;
- (c) Involve the progressive attainment of manual, mechanical or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours on on-the-job learning to attain; and
- (d) Require related instruction to supplement the on-the-job learning.

This recognition has resulted in the development of these standards of apprenticeship. They were developed in accordance with the basic standards recommended by the U.S. Department of Labor, Office of Apprenticeship, as well as the Nevada Office of Workforce Innovation (OWINN) and the Nevada State Apprenticeship Council, as a basis from which the sponsor can work to establish an apprenticeship training program that meets the particular needs of the area.

SECTION I - PROGRAM ADMINISTRATION

Program Sponsors are responsible for the administration of all aspects of a Registered Apprenticeship program. Sponsor means any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved. Sponsors, at their discretion, may establish an Apprenticeship and Training Committee (ATC) to carry out the responsibilities and duties required of a Program Sponsor as described in these Standards of Apprenticeship. If an ATC is established by the Program Sponsor, a list of the membership and the areas of expertise they represent must be provided to the Registration Agency. While the Office of Apprenticeship recommends that Program Sponsors utilize the services of an ATC, a Sponsor may also elect to administer the program without the services of an ATC.

Responsibilities of the ATC

- A. Cooperate in the selection of apprentices as outlined in this program.
- B. Ensure that all apprentices are under written apprenticeship agreements.
- C. Ensure in writing an employer agrees to pay the applicable apprenticeship wage and the costs of the training assessed to the apprentice, as defined in Section XIII.
- D. Review and recommend apprenticeship activities in accordance with this program.
- E. Establish the minimum standards of education and experience required of apprentices.
- F. Register the local apprenticeship standards with the Registration Agency.
- G. Hear and resolve all complaints of violations of apprenticeship agreements.
- H. Arrange evaluations of apprentices' progress in manipulative skills and technical knowledge.
- I. Maintain records of all apprentices, showing their education, experience, and progress in learning the occupation.
- J. Certify to the Registration Agency that apprentices have successfully completed their apprenticeship program.
- K. Notify, within 45 days, the Registration Agency of all new apprentices to be registered, credit granted, suspensions for any reason, reinstatements, extensions, completions and cancellations with explanation of causes.
- L. Supervise all the provisions of the local standards and be responsible, in general, for the successful operation of the standards by performing the duties here listed. Cooperate with public and private agencies, which can be of assistance in obtaining publicity to develop public support of apprenticeship. Keep in contact with all parties concerned, including apprentices, employers, and journeyworkers.
- M. Provide each apprentice with a copy of these standards, along with any applicable written rules and policies. Require the apprentice to sign an acknowledgment receipt of same. Follow this procedure whenever revisions or modifications are made to the rules and policies.
- N. When notified that an apprentice's related instruction or on-the-job progress is found to be unsatisfactory, the sponsor will determine whether the apprentice should continue in a probationary status and may require the apprentice to repeat a process or series of processes before advancing to the next wage classification. Should it be found in the course

of this determination that the apprentice does not have the ability or desire to continue the training to become a journeyworker, the sponsor will, after the apprentice has been given adequate assistance and opportunity for corrective action, terminate the apprenticeship agreement, as provided in NRS 610.180 and 29 CFR § 29.7(h)(1)(2)(i) and (ii).

- O. The employer will provide each registered apprentice with continuous employment sufficient to provide the opportunity for completion of his or her apprenticeship program. If the sponsor is unable to fulfill its training and/or employment obligation in conformance with these standards, the sponsor will, per Section XXI of these standards and with the apprentice's consent, make a good-faith effort to facilitate a transfer of the apprentice to another registered employer for completion of the apprenticeship.

If conditions of business make it necessary to temporarily suspend the period of apprenticeship, apprentices suspended for this reason will be given the opportunity to resume their active apprenticeships before any additional apprentices are employed. The suspension and reinstatement of apprentices shall be done in relation to retention of the most advanced apprentice and in accordance with the company policy for breaks in seniority.

Structure of the Apprenticeship and Training Committee (ATC)

- A. The Joint Apprenticeship and Training Committee (hereinafter referred to as the Committee) shall be composed of representation from management and the departments in the following manner: Four (4) members representing the employees and two (2) members representing management.
- B. Members of the Committee shall be selected by the party they represent. Each member's term of office shall be two (2) years. Committee members may succeed themselves. The removal of any Committee member may be recommended by a majority vote of the Committee.
- C. Such a recommendation and a statement of the reasons therefore shall be forwarded in writing to the party sponsoring that member. Each area only has authority over members from its area.
- D. The Committee established under these Apprenticeship Standards shall be the administrative body for the apprenticeship and training program outlined in these Apprenticeship Standards. The Committee shall have the responsibility to implement, advise, supervise, and operate the apprenticeship program.

Administrative Procedures and Duties of the Committee

- A. The Committee shall, in conformity with these Apprenticeship Standards, establish rules and requirements implementing an education and training program for all apprentices.
- B. The Committee shall consider and act on all issues of apprenticeship training as outlined in these standards.
- C. The Committee shall elect from its membership a chairperson and secretary who shall retain voting privileges.
- D. The Committee shall meet at least four (4) times each year on dates established by the

Committee. Special Committee meetings may be called at the order of the Chairperson, the Secretary, or any two (2) members of the Committee with a minimum of five (5) working days notice to each member. Four of the members, including two (2) from management and two (2) from the employees, must be present to conduct official business of the Committee.

- E. The Committee shall assist the Company in determining the need for facilities required to educate and train the apprentices.
- F. The Committee shall ensure that apprentices receive the requirements for related instruction and work experience on the job as outlined in these Apprenticeship Standards.
- G. The Committee shall maintain a record of all apprentices showing their education, experience, and progress in learning the trade. The Committee shall also establish an on-the-job-training record-keeping system, which shall be maintained by the apprentice and signed by the company.
- H. The Committee shall ensure that apprentices are provided with training during the term of apprenticeship, including diversified training in all major work experiences of the trade.
- I. The Committee shall monitor and evaluate monthly reports of the apprentice in the areas of:
 - 1. General Attitude
 - 2. Classroom (correspondence studies)
 - 3. Job Performance
 - 4. Test Grades
 - 5. On-the-job training hours and categories. (The foreman or Supervisor should make specific comments on Monthly Report sheets and complete the Apprentice Appraisal and Development forms every six months).
- J. The Committee shall make a general review of each apprentice every six (6) months and based upon this review shall make one (1) of the following recommendations:
 - 1) Advance the apprentice;
 - 2) Hold the apprentice in grade for specified period;
 - 3) Cancel the apprentices agreement; or
 - 4) Conduct interviews with apprentice on any of the above.
 - 5) When the Committee has determined that apprentices have satisfactorily completed the requirements of the apprenticeship program, as stated herein, and are qualified journeymen, the Committee shall request a certificate of completion from the Registration Agency. No apprentice shall be given a Certificate of Completion of Apprenticeship until such is first approved by the Committee.
- K. The Committee shall ensure that these Apprenticeship Standards are kept current and that they meet the requirements of the industry at all times.
- L. The Committee shall recommend such rules and penalties, as it deems necessary for the successful operation of the training program.

- M. The Committee shall hear and consider all violations of its rules and/or the Apprenticeship Agreement, and shall make such recommendations as it deems necessary in each individual case. The Company expressly retains the right to discipline, supervise, and control employees, including apprentices, in all matters relating to employment of the individual which exist in common with other employees generally and which are not a necessary part of the training aspects of the program itself.
- N. The committee shall prepare and distribute a written statement that sets forth the current rules and requirements for the conduct of the program. Such a statement shall be subject to revision by the Committee. Revisions shall be distributed in the same manner as the original statement.
- O. Consultants may be invited to attend meetings of the Committee but shall have no official voice or vote (for example, local public school officials and other representatives with whom the Committee may have a working relationship).
- P. In general, the Committee shall be responsible for the successful operation of this apprenticeship program through appropriate administration of all phases of training and by keeping in touch with all parties concerned: the apprentice and the Company.

Administrative Procedures and Duties of the Employer

The Company, by subscribing to these Standards, acknowledges that this is a joint employee-management venture designed to provide the company with highly skilled line workers versed in the theory and practices of the trade. The Company is responsible for:

- 1) Appointing Company members to serve on the Committee
- 2) Providing the apprentice an opportunity to obtain experience and train in each phase of the trade.
- 3) Ensuring, when required, that apprentices work with and under the supervision of a qualified journeyman.

SECTION II - EQUAL OPPORTUNITY PLEDGE – NRS 610.144 and 29 CFR §§ 29.5(b)(21) and 30.3(b)

The sponsor will not discriminate against apprenticeship applicants or apprentices based race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under NRS 610.144 and 29 CFR § 30.

The Program Sponsor will take Affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under title 29 of the Code of Federal Regulations, part 30. The Program Sponsor shall not discriminate against a qualified individual with a disability because of the disability of such individual. The Program Sponsor will provide reasonable accommodation to individuals as required by federal, state, or local disability law.

SECTION III - AFFIRMATIVE ACTION PLAN AND SELECTION PROCEDURES - NRS 610.144 and 29 CFR §§ 29.5(b)(21), 30.4, and 30.5

Sponsors are required to provide a written selection procedures (Appendix D), which will become part of these standards of apprenticeship and those with 5 or more registered apprentices are required to adopt an Affirmative Action Plan (Appendix C) two years after program registration. However, the Office of Apprenticeship encourages the development of these two plans for all programs regardless of apprentice numbers.

For programs with fewer than 5 apprentices, these plans are not required, and the sponsor may continue to select apprentices in conformance with its current human resources and equal employment opportunity hiring policies.

SECTION IV - QUALIFICATIONS FOR APPRENTICESHIP - NRS 610.144 and 29 CFR § 29.5(b)(10)

Applicants will meet the following minimum qualifications. These qualification standards, and the score required on any standard for admission to the applicant pool, must be directly related to job performance, as shown by a statistical relationship between the score required for admission to the pool and performance in the apprenticeship program:

- A. Age: Shall be at least 18 years of age.
- B. Physical: Shall be physically capable of performing the essential functions of the occupation without endangering the health and safety of themselves and/or fellow workers. Must be able to lift 75 pounds.
- C. Aptitudes: Shall possess the basic aptitudes essential for acquiring the skills and proficiency of the trade.
- D. Education: Shall possess sufficient educational knowledge to satisfactorily complete the on-the-job and related technical instruction. A high school diploma or GED equivalency is required.
- E. Others: As deemed appropriate and required by the employer.

SECTION V - APPRENTICESHIP AGREEMENT - NRS 610.150, NRS 610.160 and 29 CFR §§ 29.3(d), 29.3(e), and 29.5(b)(11)

After an applicant for apprenticeship has been selected, but before employment as an apprentice or enrollment in related instruction, the apprentice will be covered by a written apprenticeship agreement (Appendix B) which can be submitted electronically through the Registered Apprenticeship Partners Information Data System (RAPIDS), using the Apprentice Electronic Registration process by the sponsor and the apprentice and approved by and registered with the Registration Agency. Such agreement will contain a statement making the terms and conditions of these standards a part of the agreement as though expressly written therein. The sponsor shall provide a copy of the apprenticeship agreement to the apprentice, the Registration Agency, and the employer. An additional copy will be provided to the veteran's state approving agency for those veteran apprentices desiring access to any benefits to which they are entitled.

Prior to signing the apprenticeship agreement, each selected applicant will be given an opportunity to read and review these standards, the sponsor's written rules and policies, and the apprenticeship agreement. The State Apprenticeship Council, via the Registration Agency will be advised within 45

days of the execution of each apprenticeship agreement and will be given all the information required for registering the apprentice.

SECTION VI – SUPERVISION OF APPRENTICES AND RATIOS – NRS 610.144 and 29 CFR § 29.5(b)(14) and 29 CFR § 29.5(b)(7)

No apprentice shall work without proper or adequate supervision of the journeyworker.

For the purpose of these apprenticeship standards, adequate or proper supervision of the apprentice means the apprentice is under the supervision of a fully qualified journeyworker or supervisor at all times who is responsible for making work assignments, providing on-the-job learning (OJL), and ensuring safety at the worksite. The Sponsor shall designate a person who shall be known as the Supervisor of Apprentices (this may be the Superintendent, Area Foreman, or a qualified Journeyman).

To adequately or properly supervise an apprentice does not mean the apprentice must be within eyesight or reach of the supervisor, but that the supervisor knows what the apprentice is working on; is readily available to the apprentice; and is making sure the apprentice has the necessary instruction and guidance to perform tasks safely, correctly, and efficiently.

The sponsor shall establish a numeric ratio of apprentices to fully proficient workers (journeyworkers) consistent with proper supervision, training, safety, and continuity of employment throughout the apprenticeship. The ratio language must be specific and clearly described as to its application to the jobsite, workforce, department, or plant. The ratio of apprentices to fully proficient workers (journeyworkers) will be as noted in each Appendix A.

SECTION VII - TERM OF APPRENTICESHIP – 29 CFR § 29.5(b)(2)

The term of the occupation will be time-based, hybrid, or competency-based (selection based on the occupation) with an OJL attainment of supplemented by the required hours of related instruction as stated on the Work Process Schedules and Related Instruction Outlines (Appendix A).

The sponsor may utilize a career lattice as a pathway for apprentices to move upward in the organization, which may or may not include interim credential leading to the Certificate of Completion of Apprenticeship or career lattice credential, if applicable.

SECTION VIII - PROBATIONARY PERIOD – NRS 610.150, NRS 610.144, and 29 CFR §§ 29.5(b)(8) and 29.5(b)(20)

Every applicant selected for apprenticeship will serve a probationary period. The probationary period cannot exceed 25 percent of the length of the program or 1 year, whichever is shorter. The probationary period will be as noted in each Appendix A.

During the probationary period, either the apprentice or the sponsor may terminate the apprenticeship agreement, without stated cause, by notifying the other party in writing. The records for each probationary apprentice will be reviewed prior to the end of the probationary period. Records may consist of periodic reports regarding progression made in both the OJL and related instruction, and any disciplinary action taken during the probationary period.

Any probationary apprentice evaluated as satisfactory after a review of the probationary period will be given full credit for the probationary period and continue in the program.

After the probationary period, the apprenticeship agreement may be cancelled at the request of the apprentice or may be suspended or cancelled by the sponsor for reasonable cause after documented due notice to the apprentice and a reasonable opportunity for corrective action. In such cases, the sponsor will provide written notice to the apprentice and to the State Apprenticeship Council via the Registration Agency of the final action taken.

SECTION IX - HOURS OF WORK

Apprentices will generally work the same hours as fully proficient workers (journeyworkers), except that no apprentice will be allowed to work overtime if it interferes with attendance in related instruction classes. Apprentices who do not complete the required hours of OJL during a given segment will have the term of that segment extended until they have accrued the required number of hours of training.

SECTION X - APPRENTICE WAGE PROGRESSION - NRS 610.144 and 29 CFR § 29.5(b)(5)

Apprentices will be paid a progressively increasing schedule of wages and fringe benefits during their apprenticeship based on the acquisition of increased skill and competence on the job and in related instruction. Before an apprentice is advanced to the next segment of training or to fully proficient or journeyworker status, the sponsor will evaluate all progress to determine whether advancement has been earned by satisfactory performance in OJL and in related instruction courses. In determining whether satisfactory progress has been made, the sponsor will be guided by the work experience and related instruction records and reports.

The progressive wage schedule and fringe benefits will be an increasing percentage of the fully proficient or journeyworker wage rate. The percentages that will be applied to the applicable fully proficient or journeyworker rate are shown on the attached Work Process Schedules and Related Instruction Outlines (Appendix A). In no case will the starting wages of apprentices be less than that required by any minimum wage law that may be applicable, or 35% of the rate for journeyworkers/fully competent workers in a non-construction trade and the minimum reasonable and profitable wage for an apprentice in the construction industry.

SECTION XI - CREDIT FOR PREVIOUS EXPERIENCE - NRS 610.140 and 29 CFR §§ 29.5(b)(12) and 30.4(c)(8)

The sponsor may grant credit toward the term of apprenticeship to new apprentices. Credit will be based on demonstration of previous skills or knowledge equivalent to those identified in these standards.

Apprentice applicants seeking credit for previous experience gained outside the supervision of the sponsor must submit the request at the time of application and furnish such records, affidavits, and other documents to substantiate the claim. An applicant who is a veteran and who wishes to receive consideration for military training and/or experience must submit a DD-214. Applicants requesting credit for previous experience who are selected into the apprenticeship program will start at the beginning wage rate. The request for credit will be evaluated and a determination made by the sponsor during the probationary period, when actual on-the-job and related instruction performance

can be examined. Prior to completion of the probationary period, the amount of credit to be awarded will be determined after review of the apprentice's previous work and training/education record and evaluation of the apprentice's performance and demonstrated skill and knowledge during the probationary period.

An apprentice granted credit will be advanced to the wage rate designated for the period to which such credit accrues. The State Apprenticeship Council, via the Registration Agency will be advised of any credit granted and the wage rate to which the apprentice is advanced. The granting of advanced standing will be uniformly applied to all apprentices.

SECTION XII - WORK EXPERIENCE – NRS 610.144 and 29 CFR § 29.5(b)(3)

During the apprenticeship, the apprentice will receive OJL and related instruction in all phases of the occupation necessary to develop the skill and proficiency of a skilled journeyworker. The OJL will be under the direction and guidance of the apprentice's supervisor.

SECTION XIII - RELATED INSTRUCTION – NRS 610.144 and 29 CFR § 29.5(b)(4)

Every apprentice is required to participate in coursework related to the job as outlined in Appendix A, with a minimum of 144 hours of related instruction is required for each year of the apprenticeship. Apprentices agree to take such courses as the sponsor deems advisable. The sponsor will secure the instructional aids and equipment it deems necessary to provide quality instruction. Although the apprentice shall not pay for costs of training, the sponsor may require apprentice to pay the costs of his or her books, tools and any license required to work in occupation. In cities, towns, or areas having no vocational schools or other schools that can furnish related instruction, the sponsor may require apprentices to complete the related instruction requirement through electronic media or other instruction approved by the Registration Agency.

Apprentices **will not** be paid for hours spent attending related instruction classes during non-work scheduled hours.

The sponsor will inform each apprentice of the availability of college credit (if applicable).

Any apprentice who is absent from related instruction will satisfactorily complete all coursework missed before being advanced to the next period of training. In cases of failure of an apprentice to fulfill the obligations regarding related instruction without due cause, the sponsor will take appropriate disciplinary action and may terminate the apprenticeship agreement after due notice to the apprentice and opportunity for corrective action.

To the extent possible, related instruction will be closely correlated with the practical experience and training received on the job. The sponsor will monitor and document the apprentice's progress in related instruction classes.

The sponsor will secure competent instructors whose knowledge, experience, and ability to teach will be carefully examined and monitored. The sponsor may require the instructors to attend instructor training to meet the requirements of NRS 610.144 and 29 CFR § 29.5(b)(4)(i)(ii) or state regulations.

SECTION XIV - SAFETY AND HEALTH TRAINING – NRS 610.144 and 29 CFR § 29.5(b)(9)

All apprentices will receive instruction in safe and healthful work practices both on the job and in related instruction that are in compliance with the Occupational Safety and Health Administration standards promulgated by the Secretary of Labor under 29 U.S.C. 651 et seq., as amended, or state standards that have been found to be at least as effective as the federal standards.

SECTION XV - MAINTENANCE OF RECORDS – NRS 610.144 and 29 CFR § 29.5(b)(6), 29.5(b)(23), and 30.8

Program sponsors are responsible for maintaining, at a minimum, the following records:

- summary of the qualifications of each applicant;
- basis for evaluation and for selection or rejection of each applicant;
- records pertaining to interview;
- the original application;
- records of each apprentice's OJL;
- related instruction reviews and evaluations;
- progress evaluations;
- record of job assignments, promotions, demotions, layoffs, or terminations, rates of pay; and
- any other actions pertaining to the apprenticeship.

Program sponsors will also maintain all records relating to apprenticeship applications (whether selected or not), including, but not limited to, the sponsor's outreach, recruitment, interview, and selection process. Such records will clearly identify minority and female (minority and nonminority) applicants and must include, among other things, the basis for evaluation and for selection or rejection of each applicant. For a complete list of records that each sponsor is required to maintain under NRS 610.144 (please refer to NAC 610.910) and 29 CFR § 30 (please refer to 29 CFR § 30.8).

All such records are the property of the sponsor and will be maintained for a period of 5 years from the date of last action. They will be made available to the Registration Agency upon request.

SECTION XVI - CERTIFICATE OF COMPLETION OF APPRENTICESHIP – NRS 610.120 and 29 CFR § 29.5(b)(15), and Circular 2015-02

Upon satisfactory completion of the requirements of the apprenticeship program as established in these Standards, the Sponsor will so certify to the Registration Agency and request the awarding of a Certificate of Completion of Apprenticeship to the completing apprentice(s). Such requests may be completed electronically using the Registered Apprenticeship Partners Information Data System (RAPIDS) or in writing using the supplied U. S. Department of Labor, ETA, Office of Apprenticeship, Application for Certification of Completion of Apprenticeship Form in (Appendix B), accompanied by the appropriate documentation for both on-the-job learning and the related instruction as may be required by the Registration Agency.

Certificate of Training

A Certificate of Training may be requested from and issued by the U.S. Department of Labor's Office of Apprenticeship, Office of the Administrator (the Registration Agency), only for a registered apprentice who has been certified by the sponsor as having successfully met the requirements to receive an interim credential as identified in these standards. The Registration Agency may require that a record of completed OJL and related instruction for the apprentice accompany such requests.

SECTION XVII - NOTICE TO REGISTRATION AGENCY – NRS 610.160 and 29 CFR §§ 29.3(d), 29.3(e), and 29.5(b)(19)

The State Apprenticeship Council, via the Registration Agency must be notified within 45 days of any apprentice action - e.g., registered, reinstated, extended, modified, granted credit, completed, transferred, suspended, canceled - and a statement of the reasons therefor.

SECTION XVIII - REGISTRATION, CANCELLATION, AND DEREGISTRATION – NRS 610.095, NRS 610.180, and 29 CFR §§ 29.5(b)(18), 29.8(a)(2), and 29.8(b)(8)

These standards will, upon adoption by the sponsor, be submitted to the State Apprenticeship Council for approval. Such approval will be acquired before implementation of the program.

The sponsor reserves the right to discontinue at any time the apprenticeship program set forth herein. The sponsor will notify the State Apprenticeship Council via Registration Agency within 30 days in writing of any decision to cancel the program.

The State Apprenticeship Council may initiate deregistration of these standards for failure of the sponsor to abide by the provisions herein. Such deregistration will be in accordance with the Registration Agency's regulations and procedures.

The sponsor will notify each apprentice of the cancellation of the program and the effect of same. If the apprenticeship program is cancelled at the sponsor's request, the sponsor will notify the apprentice(s) within 15 days of the date of the State Apprenticeship Council's acknowledgment of the sponsor's request. If the State Apprenticeship Council orders the deregistration of the apprenticeship program, the sponsor will notify the apprentice(s) within 15 days of the effective date of the order. This notification will conform to the requirements of NAC 610 and 29 CFR § 29.8.

SECTION XIX - AMENDMENTS AND MODIFICATIONS – NRS 610.150 and 29 CFR § 29.5(b)(18)

These standards may be amended or modified at any time by the sponsor provided that no amendment or modification adopted will alter any apprenticeship agreement in force at the time without the consent of all parties. Such amendment or modification will be submitted to the State Apprenticeship Council for approval and registration prior to being placed in effect. A copy of each amendment or modification adopted will be furnished to each apprentice to whom the amendment or modification applies.

SECTION XX - ADJUSTING DIFFERENCES; COMPLAINT PROCEDURE – NRS 610.180 and 29 CFR § 29.5(b)(22), 29.7(k), and 30.11

The sponsor will have full authority to enforce these standards. Its decision will be final and binding on the employer, the sponsor, and the apprentice, unless otherwise noted below.

If an applicant or an apprentice believes an issue exists that adversely affects his/her participation in the apprenticeship program or violates the provisions of the apprenticeship agreement or standards, the applicant or apprentice may seek relief through one or more of the following avenues, based on the nature of the issue:

NRS 610.180 and 29 CFR § 29.7(k)

The sponsor will hear and resolve all complaints of violations concerning the apprenticeship agreement and the registered apprenticeship standards for which written notification is received within 10 days of the alleged violations. The sponsor will make such rulings as it deems necessary in each individual case within 30 days of receiving the written notification. Either party to the apprenticeship agreement may consult with the State Apprenticeship Council for an interpretation of any provision of these standards over which differences occur. The name and address of the appropriate authority to receive, process, and dispose of complaints, as specified in Appendix B:

Valley Electric/ Apprenticeship Committee
800 E Hwy 372
Pahrump, NV 89041
(775) 727-5312

NRS 610.180 and 29 CFR § 30.11

Any apprentice or applicant for apprenticeship who believes that he/she has been discriminated against on the basis of race, color, religion, national origin, or sex with regard to apprenticeship or that the equal opportunity standards with respect to his/her selection have not been followed in the operation of an apprenticeship program may, personally or through an authorized representative, file a complaint with the State Apprenticeship Council, via Registration Agency or, at the apprentice or applicant's election, with the private review body established by the program sponsor (if applicable).

The complaint shall be in writing and shall be signed by the complainant. It must include the name, address, and telephone number of the person allegedly discriminated against, the program sponsor involved, and a brief description of the circumstances of the failure to apply the equal opportunity standards provided in NRS 610.144 and 29 CFR § 30.

The complaint must be filed not later than 300 days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards, and in the case of complaints filed directly with the review body designated by the program sponsor to review such complaints, any referral of such complaint by the complainant to the State Apprenticeship Council must occur within the time limitation stated above or 30 days from the final decision of such review body, whichever is later. The time may be extended by the State Apprenticeship Council for good cause shown.

Complaints of discrimination and failure to follow equal opportunity standards in the apprenticeship program may be filed and processed under NRS 610.180 and 29 CFR § 30 and the procedures set forth above. The sponsor shall provide written notice of its complaint procedure to all applicants for apprenticeship and all apprentices.

SECTION XXI - TRANSFER OF AN APPRENTICE AND TRAINING OBLIGATION - NRS 610.090 and 29 CFR § 29.5(13)

The transfer of an apprentice between apprenticeship programs and within an apprenticeship program must be based on agreement between the apprentice and the affected apprenticeship committees or program sponsors and must comply with the following requirements:

- i. The transferring apprentice must be provided a transcript of related instruction and OJL by the committee or program sponsor;
- ii. Transfer must be to the same occupation; and
- iii. A new apprenticeship agreement must be executed when the transfer occurs between the program sponsors.

The apprentice must receive credit from the new sponsor for the training already satisfactorily completed.

SECTION XXII - RESPONSIBILITIES OF THE APPRENTICE

Apprentices, having read these standards formulated by the sponsor, agree to all the terms and conditions contained herein and agree to abide by the sponsor's rules and policies, including any amendments, and to serve such time, perform such manual training, and study such subjects as the sponsor may deem necessary to become a skilled journeyworker.

In signing the apprenticeship agreement, apprentices assume the following responsibilities and obligations under the apprenticeship program:

- A. Maintain and make available such records of work experience and training received on the job and in related instruction as may be required by the sponsor.
- B. Develop and practice safe working habits and work in such a manner as to assure his/her personal safety and that of fellow workers.
- C. Work for the employer to whom the apprentice is assigned for the duration of the apprenticeship, unless the apprentice is reassigned to another employer or the apprenticeship agreement is terminated by the sponsor.

SECTION XXIII - TECHNICAL ASSISTANCE

Technical assistance, such as that from the U.S. Department of Labor's Office of Apprenticeship, the Office of Workforce Innovation, and vocational schools, may be requested to advise the sponsor.

The sponsor is encouraged to invite representatives from industry, education, business, private organizations, and public agencies to provide consultation and advice for the successful operation of its training program.

SECTION XXIV - CONFORMANCE WITH FEDERAL AND STATE LAWS AND REGULATIONS

No Section of these Standards of Apprenticeship shall be construed as permitting violation of any Federal or Nevada State Law or Regulation.

SECTION XXV - SEXUAL HARASSMENT

Must follow Valley Electric Association Sexual Harassment Policy #304.

SECTION XXV - DEFINITIONS

APPRENTICE: Any individual employed by the employer meeting the qualifications described in the standards of apprenticeship who has signed an apprenticeship agreement with the local sponsor providing for training and related instruction under these standards and who registers with the Registration Agency.

APPRENTICE ELECTRONIC REGISTRATION (AER): An electronic tool that allows for instantaneous transmission of apprentice data for more efficient registration of apprentices and provides program sponsors with a faster turnaround on their submissions and access to their apprenticeship program data.

APPRENTICESHIP AGREEMENT: The written agreement between the apprentice and the sponsor setting forth the responsibilities and obligations of all parties to the apprenticeship agreement with respect to the apprentice's employment and training under these standards. Each apprenticeship agreement must be registered with the Registration Agency.

APPRENTICESHIP TRAINING COMMITTEE (ATC): Those persons designated by the sponsor to act as agents for the sponsor in the administration of the program. A non-joint committee, which may also be known as a unilateral committee or (if it includes workers' representatives) a group non-joint committee, has employer representatives but does not have a bona fide collective bargaining agent as a participant.

CAREER LATTICE: Career lattice apprenticeship programs include occupational pathways that move an apprentice laterally or upward within an industry. These programs may or may not include an interim credential leading to the Certificate of Completion of Apprenticeship credential.

CERTIFICATE OF COMPLETION OF APPRENTICESHIP: The credential issued by the Registration Agency to those registered apprentices certified and documented as having successfully completed the apprentice training requirements outlined in these standards of apprenticeship.

CERTIFICATE OF TRAINING: A credential that may be issued by the U.S. Department of Labor's Office of Apprenticeship, or by Office of Workforce Innovation for the New Nevada administrator to those registered apprentices whom the sponsor has certified in writing to the Registration Agency as having successfully met the requirements to receive an interim credential.

COMPETENCY-BASED OCCUPATION: An occupation using an apprenticeship approach that requires the attainment of manual, mechanical, or technical skills and knowledge, as specified by an occupation standard and demonstrated by an appropriate written and hands-on proficiency measurement.

ELECTRONIC MEDIA: Media that utilize electronics or electromechanical energy for the end user (audience) to access the content. Includes, but is not limited to, electronic storage media, transmission media, the Internet, extranets, lease lines, dial-up lines, private networks, and the physical movement of removable/transportable electronic media and/or interactive distance learning.

EMPLOYER: Any person or organization employing an apprentice, whether or not such person or organization is a party to an apprenticeship agreement with the apprentice. A person, business, or company signatory to this sponsor's standards that is responsible for providing hours of work, supervision, wages, and/or benefits to apprentices in its employ as registered under these standards.

HYBRID OCCUPATION: An occupation using an apprenticeship approach that measures the individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.

INTERIM CREDENTIAL: A credential issued by the Registration Agency, upon request of the appropriate sponsor, as certification of competency attainment by an apprentice.

JOB CORPS CENTER: Any of the federally funded Job Corps centers throughout the U.S. and Puerto Rico. Job Corps serves youths and young adults 16-24 years of age. Sponsors that wish to hire Job Corps graduates who are trained in any occupation covered under these standards and who meet the minimum qualifications for apprenticeship may do so via the direct entry provision described in Appendix D: Qualifications and Selection Procedures.

JOURNEYWORKER/FULLY-COMPETENT WORKER: A worker who has attained a level of skills, abilities, and competencies recognized within an industry as mastery of the skills and competencies required for the occupation. These terms may also refer to a mentor, technician, specialist, or other skilled worker who has documented sufficient skills and knowledge of an occupation, either through formal apprenticeship or through practical on-the-job experience and formal training.

O*NET-SOC CODE: The Occupational Information Network (O*NET) codes and titles are based on the new Standard Occupational Classification (SOC) system mandated by the federal Office of Management and Budget for use in collecting statistical information on occupations. The O*NET classification uses an 8-digit O*NET-SOC code. Use of the SOC classification as a basis for the O*NET codes ensures that O*NET information can be readily linked to labor market information such as occupational employment and wage data at the national, state, and local levels.

ON-THE-JOB LEARNING (OIL): Tasks learned on-the-job in which the apprentice must become proficient before a completion certificate is awarded. The learning must be through structured, supervised work experience.

PROVISIONAL REGISTRATION: The 1-year initial provisional approval of newly registered programs that meet the required standards for program registration, after which program approval may be made permanent, continued as provisional, or rescinded following a review by the Registration Agency, as provided for in NAC 610.357 and 29 CFR §§ 29.3(g) and (h).

REGISTERED APPRENTICESHIP PARTNERS INFORMATION DATA SYSTEM (RAPIDS): A federal system that provides for the automated collection, retention, updating, retrieval, and summarization of information related to apprentices and apprenticeship programs.

REGISTRATION AGENCY and FIELD REPRESENTATIVE: The U.S. Department of Labor's Office of Apprenticeship or the Office of Workforce Innovation that has responsibility for registering apprenticeship programs and apprentices, providing technical assistance, conducting reviews for compliance with 29 CFR § 29 and 30, and conducting quality assurance assessments.

The field representative shall mean the person designated by Office of Apprenticeship to service this

program.

The Registration Agency and field representative identified are:

Office of Workforce Innovation (OWINN), Richard J. Williams, Nevada State Apprenticeship Director, (702) 486-8080;

and

U.S. Department of Labor, Office of Apprenticeship, Region VI, Douglas Howell, Multi-State Navigator, 333 S. Las Vegas Blvd. Ste 5520, Las Vegas, NV 89101, 702-388-6396. Office, Email: Howell.douglas@dol.gov.

RELATED INSTRUCTION: An organized and systematic form of instruction designed to provide the apprentice with knowledge of the theoretical and technical subjects related to the apprentice's occupation. Such instruction may be given in a classroom, through occupational or industrial courses, or by correspondence courses of equivalent value, electronic media, or other forms of self-study approved by the Registration Agency.

SPONSOR: Any person, association, committee, or organization that operates an apprenticeship program and in whose name the program is registered. That assumes the full responsibility for administration and operation of the apprenticeship program. The sponsor, for purposes of these standards, means **Valley Electric Association, Inc.** (herein referred to as Valley Electric).

STANDARDS OF APPRENTICESHIP: This entire document, including all appendices and attachments hereto, and any future modifications and additions approved by the Registration Agency.

SUPERVISOR OF APPRENTICE(S): An individual designated by the program sponsor to supervise or have charge and direction of an apprentice.

TIME-BASED OCCUPATION: An occupation using an apprenticeship approach that measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule.

TRANSFER: A shift of apprenticeship registration from one program to another or from one employer within a program to another employer within that same program, where there is agreement between the apprentice and the affected apprenticeship committees or program sponsors.

YOUTHBUILD: A youth and community development program that addresses core issues facing low-income communities: housing, education, employment, crime prevention, and leadership development. In YouthBuild programs, low-income young people ages 16-24 work toward their high school diploma or General Educational Development (GED) equivalency, learn job skills and serve their communities by building affordable housing, and transform their own lives and roles in society. Sponsors that wish to hire YouthBuild students who are trained in any occupation covered under these standards and who meet the minimum qualifications for apprenticeship may do so via the direct entry provision described in Appendix D: Selection Procedures.



2020 Valley Electric INJ Standards of Apprenticeship

SECTION XXVI - OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS

Valley Electric Association, Inc. hereby adopts these standards of apprenticeship on this 23 day of January, 2020.

Sponsor(s) may designate the appropriate person(s) to sign the standards on their behalf.

Signature of Sponsor (designee)

James Andresen

Director of Engineering & Operations

Valley Electric Association, Inc.

Date: 1-23-2020

Appendix B

APPRENTICESHIP AGREEMENT AND APPLICATION FOR CERTIFICATION OF COMPLETION OF APPRENTICESHIP

**DEVELOPED IN COOPERATION WITH THE
US DEPARTMENT OF LABOR, THE OFFICE OF WORKFORCE INNOVATION, AND THE NEVADA
STATE APPRENTICESHIP COUNCIL**

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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)		*Social Security Number - -	Answer Both A and B (Voluntary) (Definitions on reverse)	5. Veteran Status (Mark one) <input type="checkbox"/> Non-Veteran <input type="checkbox"/> Veteran
2. Date of Birth (Mo., Day, Yr.)	3. Sex (Mark one) <input type="checkbox"/> Male <input type="checkbox"/> Female		4. a. Ethnic Group (Mark one) <input type="checkbox"/> Hispanic or Latino <input 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 type="checkbox"/> White	6. Education Level (Mark one) <input type="checkbox"/> 8th grade or less <input type="checkbox"/> 9th to 12th grade <input type="checkbox"/> GED <input type="checkbox"/> High School Graduate or Greater <input type="checkbox"/> Post Secondary or Technical Training
7a. Employment Status (Mark one) <input type="checkbox"/> New Employee <input type="checkbox"/> Existing Employee				
7b. Career Connection (Mark one) (Instructions on reverse) <input 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				
8. Signature of Apprentice		Date	9. 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. Sponsor Name and Address (No. Street, City, County, State, Zip Code) VALLEY ELECTRIC ASSOCIATION, INC. 800 E Hwy 372 Pahrump, NV 89041 (775) 727-5312		2a Occupation (The work processes listed in the standards are part of this agreement). Enter Occupation		2b Occupation Code: 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 type="checkbox"/> Time-Based 3b. <input type="checkbox"/> Competency-Based 3c. <input type="checkbox"/> Hybrid		4. Term (Hrs., Mos., Yrs.)		5. Probationary Period (Hrs., Mos., Yrs.)	
6. Credit for Previous Experience (Hrs., Mos., Yrs.)		7. Term Remaining (Hrs., Mos., Yrs.)		8. Date Apprenticeship Begins	
9a. Related Instruction (Number of Hours Per Year)	9b. Apprentice Wages for Related Instruction <input type="checkbox"/> Will Be Paid <input type="checkbox"/> Will Not Be Paid		9c. Related Training Instruction Source Valley Electric or its Designee		

10. Wages: (Instructions on reverse)										
10a. Pre-Apprenticeship Hourly Wage \$ _____			10b. Apprentice's Entry Hourly Wage \$ _____			10c. Journeyworker's Hourly Wage \$ _____				
Check Box 10d. Term <input type="checkbox"/> Hrs., <input type="checkbox"/> Mos., or <input type="checkbox"/> Yrs.	Period 1	2	3	4	5	6	7	8	9	10
10e. Wage Rate (Mark one) % <input type="checkbox"/> or \$ <input type="checkbox"/>										
11. Signature of Sponsor's Representative(s) Date Signed					13. Name and Address of Sponsor Designee to Receive Complaints (If applicable) Valley Electric/ Apprenticeship Committee 800 E Hwy 372 Pahrump, NV 89041 (775) 727-5312					
12. Signature of Sponsor's Representative(s) Date Signed										

PART C: TO BE COMPLETED BY REGISTRATION AGENCY

1. Registration Agency and Address	2. Signature (Registration Agency)	3. Date Registered
4. Apprentice Identification Number (Definition on reverse):		

Program Definitions and/or Instructions:

Part A

Item 4.a. Definition - Ethnic Group:

Hispanic or Latino. A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino."

Item 4.b. Definitions - Race:

American Indian or Alaska Native. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American. A person having origins in any of the black racial groups of Africa. Terms such as "Haitian" or "Negro" can be used in addition to "Black or African American."

Native Hawaiian or Other Pacific Islander. A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Item 7b. Instructions:

Indicate any career connection (definitions follow). Enter "None" if no career connection applies.

Pre-Apprenticeship. A program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program which has or have a documented partnership(s) with a Registered Apprenticeship program(s).

Technical Training School. Graduates trained in an occupation from a technical training school related to an occupation registered by the program sponsor and who meet the minimum qualifications for Registered Apprenticeship.

Military Veterans. Veterans that completed a military technical training school and/or elect to participate in the Building and Construction Trades Helmets to Hardhats Program or trained in an occupation while in the military related to an occupation registered by the program sponsor and who meet the minimum qualifications for Registered Apprenticeship.

Job Corps. Graduates trained in an occupation from a federally funded Job Corps center related to an occupation registered by the program sponsor and who meet the minimum qualifications for Registered Apprenticeship.

YouthBuild. Graduates trained in an occupation from a federally funded YouthBuild program related to an occupation registered by the sponsor and who meet the minimum qualifications for Registered Apprenticeship.

HUD/STEP-UP. Applicants who successfully participated in the U.S. Department of Housing and Urban Development Step-Up program and received an apprenticeship experience which meets the minimum qualifications for Registered Apprenticeship.

Career Center Referral. Includes career center participants referred to the Registered Apprenticeship Program and/or apprentice(s) that receive workforce system funded services that support their participation in a Registered Apprenticeship program. This may include the use of individual training accounts and/or on-the-job training reimbursements.

School-to-Registered Apprenticeship. Program designed to allow high school youth ages 16 - 17 to enter a Registered Apprenticeship program and continue after graduation with full credit given for the high school portion.

Part B

Item 2.b.1. Interim Credentials. Based on program standards that utilize the competency-based or hybrid training approach, and, upon request of the program sponsor, the credentials are issued as certificates by the Registration Agency. Interim credentials provide certification of competency attainment by an apprentice.

Item 3. Occupation Training Approach. The program sponsor decides which of the three training methods to use in the program as follows:

- 3.a. Time-Based Training Approach - apprentice required to complete a specific number of hours of on-the-job learning (OJL) and related training instruction (RTI).
- 3.b. Competency-Based Training Approach - apprentice required to demonstrate competency in defined subject areas and does not require any specific hours of OJL or RTI; or
- 3.c. Hybrid-Training Approach - apprentice required to complete a minimum number of OJL and RTI hours and demonstrate competency in the defined subject areas.

Item 4. Term (Hrs., Mos., Yrs.). Based on the program sponsor's training approach. See Part B, Item 4. Available in the terms of the Apprenticeship Standards.

Item 5. Probationary Period (Hrs. Mos., Yrs.) Probation period cannot exceed 25 percent of the length of the program or one year, whichever is shorter.

Item 7. Term Remaining (Hrs., Mos., Yrs.). Under Part B, Item 6., Credit for Previous Experience (Hrs., Mos., Yrs.) is determined by the program sponsor. The Term Remaining (Hrs., Mos., Yrs.) in Part B, Item 7., for the apprentice to complete the apprenticeship is based on the training approach indicated in Part B, Item 3. The term remaining is available in the terms of the Apprenticeship Standards.

Item 10. Wage Instructions:

10a. Pre-Apprentice hourly wage: sponsor enters the individual's hourly wage in the quarter prior to becoming an apprentice.

10b. Apprentice's entry hourly wage (hourly dollar amount paid): sponsor enters this apprentice's entry hourly wage.

10c. Journeyworker's wage: sponsor enters wage per hour.

10d. Term: sponsor enters in each box the apprentice schedule of pay for each advancement period based on the program sponsor's training approach. See Part B, Item 3. and is available in the terms of the Apprenticeship Standards.

10e. Percent or dollar amount: sponsor marks one.

Note: 10c. If the employer is signatory to a collective bargaining agreement, the journeyworker's wage rate in the applicable collective bargaining agreement is identified. Apprenticeship program sponsors not covered by a collective bargaining agreement must identify a minimum journeyworker's hourly wage rate that will be the basis for the progressive wage schedule identified in Item 10e, of this agreement.

10d. The employer agrees to pay the hourly wage rate identified in this section to the apprentice each period of the apprenticeship based on the successful completion of the training approach and related instructions outlined in the Apprenticeship Standards. The period may be expressed in hours, months, or years.

10e. The wage rates are expressed either as a percent or in dollars and cents of the journeyworker's wage depending on the industry.

Example (Time-based approach) - 3 YEAR APPRENTICESHIP PROGRAM

<u>Term</u>	<u>Period 1</u>	<u>Period 2</u>	<u>Period 3</u>	<u>Period 4</u>	<u>Period 5</u>	<u>Period 6</u>
Hrs., Mos., Yrs.	1000 Hrs.	1000 Hrs.	1000 Hrs.	1000 Hrs.	1000 Hrs.	
%	55	60	65	70	80	90

Example (Time-based approach) - 4 YEAR APPRENTICESHIP PROGRAM

<u>Term</u>	<u>Period 1</u>	<u>Period 2</u>	<u>Period 3</u>	<u>Period 4</u>	<u>Period 5</u>	<u>Period 6</u>	<u>Period 7</u>	<u>Period 8</u>
Hrs., Mos., Yrs.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.
	50	55	60	65	70	75	80	90

Item 13. Identifies the individual or entity responsible for receiving complaints (Code of Federal Regulations, CFR, Title 29 part 29.7(k)).

Part C.

Item 4. Definition: The Registered Apprenticeship Partners Information Data System (RAPIDS) encrypts the apprentice's social security number and generates a unique identification number to identify the apprentice. It replaces the social security number to protect the apprentice's privacy.

*The submission of your social security number is requested. The apprentice's social security number will only be used to verify the apprentice's periods of employment and wages for purposes of complying with the Office of Management and Budget related to common measures of the Federal job training and employment programs for measuring performance outcomes and for purposes of the Government Performance and Results Act. The Office of Apprenticeship will use wage records through the Wage Record Interchange System and needs the apprentice's social security number to match this number against the employers' wage records. Also, the apprentice's social security number will be used, if appropriate, for purposes of the Davis Bacon Act of 1931, as amended, U.S. Code Title 40, Sections 276a to 276a-7, and Title 29 CFR 5, to verify and certify to the U.S. Department of Labor, Wage and Hour Division, that you are a registered apprentice to ensure that the employer is complying with the geographic prevailing wage of your occupational classification. Failure to disclose your social security number on this form will not affect your right to be registered as an apprentice. Civil and criminal provisions of the Privacy Act apply to any unlawful disclosure of your social security number, which is prohibited.

The collection and maintenance of the data on ETA-671, Apprentice Registration – Section II Form, is authorized under the National Apprenticeship Act, 29 U.S.C. 50, and CFR 29 Part 29.1. The data is used for apprenticeship program statistical purposes and is maintained, pursuant to the Privacy Act of 1974 (5 U.S.C. 552a.), in a system of records entitled, DOL/ETA-4, Registered Apprenticeship Partners Information Management Data System (RAPIDS) at the U.S. Department of Labor, Office of Apprenticeship. Data may be disclosed to a State Apprenticeship Agency to determine an assessment of skill needs and program information, and in connection with federal litigation or when required by law.

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average five minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. The obligation to respond is required to obtain or retain benefits under 29 USC 50. Send comments regarding this burden or any other aspect of this collection of information including suggestions for reducing this burden to the U.S. Department of Labor, Office of Apprenticeship, 200 Constitution Avenue, N.W., Room N-5311, Washington, D.C. 20210 (Paperwork Reduction Project 1205-0023.)



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

*(If required please type or print all information, attach additional apprentices on separate sheet)
(This Application is optional, for Sponsor utilizing Electronic Registration)*

Sponsor Information

Sponsor:	Program #:
Address:	Contact Name:
City, State, Zip:	Phone:

Apprentice Information

Full Name of Apprentice: (Print/type name as indicated on the ETA 671 or in RAPIDS)
Apprentice Registration Number:
Occupation:
Term:
Registration Date:
Date of Completion:
Completion Wage:

Related Instruction Certification

Related Instruction Hours completed:
Related Instruction Furnished By:
Teacher(s) or Director(s) of Related Instruction Certifying to above information:
Name: _____ Address: _____

Request for Certificate

On behalf of the above named sponsor, I hereby certify that the apprentice named in the application has satisfactorily completed and working at the Journeyworker Level of his/her apprenticeship program as registered with the Office of Apprenticeship and hereby recommend the issuance of the Certificate of Completion of Apprenticeship
Sponsor's Signature: _____ Date: _____
Title: _____

Office of Apprentice use only:
Date Entered in RAPIDS (if required): _____
Date Certificate Sent: _____



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

*(If required please type or print all information, attach additional apprentices on separate sheet)
(This Application is optional, for Sponsor utilizing Electronic Registration)*

Authentication of Requests for Certificate of Completion of Apprenticeship

Where the Office of Apprenticeship is the Registration Agency, issuance of a Certificate of Completion of Apprenticeship to apprentices upon satisfactory completion of the requirements of the apprenticeship program as established in these Standards, the sponsor certifies to the Registration Agency and requests the awarding of a Certificate of Completion of Apprenticeship to the completing apprentice(s). Such requests are completed either electronically using the Register Apprenticeship Partner Information System (RAPIDS) or in writing using with the use of this form from the sponsor to the appropriate field office.

General Guidance

The sponsor will verify that the apprentice has completed all requirements of apprenticeship including a signed copy of transcripts from the sponsor, provider or sponsor of the related instruction. The field office representative shall have in evidence an electronic or written Application for Certification of Completion of Apprenticeship.

When a large number of apprentices are completing at the same time from the same occupation, one application form from the sponsor can be used with an attached list of pertinent information for the completing apprentices. When the sponsor has more than one occupation or more than one employer, the sponsor should complete separate forms for each occupation and employer, follow the procedure above.

The occupation identified, must be the occupation title as listed in the most current List of Officially Recognized Apprenticeable Occupations. For sponsors who use a slightly different occupational title, OA staff may use the sponsor's title as long as the officially recognized occupational title is included in parenthesis under the sponsor's occupational title. Please see attached "sample" for reference.

The term "journeyman, journeyworker, journeyperson, etc." should not be included in the occupational title. These terms are used to describe a level of competency rather than an occupational title.

In rare instances where a program sponsor may utilize such a term above in their occupational title and that terminology is consistently used within their organization and training materials, OA staff may use that terminology on the sponsor's occupational title as long as the officially recognized occupational title is listed in parenthesis under the sponsor's title. The practice of using a level of competency in the occupational title should be discouraged when possible.

The sponsor's name on the Certificate of Completion of Apprenticeship shall be as it is registered and approved in their apprenticeship standards.

The date completed shall be the date of completion as indicated on the request form.

Issuance of Replacement OA Certificate of Completion of Apprenticeship

Replacement certificate requests shall be verified with undeniable proof that an original certificate was either issued or requested by the sponsor. This shall be verified through OA's records or the program sponsor's records. In the event a field office has no proof, yet a program sponsor does, or vice versa, a copy of that proof shall be sent to the field office and included in the program folder. The term "**Replacement Certificate**" shall be printed on the certificate.

The Certificate of Completion of Apprenticeship shall not be used for any other purpose than completion of a Registered Apprenticeship program.

Appendix C

AFFIRMATIVE ACTION PLAN

ADOPTED BY

VALLEY ELECTRIC ASSOCIATION, INC.

**DEVELOPED IN COOPERATION WITH THE
US DEPARTMENT OF LABOR, THE OFFICE OF WORKFORCE INNOVATION, AND THE NEVADA
STATE APPRENTICESHIP COUNCIL
AS REQUIRED UNDER TITLE 29, CODE OF FEDERAL REGULATIONS, PART 30**

**APPROVED BY
OFFICE OF WORKFORCE INNOVATION FOR THE NEW NEVADA AND THE NEVADA STATE
APPRENTICESHIP COUNCIL**

Richard J. Williams, Nevada State Apprenticeship Director

APPROVAL DATE: _____

REGISTRATION NUMBER: _____

11/11/20

11/11/20

11/11/20

11/11/20

11/11/20

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SECTION I - INTRODUCTION

The sponsor enters this affirmative action plan (AAP) in good faith to promote equality of opportunity in its registered apprenticeship program. If women and/or minorities are underutilized in the apprenticeship program, the sponsor seeks to increase the recruitment of qualified women and/or minorities for possible selection into the apprenticeship program. The sponsor hereby adopts the equal opportunity pledge located in Section II and the AAP.

This AAP is a supplement to the apprenticeship standards. Any changes made by the sponsor to the AAP will become part of this written AAP, once approved by the Registration Agency.

SECTION II - EQUAL OPPORTUNITY PLEDGE - 29 CFR §§ 29.5(b)(21) and 30.3(b)

The sponsor commits to the following equal opportunity pledge:

"The sponsor will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under 29 CFR § 30."

SECTION III - ANALYSES AND GOALS

To ensure full utilization of minorities and women in the apprenticeship program, the sponsor will conduct analyses to determine whether minorities and/or females are being underutilized and, if they are, will establish appropriate goals for the full utilization of minorities and/or women in apprenticeship. To determine whether underutilization exists, the sponsor will analyze at least the following five factors:

- (1) The size of the working age minority and female (minority and nonminority) population in the program sponsor's labor market area;
- (2) The size of the minority and female (minority and nonminority) labor force in the program sponsor's labor market area;
- (3) The percentage of minority and female (minority and nonminority) participation as apprentices in the particular occupation as compared with the percentage of minorities and women (minority and nonminority) in the labor force in the program sponsor's labor market area;
- (4) The percentage of minority and female (minority and nonminority) participation as journeyworkers employed by the employer or employers participating in the program as compared with the percentage of minorities and women (minority and nonminority) in the sponsor's labor market area and the extent to which the sponsor should be expected to correct any deficiencies through the achievement of goals for the selection of apprentices; and
- (5) The general availability of minorities and women (minority and nonminority) with present or potential capacity for apprenticeship in the program sponsor's labor market area.

Underutilization exists if there are fewer minorities and/or women in the registered occupation(s) in the sponsor's apprenticeship program than would reasonably be expected in view of all relevant factors. If the sponsor detects underutilization of minorities and/or women in its apprenticeship program in the registered occupation(s), it will establish goals for the selection of minority and/or female applicants. (For further instructions, see the attached affirmative action plan workforce analysis worksheet.) The sponsor will make good-faith efforts to meet its goals.

SECTION IV - OUTREACH AND POSITIVE RECRUITMENT- 29 CFR § 30.4(c) and NRS 610.144

The sponsor will undertake appropriate outreach and positive recruitment efforts that would reasonably be expected to increase minorities' and women's participation in apprenticeship by expanding the opportunities of minorities and women to become eligible for apprenticeship selection. The sponsor will set forth the specific steps it intends to take under each selected effort below. The sponsor will undertake a significant number of activities to enable it to meet its obligations under 29 CFR § 30.4(c).

- A. The sponsor will disseminate information concerning the nature of the apprenticeship, requirements for admission to apprenticeship, availability of apprenticeship opportunities, sources of apprenticeship applications, and its equal opportunity policy to the following:
- Registration Agency
 - Women's centers
 - Local schools
 - Employment service offices
 - Other outreach programs and community organizations, including those that can effectively reach minorities and women
 - Newspapers, including those that are circulated in minority communities and among women
 - Social media outlets (Facebook, Twitter, Instagram, LinkedIn, etc.)
1. ☐ Sponsors of programs accepting applications only at specified intervals must disseminate the above information at least 30 days in advance of the earliest date for application at each interval.
2. ☒ Sponsors of programs customarily receiving applications throughout the year must disseminate the above information regularly, not less than semiannually.
- B. ☐ The sponsor will participate in annual workshops conducted by employment service agencies for the purpose of familiarizing school, employment service, and other appropriate personnel with the apprenticeship program and current opportunities.
- C. ☐ The sponsor will cooperate with local school boards and vocational educational systems to develop programs for preparing students to meet the standards and criteria required to qualify for entry into the apprenticeship program.
- D. ☒ The sponsor will communicate its equal opportunity policy internally in such a manner as to foster understanding, acceptance, and support of the policy among the sponsor's various officers, supervisors, employees, and members and to encourage such persons to take the necessary action to aid in meeting its obligation under 29 CFR § 30.

- E. ☒ The sponsor will engage in programs such as outreach for the positive recruitment and preparation of potential applicants for apprenticeships; where appropriate and feasible, such programs will provide for pretesting experience and training. In initiating and conducting these programs, the sponsor may be required to work with other sponsors and appropriate community organizations. The sponsor will also initiate programs to prepare women and encourage women to enter traditionally male programs.
- F. ☒ The sponsor will encourage the establishment and utilization of programs of pre-apprenticeship, preparatory occupational training, or others designed to afford related work experience or prepare candidates for apprenticeship. The sponsor will make appropriate provisions in its AAP to assure that those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program.
- G. ☒ The sponsor will utilize journeyworkers to assist in the implementation of its AAP.
- H. ☒ The sponsor will grant advance standing or credit based on previously acquired experience, training, skills, or aptitude for all applicants equally.
- I. ☒ The sponsor will take other appropriate action to ensure that the recruitment, selection, employment, and training of apprentices during their apprenticeship will be without discrimination because of race, color, religion, national origin, or sex (e.g., general publication of apprenticeship opportunities and advantages in advertisements, industry reports, articles, etc.; use of present minority and women apprentices and journeyworkers as recruiters; career counseling; periodic auditing of AAPs and activities; and development of reasonable procedures to ensure equal employment opportunity, including reporting systems, on-site reviews, and briefing sessions).

Valley Electric currently has an Affirmative Action Plan and this plan as implemented will become part of the selection process.

SECTION V - ANNUAL REVIEW OF AFFIRMATIVE ACTION PLAN

The sponsor will make an annual review of its current AAP and its overall effectiveness and will institute any revisions or modifications warranted. The review will analyze the affirmative action steps (independently and collectively) taken by the sponsor to evaluate their effectiveness in ensuring equal opportunity in all aspects of apprenticeship, including recruitment, selection, employment, and training. The sponsor will continually monitor these processes in order to identify and address any barriers to equal opportunity. This may require that the sponsor identify the need for new affirmative action efforts and/or deletion of ineffective existing activities. All changes to the AAP must be submitted to the Registration Agency for approval.



2020 Valley Electric INJ Standards of Apprenticeship

SECTION VI - OFFICIAL ADOPTION OF AFFIRMATIVE ACTION PLAN

Valley Electric Association, Inc. hereby officially adopt this Affirmative Action Plan on this 23 day of January, 2020.

Sponsor(s) may designate the appropriate person(s) to sign the standards on their behalf.

A handwritten signature in black ink, appearing to read "James M. Andresen", is written over a horizontal line.

(Signature of Sponsor (designee))

James Andresen

Director of Engineering & Operations


Valley Electric Association, Inc.

Date: 1-23-2020

2019-2020 AFFIRMATIVE ACTION PROGRAM FOR Women and Minorities



Valley Electric Association, Inc.

A Touchstone Energy® Cooperative 

Valley Electric Association, Inc.

**800 E Highway 372
Pahrump, NV 89048**

COMPANY CONFIDENTIAL & PROPRIETARY



Valley Electric Association, Inc.

A Touchstone Energy® Cooperative 

2019/2020 EEO/AA POLICY STATEMENT

It is the policy of **Valley Electric Association, Inc.** to consider all qualified applicants for available positions without regard to race, color, sex, religion, age, national origin, disability, sexual orientation, gender identity, genetic information, veteran status or any other protected class. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.

Valley Electric Association, Inc. is committed to the **Equal Employment Opportunity Policy**, and as part of the Affirmative Action Program will:

- Recruit, hire, upgrade, train and promote in all job classifications without regard to race, color, sex, religion, age, national origin, disability, veteran status, sexual orientation, gender identity, genetic information, or any other protected class;
- Ensure that all employment decisions are based on valid job requirements;
- Base employment decisions on the principles of Equal Employment Opportunity and with the intent to further the Company's commitment;
- Ensure that all other personnel actions such as compensation benefits, company-sponsored training, educational tuition assistance, social and recreational programs, shall be administered without regard to race, color, sex, religion, age, national origin, sexual orientation, gender identity, genetic information, veteran status and disability;
- Take affirmative action to ensure that minority group individuals, women, veterans of the Vietnam Era, qualified persons with a disability and disabled veterans are introduced into the workforce and that these employees are encouraged to aspire for promotion and are considered as promotional opportunities arise;
- Ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity or opposed any act or practice made unlawful by **60-300.44a VEVRAA and 503. 60-741.44(a)**.
- The designated Executive VP of Human Resources is responsible for the sites internal audit & reporting systems, as described in **41 CFR 60-2.17(d)**.

In keeping with the above commitments and policy, **Valley Electric Association, Inc.** will analyze once a year all its personnel transactions to ensure equal opportunity for all individuals. Management's performance of the AAP will be evaluated, as are all company goals.

Valley Electric Association, Inc. will ensure that the intent and practice of this policy is carried out; the ultimate responsibility for fulfilling the intent of this policy, however, lies with every department head and supervisor. At this location, the designated Executive VP of Human Resources listed below is responsible for implementation of the affirmative action plan.

Dated: July 01, 2019

Mark Stallons
CEO

Bart Thurgood
Executive VP of Human Resources

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Valley Electric Association, Inc.

A Touchstone Energy® Cooperative 

STATEMENT OF CONFIDENTIALITY

This Affirmative Action Program (AAP) contains confidential, trade secret and commercial information protected from disclosure by the Office of Federal Contract Compliance Programs (OFCCP) pursuant to 18 U.S.C. 1905. In addition, Exemptions 3 and 4 of the Freedom of Information Act (FOIA) protect the information in this document from mandatory disclosure to Freedom of Information Act Requestors. **See Chrysler Corp. V. Brown, 441 U.S. 281, on remand, 611 F. 2d 439 (3rd Cir. 1979).**

This Affirmative Action Program is the property of **Valley Electric Association, Inc.** (hereafter Valley Electric Association, Inc.). The materials contained in the Workforce Analysis, Identification of Problem Areas, Objectives and Timetables sections of the AAP are designated as confidential commercial information. The disclosure of this information could cause substantial competitive harm to Valley Electric Association, Inc. because it contains detailed internal organizational material, salary information, succession planning and projected hiring activity. This material has not been disclosed to the public. The pre-disclosure notification complies with the requirements of the Department of Labor, Procedures for Disclosure of Records under FOIA regulations and the requirements noted therein.

If it is necessary to loan this material to the U.S. Department of Labor (DOL) or State/ Local Fair Employment Agency, it will be loaned on the condition that it will not be copied or duplicated in any manner and that it will not be shown or released to any person or persons not employed by the DOL, State/local government agencies.

Nothing contained in this AAP shall be construed to constitute a contract of employment with any employee or prospective employee of Valley Electric Association, Inc.. Nor shall any third-party beneficiary rights be construed as arising from this AAP on behalf of any employee or prospective employee of Valley Electric Association, Inc.

This AAP is to be treated as totally confidential and may not be disclosed, directly or indirectly, to any person whatsoever without the prior written consent of Valley Electric Association, Inc.. Further, retention or disclosure of information relating to identifiable individuals may violate the Privacy Act.

Any questions concerning these limitations should be addressed to **Bart Thurgood, Executive VP of Human Resources @ 775-727-2168.**

COMPANY CONFIDENTIAL & PROPRIETARY

2019-2020
AFFIRMATIVE ACTION
PROGRAM
FOR
Individuals with Disabilities



Valley Electric Association, Inc.

A Touchstone Energy® Cooperative



Valley Electric Association, Inc.

**800 E Highway 372
Pahrump, NV 89048**

COMPANY CONFIDENTIAL & PROPRIETARY



Valley Electric Association, Inc.

A Touchstone Energy® Cooperative



EEO POLICY STATEMENT FOR INDIVIDUALS WITH DISABILITIES

It is the policy of Valley Electric Association, Inc. to consider all qualified applicants for available positions without regard to race, color, sex, religion, age, national origin, disability, sexual orientation, gender identity, genetic information, veteran status or any other protected class. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.

Valley Electric Association, Inc. is committed to the **EQUAL EMPLOYMENT OPPORTUNITY POLICY** and, as part of the Affirmative Action Plan, will:

- Recruit, hire, upgrade, train and promote in all job classifications without regard to race, color, sex, religion, age, national origin, disability, sexual orientation, gender identity, genetic information, veteran status or any other protected class;
- Base employment decisions on the principles of Equal Employment Opportunity and with the intent to further the Company's commitment;
- Ensure that all employment decisions are based on valid job requirements.
- Ensure that all other personnel actions (such as compensation, benefits, company-sponsored training, educational tuition assistance, social and recreational programs) shall be administered without regard to race, color, sex, religion, age, national origin, sexual orientation, gender identity, genetic information, veteran status, disability or any other protected class;
- Take affirmative action to ensure that minorities and women, qualified individuals with disabilities and qualified protected veterans are introduced into the workforce and that these employees are encouraged to aspire for advancement and are considered as promotional opportunities occur;
- Ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity or opposed any act or practice made unlawful by **Section 503 60-741.4(a)** and **VEVRAA 60-300.44(a)**.
- The designated Executive VP of Human Resources is responsible for the sites internal audit & reporting systems, as described in 41 CFR 60-2.17(d).

In keeping with the above commitments and policy, **Valley Electric Association, Inc.** will analyze, once a year, all personnel transactions to ensure equal opportunity for all individuals. Management's performance will be evaluated, as any other company goals.

Valley Electric Association, Inc. will ensure that the intent and practice of this policy is carried out. The ultimate responsibility for fulfilling the intent of this policy, however, lies with every department head and supervisor. At this location, the designated Executive VP of Human Resources listed below is responsible for implementation of the Affirmative Action plan.

Dated: July 01, 2019

Mark Stallons
CEO

Bart Thurgood
Executive VP of Human Resources

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Valley Electric Association, Inc.

A Touchstone Energy® Cooperative 

ANTI-HARASSMENT POLICY

This Policy Against Harassment applies to all **Valley Electric Association, Inc.** employees. For purposes of this Policy, the term "Company" refers to **Valley Electric Association, Inc.**

It is the policy of the Company that all of its employees should be treated with dignity and respect. The Company is committed to providing a work environment that is free of discrimination and harassment. Any and all forms of unlawful and improper harassment in the workplace, including sexual harassment, harassment related to race, color, age, ethnicity, religion, disability, perceived disability, sexual orientation, veteran, and any other legally protected characteristic is prohibited. This Policy applies to conduct occurring in the workplace and in other work-related settings such as business trips, and business-related social events.

The Company also expects that employees will be free to openly express concerns regarding harassment without fear of reprisal or retaliation. The Company offers a method for employees to communicate their concerns so that appropriate action may be initiated.

PROHIBITED BEHAVIOR

Sexual harassment includes unwanted sexual advances, requests for sexual favors and other physical or verbal conduct of a sexual nature when:

- the submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of employment;
- the submission to or rejection of such conduct is used as a basis for employment decisions; or the conduct has the purpose or effect of producing a work environment that is intimidating, hostile or offensive.

Sexual harassment and other prohibited harassment because of color, race, age, ethnicity, religion, disability, perceived disability, sexual orientation, veteran or any other protected basis, can include, but is not limited to, the following behavior:

- verbal conduct such as racial or ethnic epithets, derogatory jokes or comments, slurs, sexual innuendo, sexually suggestive "kidding or teasing," jokes about gender-specific traits, unwanted sexual overtures or comments, comments on an individual's body;
- making unwelcome advances of a sexual nature or repeated unwelcome requests for a date;
- making sexual gestures or staring at a person up and down;
- physical conduct such as unwanted touching, intentional brushing against another's body or otherwise touching someone in a sexually inappropriate manner;
- displaying derogatory and/or sexually oriented posters, emails, photography, cartoons, drawings or gestures;
- invading someone's personal space in a sexually suggestive manner;
- discussing one's personal sex life, another individual's sex life, or inquiries or discussions concerning one's sexual experiences;
- retaliation against someone for having reported or threatened to report harassment;
- telling sexual jokes or stories;
- telling jokes involving race, color, national origin, age, ethnicity, religion, disability, perceived disability or sexual orientation, veteran;
- providing special on-the-job treatment in exchange for sexual favors; or

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verbal or physical conduct that belittles, could cause emotional or physical harm, or shows hostility toward an individual because of the individual's race, color, age, ethnicity, religion, disability, perceived disability, sexual orientation, veteran or any other protected basis.

Both males and females can be victims of sexual harassment, and both can be guilty of sexual harassment. Likewise, persons of all races, ages, ethnicities, religions, sexual orientation, veteran, or who are disabled, may also be victims of harassment and may be guilty of harassment.

REPORTING AND ISSUE RESOLUTION

Any person who believes that he or she has been unlawfully or improperly harassed by a co-worker, supervisor, vendor, contractor, customer or any other business visitor to the Company, or who has witnessed such harassment, is strongly encouraged to report the facts of the incident or incidents in accordance with the procedures set forth in this Policy. The Company can only resolve matters brought to its attention. Retaliation for making a complaint or cooperating in an investigation of alleged harassment is strictly prohibited.

The Company expects appropriate and expedient intervention to resolve employee issues regarding harassment. Therefore, any employee who believes he or she has been unlawfully or improperly harassed must take one or more of the following steps:

1. An employee who feels he or she has been the recipient of offensive behavior should tell the offender that his or her conduct is unwelcome and that the behavior must stop. This action can only be taken, however, if the employee is comfortable in addressing the issue with the offender. In some cases, the offender is not aware that his or her conduct is offensive and may be willing to change behavior if such a request is made in a direct and professional manner.
2. If for any reason an employee does not wish to speak directly to the person whose conduct is offensive, or if the offender ignores the request to stop the offensive conduct, the employee should report all details of the incident to his or her **immediate supervisor, or Bart Thurgood, Executive VP of Human Resources at 775-727-2168**. The report should include details of the incident or incidents, names of the individuals involved, and names of any witnesses. Managers and supervisors shall refer all harassment complaints to any of the individuals listed above. The above individuals will ensure the problem is promptly investigated and appropriate action is taken. In extreme circumstances, where the potential for violence exists, corporate security will also be consulted.

Circumstances may dictate a need to interview the offender(s) and any witnesses. To the extent possible, harassment concerns will be treated as confidential and only those with a business need to know will have access to the appropriate level of information. Upon completion of the investigation, a determination will be made by management regarding the resolution of the matter. The results of the investigation will be disclosed to the person making the report and the person alleged to have committed the harassment. If the investigation establishes that this Policy Against Harassment was violated, appropriate action will be taken to correct and remedy the problem. Such actions may include, for example, counseling, training, written or verbal warnings, transfer, and termination of employment.

An employee who feels he or she has been retaliated against as a result of reporting any form of illegal or improper harassment, or who feels that his or her concern of harassment was not adequately handled, should contact **Bart Thurgood, Executive VP of Human Resources at 775-727-2168**.

Any employee who has been found to commit an act of illegal or improper harassment, or has retaliated against an employee for communicating a concern or information relevant to such harassment will be subject to appropriate disciplinary action, up to and including termination of their employment.

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Valley Electric Association, Inc.

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Voluntary Self-Identification of Disability

Form CC-305

OMB Control Number 1250-0005

Expires 1/31/2020

Page 8 of 16

Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities.¹ To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

- | | | | |
|-------------|----------------------|--|--|
| • Blindness | • Autism | • Bipolar disorder | • Post-traumatic stress disorder (PTSD) |
| • Deafness | • Cerebral palsy | • Major depression | • Obsessive compulsive disorder |
| • Cancer | • HIV/AIDS | • Multiple sclerosis (MS) | • Impairments requiring the use of a wheelchair |
| • Diabetes | • Schizophrenia | • Missing limbs or partially missing limbs | • Intellectual disability (previously called mental retardation) |
| • Epilepsy | • Muscular dystrophy | | |

Please check one of the boxes below:

- ☐ YES, I HAVE A DISABILITY (or previously had a disability)
- ☐ NO, I DON'T HAVE A DISABILITY
- ☐ I DON'T WISH TO ANSWER

Your Name

Today's Date

COMPANY CONFIDENTIAL & PROPRIETARY

Voluntary Self-Identification of Disability

Form CC-305
OMB Control Number 1250-0005
Expires 1/31/2020
Page 2 of 16

Reasonable Accommodation Notice

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

¹ Section 503 of the Rehabilitation Act of 1973, as amended. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

If you have any questions and/or need assistance in completing this form, please contact, Bart Thurgood, Executive VP of Human Resources @ 775-727-2168, Monday through Friday, 8:00am to 5:00pm.

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2019-2020

AFFIRMATIVE ACTION

PROGRAM

FOR

Protected Veterans



Valley Electric Association, Inc.

A Touchstone Energy® Cooperative 

Valley Electric Association, Inc.

**800 E Highway 372
Pahrump, NV 89048**



Valley Electric Association, Inc.

A Touchstone Energy® Cooperative 

COMPANY CONFIDENTIAL & PROPRIETARY

EEO POLICY STATEMENT PROTECTED VETERANS

It is the policy of Valley Electric Association, Inc. to consider all qualified applicants for available positions without regard to race, color, sex, religion, age, national origin, disability, sexual orientation, gender identity, genetic information, veteran status or any other protected class. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.

Valley Electric Association, Inc. is committed to the **EQUAL EMPLOYMENT OPPORTUNITY POLICY** and, as part of the Affirmative Action Plan, will:

- Recruit, hire, upgrade, train and promote in all job classifications without regard to race, color, sex, religion, age, national origin, disability, sexual orientation, gender identity, genetic information, veteran status or any other protected class;
- Ensure that all employment decisions are based on valid job requirements.
- Base employment decisions on the principles of Equal Employment Opportunity and with the intent to further the Company's commitment;
- Ensure that all other personnel actions (such as compensation, benefits, company-sponsored training, educational tuition assistance, social and recreational programs) shall be administered without regard to race, color, sex, religion, age, national origin, sexual orientation, gender identity, genetic information, veteran status, disability or any other protected class;
- Take affirmative action to ensure that minorities and women, qualified individuals with disabilities and qualified protected veterans are introduced into the workforce and that these employees are encouraged to aspire for advancement and are considered as promotional opportunities occur;
- Ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity or opposed any act or practice made unlawful by **Section 503 60-741.44(a)** and **VEVRAA 60-300.44(a)**.
- The designated Executive VP of Human Resources is responsible for the sites internal audit & reporting systems, as described in **41 CFR 60-2.17(d)**

In keeping with the above commitments and policy, **Valley Electric Association, Inc.** will analyze, once a year, all personnel transactions to ensure equal opportunity for all individuals. Management's performance will be evaluated, as any other company goals.

Valley Electric Association, Inc. will ensure that the intent and practice of this policy is carried out. The ultimate responsibility for fulfilling the intent of this policy, however, lies with every department head and supervisor. At this location, the designated Executive VP of Human Resources listed below is responsible for implementation of the affirmative action plan.

Dated: July 01, 2019

Mark Stallons
CEO

Bart Thurgood
Executive VP of Human Resources

COMPANY CONFIDENTIAL & PROPRIETARY



Valley Electric Association, Inc.

A Touchstone Energy® Cooperative 

ANTI-HARASSMENT POLICY

This Policy Against Harassment applies to all Valley Electric Association, Inc. employees. For purposes of this Policy, the term "Company" refers to Valley Electric Association, Inc.

It is the policy of the Company that all of its employees should be treated with dignity and respect. The Company is committed to providing a work environment that is free of discrimination and harassment. Any and all forms of unlawful and improper harassment in the workplace, including sexual harassment, harassment related to race, color, age, ethnicity, religion, disability, perceived disability, sexual orientation, veteran, and any other legally protected characteristic is prohibited. This Policy applies to conduct occurring in the workplace and in other work-related settings such as business trips, and business-related social events.

The Company also expects that employees will be free to openly express concerns regarding harassment without fear of reprisal or retaliation. The Company offers a method for employees to communicate their concerns so that appropriate action may be initiated.

PROHIBITED BEHAVIOR

Sexual harassment includes unwanted sexual advances, requests for sexual favors and other physical or verbal conduct of a sexual nature when:

- the submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of employment;
- the submission to or rejection of such conduct is used as a basis for employment decisions; or the
- conduct has the purpose or effect of producing a work environment that is intimidating, hostile or offensive.

Sexual harassment and other prohibited harassment because of color, race, age, ethnicity, religion, disability, perceived disability, sexual orientation, veteran or any other protected basis, can include, but is not limited to, the following behavior:

- verbal conduct such as racial or ethnic epithets, derogatory jokes or comments, slurs, sexual innuendo, sexually suggestive "kidding or teasing," jokes about gender-specific traits, unwanted sexual overtures or comments, comments on an individual's body;
- making unwelcome advances of a sexual nature or repeated unwelcome requests for a date;
- making sexual gestures or staring at a person up and down;
- physical conduct such as unwanted touching, intentional brushing against another's body or otherwise touching someone in a sexually inappropriate manner;

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displaying derogatory and/or sexually oriented posters, emails, photography, cartoons, drawings or gestures;
invading someone's personal space in a sexually suggestive manner;
discussing one's personal sex life, another individual's sex life, or inquiries or discussions concerning one's sexual experiences;
retaliation against someone for having reported or threatened to report harassment;
telling sexual jokes or stories;
telling jokes involving race, color, national origin, age, ethnicity, religion, disability, perceived disability or sexual orientation, veteran;
providing special on-the-job treatment in exchange for sexual favors; or verbal or physical conduct that belittles, could cause emotional or physical harm, or shows hostility toward an individual because of the individual's race, color, age, ethnicity, religion, disability, perceived disability, sexual orientation, veteran or any other protected basis.

Both males and females can be victims of sexual harassment, and both can be guilty of sexual harassment. Likewise, persons of all races, ages, ethnicities, religions, sexual orientation, veteran, or who are disabled, may also be victims of harassment and may be guilty of harassment.

REPORTING AND ISSUE RESOLUTION

Any person who believes that he or she has been unlawfully or improperly harassed by a co-worker, supervisor, vendor, contractor, customer or any other business visitor to the Company, or who has witnessed such harassment, is strongly encouraged to report the facts of the incident or incidents in accordance with the procedures set forth in this Policy. The Company can only resolve matters brought to its attention. Retaliation for making a complaint or cooperating in an investigation of alleged harassment is strictly prohibited.

The Company expects appropriate and expedient intervention to resolve employee issues regarding harassment. Therefore, any employee who believes he or she has been unlawfully or improperly harassed must take one or more of the following steps:

1. An employee who feels he or she has been the recipient of offensive behavior should tell the offender that his or her conduct is unwelcome and that the behavior must stop. This action can only be taken, however, if the employee is comfortable in addressing the issue with the offender. In some cases, the offender is not aware that his or her conduct is offensive and may be willing to change behavior if such a request is made in a direct and professional manner.
2. If for any reason an employee does not wish to speak directly to the person whose conduct is offensive, or if the offender ignores the request to stop the offensive conduct, the employee should report all details of the incident to his or her **immediate supervisor, or Bart Thurgood, Executive VP of Human Resources at 775-727-2168**. The report should include details of the incident or incidents, names of the individuals involved, and names of any witnesses. Managers and supervisors shall refer all harassment complaints to any of the individuals listed above. The above individuals will ensure the problem is promptly

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investigated and appropriate action is taken. In extreme circumstances, where the potential for violence exists, corporate security will also be consulted.

Circumstances may dictate a need to interview the offender(s) and any witnesses. To the extent possible, harassment concerns will be treated as confidential and only those with a business need to know will have access to the appropriate level of information. Upon completion of the investigation, a determination will be made by management regarding the resolution of the matter. The results of the investigation will be disclosed to the person making the report and the person alleged to have committed the harassment. If the investigation establishes that this Policy Against Harassment was violated, appropriate action will be taken to correct and remedy the problem. Such actions may include, for example, counseling, training, written or verbal warnings, transfer, and termination of employment.

An employee who feels he or she has been retaliated against as a result of reporting any form of illegal or improper harassment, or who feels that his or her concern of harassment was not adequately handled, should contact **Bart Thurgood at 775-727-2168**.

Any employee who has been found to commit an act of illegal or improper harassment, or has retaliated against an employee for communicating a concern or information relevant to such harassment will be subject to appropriate disciplinary action, up to and including termination of their employment.



Valley Electric Association, Inc.

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Invitation to Self-Identify for

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Protected Veterans

Valley Electric Association, Inc. is a Government contractor subject to 60-300.44(a) VEVRAA which requires Government contractors to take affirmative action to employ and advance veterans in employment. VEVRAA prohibits discrimination and requires affirmative action in all personnel practices regarding protected veterans. The statute covers disabled veterans, Armed Forces service medal veterans, recently separated veterans, and other veterans who served during a war, or in a campaign or expedition for which a campaign badge has been authorized.

If you are a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran, we would like to include you under our affirmative action program. If you would like to be included under the affirmative action program, please tell us;

§60-300.2 Definitions.

- **Disabled veteran means:**(1) A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) A person who was discharged or released from active duty because of a service-connected disability.
- **Recently separated veteran** means a pre-JVA veteran during the one-year period beginning on the date of the pre-JVA veteran's discharge or release from active duty.
- **Active duty wartime or campaign badge veteran** means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.
- **Armed Forces service medal veteran** means any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209).
- You may inform us of your desire to benefit under the program at this time and/or at any time in the future.
- Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used in ways that are not inconsistent with the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.
- The information you submit will be kept confidential except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate. If you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by OFCCP, or enforcing the Americans with Disabilities Act, as amended, may be informed.
- If you are a disabled veteran it would assist us if you tell us about (i) any special methods, skills, and procedures that qualify you for positions that you might not otherwise be able to do because of your disability so that you will be considered for any positions of that kind, and (ii) any accommodations that would enable you to perform the job, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, provision of personnel assistance services or other accommodations. This information will assist us in placing you in an appropriate position and in making accommodation for your disability.

A written copy of the Affirmative Action Program for Veterans and Individuals with Disabilities is available for inspection by any employee or applicant for employment, during normal business hours 8:00 am to 5:00 pm, in the Human Resources office. Interested persons should **contact Bart Thurgood, Executive VP of Human Resources at 775-727-2168**

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Valley Electric Association, Inc.

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ANTI-HARASSMENT GUIDELINES

The following Anti-Harassment Guidelines applies to all Valley Electric Association, Inc. employees. For purposes of these Guidelines, the term "Company" refers to Valley Electric Association, Inc.

All employees of the Company should be treated with dignity and respect. The Company is committed to providing a work environment that is free of discrimination and harassment. Any and all forms of unlawful and improper harassment in the workplace, including sexual harassment, harassment related to race, color, age, ethnicity, religion, disability, perceived disability, sexual orientation, gender identity, veteran, and any other legally protected characteristic is prohibited. These Guidelines apply to conduct occurring in the workplace and in other work-related settings such as business trips, and business-related social events.

The Company also expects that employees will be free to openly express concerns regarding harassment without fear of reprisal or retaliation. The Company offers a method for employees to communicate their concerns so that appropriate action may be initiated.

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Sexual harassment includes unwanted sexual advances, requests for sexual favors and other physical or verbal conduct of a sexual nature when:

- the submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of employment;
- the submission to or rejection of such conduct is used as a basis for employment decisions; or the
- conduct has the purpose or effect of producing a work environment that is intimidating, hostile or offensive.

Sexual harassment and other prohibited harassment because of color, race, age, ethnicity, religion, disability, perceived disability, sexual orientation, gender identity, veteran or any other protected basis, can include, but is not limited to, the following behavior:

- verbal conduct such as racial or ethnic epithets, derogatory jokes or comments, slurs, sexual innuendo, sexually suggestive "kidding or teasing," jokes about gender-specific traits, unwanted sexual overtures or comments, comments on an individual's body;
- making unwelcome advances of a sexual nature or repeated unwelcome requests for a date;
- making sexual gestures or staring at a person up and down;
- physical conduct such as unwanted touching, intentional brushing against another's body or otherwise touching someone in a sexually inappropriate manner;
- displaying derogatory and/or sexually oriented posters, emails, photography, cartoons, drawings or gestures;
- invading someone's personal space in a sexually suggestive manner;
- discussing one's personal sex life, another individual's sex life, or inquiries or discussions concerning one's sexual experiences;
- retaliation against someone for having reported or threatened to report harassment;
- telling sexual jokes or stories;
- telling jokes involving race, color, national origin, age, ethnicity, religion, disability, perceived disability, sexual orientation, gender identity, veteran, or any other protected basis;
- providing special on-the-job treatment in exchange for sexual favors; or
- verbal or physical conduct that belittles, could cause emotional or physical harm, or shows hostility toward an individual because of the individual's race, color, age, ethnicity, religion, disability, perceived disability, sexual orientation, gender identity, veteran, or any other protected basis.

Both males and females can be victims of sexual harassment, and both can be guilty of sexual harassment. Likewise, persons of all races, ages, ethnicities, religions, sexual orientation, gender identity, veteran, or who are disabled or are perceived as having a disability, may also be victims of harassment and may be guilty of harassment.

REPORTING AND ISSUE RESOLUTION

Any person who believes that he or she has been unlawfully or improperly harassed by a co-worker, supervisor, vendor, contractor, customer or any other business visitor to the Company, or who has witnessed such harassment, is strongly encouraged to report the facts of the incident or incidents in accordance with the procedures set forth in these Guidelines. The Company can only resolve matters brought to its attention. Retaliation for making a complaint or cooperating in an investigation of alleged harassment is strictly prohibited.

The Company expects appropriate and expedient intervention to resolve employee issues regarding harassment. Therefore, any employee who believes he or she has been unlawfully or improperly harassed must take one or more of the following steps:

1. An employee who feels he or she has been the recipient of offensive behavior should tell the offender that his or her conduct is unwelcome and that the behavior must stop. This action can only be taken, however, if the employee is comfortable in addressing the issue with the offender. In some cases, the offender is not aware that his or her conduct is offensive and may be willing to change behavior if such a request is made in a direct and professional manner.
2. If for any reason an employee does not wish to speak directly to the person whose conduct is offensive, or if the offender ignores the request to stop the offensive conduct, the employee should report all details of the incident to his or her **immediate supervisor, or Bart Thurgood, Executive Vice President of Human Resources at (775) 727-2168**. The report should include details of the incident or incidents, names of the individuals involved, and names of any witnesses. Managers and supervisors shall refer all harassment complaints to any of the individuals listed above. The above individuals will ensure the problem is promptly investigated and appropriate action is taken. In extreme circumstances, where the potential for violence exists, corporate security will also be consulted.

Circumstances may dictate a need to interview the offender(s) and any witnesses. To the extent possible, harassment concerns will be treated as confidential and only those with a business need to know will have access to the appropriate level of information. Upon completion of the investigation, a determination will be made by management regarding the resolution of the matter. The results of the investigation will be disclosed to the person making the report and the person alleged to have committed the harassment. If the investigation establishes that these Guidelines were violated, appropriate action will be taken to correct and remedy the problem. Such actions may include, for example, counseling, training, written or verbal warnings, transfer, and termination of employment.

An employee who feels he or she has been retaliated against as a result of reporting any form of illegal or improper harassment, or who feels that his or her concern of harassment was not adequately handled, should contact **Bart Thurgood, Executive Vice President of Human Resources at (775) 727-2168**.

Any employee who has been found to commit an act of illegal or improper harassment, or has retaliated against an employee for communicating a concern or information relevant to such harassment will be subject to appropriate disciplinary action, up to and including termination of their employment.

For Plan Year: July 1, 2019 through June 30, 2020




Mark Stallons
Chief Executive Officer




Bart Thurgood
Executive Vice President of Human Resources



Valley Electric Association, Inc.

Your Touchstone Energy® Cooperative 

TO: ALL EMPLOYEES AND APPLICANTS

FROM: Mr. Mark Stallons, Chief Executive Officer 

DATE: January 6, 2020

SUBJECT: EQUAL EMPLOYMENT & AFFIRMATIVE ACTION POLICY

As CEO of VALLEY ELECTRIC ASSOCIATION, I want to establish and reaffirm our Equal Employment and Affirmative Action Policy to all employees and applicants. It is not our policy to discriminate in recruitment of applicants for employment nor discriminate in hiring, training, promotions, terminations and any other compensations or benefits based on race, color, religion, national origin, ancestry, age, marital status, sex, pregnancy status, gender identity or expression, sexual orientation, disability, genetic information, covered military or veteran status, or any other category protected by law.


It is important that all of us at VALLEY ELECTRIC ASSOCIATION, especially those with management responsibilities, demonstrate our commitment to achieve equal opportunity for qualified females, minorities, handicapped individuals, service members and veterans, individuals of various religions and/or no religion, and gender-variant individuals in all levels of our workforce, for not only the compelling social and legal reasons, but for good sound business reasons.

The responsibility for ensuring compliance and coordination of our efforts is assigned to Mr. Bart Thurgood, Chief People Strategist. In turn, the responsibility for ensuring that good faith efforts are put forth toward attainment of goals and objectives is the individual obligation of each member of the management team at VALLEY ELECTRIC ASSOCIATION.

It is our personal commitment to the employees of VALLEY ELECTRIC ASSOCIATION, to support programs that will identify, develop and support the talents and skills of employees to the mutual benefit of the employee and VALLEY ELECTRIC ASSOCIATION. In turn, we request that each and every one of you give full support to our Affirmative Action Programs.



Valley Electric Association, Inc.

A Touchstone Energy® Cooperative 

EEO GUIDELINES FOR INDIVIDUALS WITH DISABILITIES AND PROTECTED VETERANS

VALLEY ELECTRIC ASSOCIATION, INC. will consider all qualified applicants for available positions without regard to race, color, sex, religion, age, national origin, disability, perceived disability, sexual orientation, gender identity, veteran or veteran status, or any other legally protected characteristic. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.

VALLEY ELECTRIC ASSOCIATION, INC. is committed to **EQUAL EMPLOYMENT OPPORTUNITY** and, as part of the Affirmative Action Plan, will:

- Recruit, hire, upgrade, train and promote in all job classifications without regard to race, color, sex, religion, age, national origin, disability, perceived disability, sexual orientation, gender identity, veteran status, or any other legally protected characteristic;
- Base employment decisions on the principles of Equal Employment Opportunity and with the intent to further the Company's commitment;
- Ensure that all other personnel actions (such as compensation, benefits, company-sponsored training, educational tuition assistance, social and recreational programs) shall be administered without regard to race, color, sex, religion, age, national origin, sexual orientation, gender identity, veteran status, disability, perceived disability, or any other legally protected characteristic;
- Take affirmative action to ensure that minorities and women, qualified individuals with disabilities and qualified protected veterans are introduced into the workforce and that these employees are encouraged to aspire for advancement and are considered as promotional opportunities occur;
- Ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity or opposed any act or practice made unlawful by **Section 503 60-741.4(a) and VEVRAA 60-300.44(a)**.

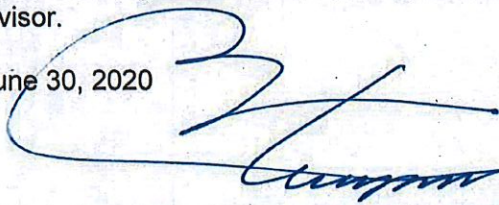
In keeping with the above commitments and guidelines, **Valley Electric Association, Inc.** will analyze, once a year, all personnel transactions to ensure equal opportunity for all individuals. Management's performance will be evaluated, as any other company goals.

Valley Electric Association, Inc. will ensure that the intent and practice of these guidelines are carried out. The ultimate responsibility for fulfilling the intent of these guidelines, however, lies with every department head and supervisor.

For Plan Year: July 1, 2019 through June 30, 2020



Mark Stallons
Chief Executive Officer



Bart Thurgood
Executive Vice President of Human Resources



Appendix D

QUALIFICATIONS AND SELECTION PROCEDURES

ADOPTED BY

VALLEY ELECTRIC ASSOCIATION, INC.

**DEVELOPED IN COOPERATION WITH THE
US DEPARTMENT OF LABOR, THE OFFICE OF WORKFORCE INNOVATION, AND THE NEVADA
STATE APPRENTICESHIP COUNCIL**

**APPROVED BY
OFFICE OF WORKFORCE INNOVATION AND THE NEVADA STATE APPRENTICESHIP COUNCIL**

Richard J. Williams, Nevada State Apprenticeship Director

APPROVAL DATE: _____

REGISTRATION NUMBER: _____

The certification of this selection procedure is not a determination that, when implemented, it meets the requirements of the Uniform Guidelines on Employee Selection Procedures (41 CFR § 60-3) or 29 CFR § 30. Note that selection procedures may need to be modified to provide reasonable accommodations to qualified individuals with disabilities.

SECTION I - MINIMUM QUALIFICATIONS

Applicants will meet the following minimum qualifications. These qualification standards, and the score required on any standard for admission to the applicant pool, must be directly related to job performance, as shown by a statistical relationship between the score required for admission to the pool and performance in the apprenticeship program:

- A. Age: Shall be at least 18 years of age.
- B. Physical: Shall be physically capable of performing the essential functions of the occupation without endangering the health and safety of themselves and/or fellow workers. Must be able to lift 75 pounds.
- C. Aptitudes: Shall possess the basic aptitudes essential for acquiring the skills and proficiency of the trade.
- D. Education: Shall possess sufficient educational knowledge to satisfactorily complete the on-the-job and related technical instruction. A high school diploma or GED equivalency is required.
- E. Others: As deemed appropriate and required by the employer.

SECTION II - APPLICATION PROCEDURES

Apprentices will be selected by the Company, after considering the recommendations of the committee, from qualified employees of the Company. When an apprenticeship opening occurs, the following procedures will be followed:

- A. Application Announcement will be posted throughout the respective departments. Application for apprenticeship will be made in writing to the individual's direct supervisor.
- B. The Supervisor will forward the application to the Apprenticeship Committee.
- C. The Committee will review the applications making sure each applicant meets the basic qualifications as outlined in the apprenticeship standards.
- D. The Committee will then review the 6 month evaluations and the evaluations given to the applicants by the journeymen they work for, paying special attention to general attitude, work ethic and the applicants' apparent desire to become a journeyman and his or her ability to follow directions. The Committee also has the authority to conduct interviews with each applicant to help them with their recommendation.
- E. While it is not the only criteria, company seniority will play a large part in the selection process. In other words, if two or more applicants possess the same general qualifications, seniority will usually be the determining factor.
- F. If something other than seniority determines who the successful applicant is, the Committee will follow the company affirmative action plan.

The decision of the Company with respect to the selection of apprentices is final.

SECTION III - SELECTION PROCEDURES (EXAMPLES)

Sponsor must select one (1) of the following:

1. ☒ ***Alternative selection methods***

The sponsor may select apprentices by any other method, including its present selection method, provided that the sponsor meets the requirements listed in 29 CFR § 30.5(b)(4).

2. ☐ ***Selection on basis of rank from pool of eligible applicants***

The sponsor may select apprentices from a pool of eligible applicants on the basis of the rank order of their scores on one or more qualification standards where there is a significant statistical relationship between rank order of scores and performance in the apprenticeship program. The selection of any qualification standards beyond minimum legal working age, the use of oral interviews, the notification of applicants, and the establishment of goals for the admission of minorities and women (minority and nonminority) into the pool of eligibles must proceed in accordance with the requirements of 29 CFR § 30.5(b)(1). The method of rating is listed by each employer.

3. ☐ ***Random selection from pool of eligible applicants***

The sponsor may select apprentices from a pool of eligible applicants on a random basis. The method of random selection is subject to approval by the U.S. Department of Labor. Supervision of the random selection process shall be by an impartial person or persons selected by the sponsor but not associated with the administration of the apprenticeship program. The time and place of the selection, and the number of apprentices to be selected, shall be announced. The place of the selection shall be open to all applicants and the public. The names of apprentices drawn by this method shall be posted immediately following the selection at the program sponsor's place of business.

4. ☒ ***Selection from pool of current employees***

The sponsor may select apprentices from an eligibility pool of the workers already employed by the program sponsor or by the sponsor's established promotion policy. The sponsor adopting this method of selecting apprentices shall establish goals for the selection of minority and female apprentices, unless the sponsor concludes, in accordance with the provisions of 29 CFR §§ 30.4(d), (e), and (f) that it does not have deficiencies in terms of underutilization of minorities and/or women (minority and nonminority) in the apprenticeship of journeyworker occupations represented by the program.

Employer must attach an outline of their in-house selection process with their Employer Acceptance Agreement.

SECTION IV - DIRECT ENTRY

Sponsors that wish to invoke the direct entry provision may do so without regard to the existing selection procedure or minimum qualifications used for entry into the apprenticeship program. Individuals selected into the apprenticeship program via direct entry shall include only those individuals described below who have received training or employment in an occupation directly or indirectly related to the occupation(s) registered in these standards. The sponsor will award credit for previous experience in accordance with Section XII of these standards and will pay each apprentice at the wage rate commensurate with his or her skill attainment. The credit for previous experience shall be awarded without regard to race, color, religion, national origin, or sex. The methods for direct entry are as follows:

Sponsor must select the one's they will use

A. ☐ A youth who has completed a Job Corps training program in any occupation covered in these standards and who meets the minimum qualifications of the apprenticeship program may be admitted directly into the program, or if no apprentice opening is available, the Job Corps graduate may be placed at the top of the current applicant ranking list and given first opportunity for placement. The sponsor will evaluate the Job Corps training received to grant appropriate credit on the term of apprenticeship. Entry of Job Corps graduates will be done without regard to race, color, religion, national origin, or sex. *(Note: This is a method of direct entry into the apprenticeship program.)*

B. ☐ A youth who has completed a YouthBuild training program in any occupation covered in these standards and who meets the minimum qualifications of the apprenticeship program may be admitted directly into the program, or if no apprentice opening is available, the YouthBuild graduate may be placed at the top of the current applicant ranking list and given first opportunity for placement.

The sponsor will evaluate the YouthBuild training received to grant appropriate credit on the term of apprenticeship. Entry of YouthBuild graduates will be done without regard to race, color, religion, national origin, or sex. *(Note: This is a method of direct entry into the apprenticeship program.)*

C. ☐ A military veteran who is registered with the Helmets to Hardhats program or has completed military technical training school and/or participated in a registered apprenticeship program or related occupation while in the military in the occupations registered in the specific industry may be given direct entry into the apprenticeship program. The sponsor shall evaluate the military training received for granting appropriate credit on the term of apprenticeship and the appropriate wage rate. The sponsor will determine what training requirements the veteran needs to meet to ensure he or she receives all necessary training for completion of the apprenticeship program. Applicants must submit a DD-214 to verify military training and/or experience if they are a veteran and wish to receive consideration for such training/experience. Entry of military veterans shall be done without regard to race, color, religion, national origin, or sex. *(Note: This is a method of direct entry into the apprenticeship program.)*

- D. ☐ A former inmate of the U.S. Department of Justice Bureau of Prisons (BOP) who has participated in or successfully completed a specific BOP apprenticeship program may be given direct entry into the apprenticeship program. Sponsors agreeing to admit such individuals into apprenticeship must do so without regard to present minimum qualifications, eligibility lists, or scores on written apprenticeship entrance tests. Entry into the program by this method shall be done without regard to race, color, religion, national origin, or sex. The credit for previous experience shall be awarded without regard to race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information or because they are an individual with a disability or a person 40 years old or older. ***(Note: This is a method of direct entry into the apprenticeship program.)***
- E. ☐ A senior citizen who has completed a Senior Community Service Employment Program (SCSEP) pre-apprenticeship training program in any health care occupation covered in these standards and who meets the minimum qualifications of the apprenticeship program may be admitted directly into the program, or if no apprentice opening is available, the SCSEP graduate may be placed at the top of the current applicant ranking list and given first opportunity for placement. The sponsor will evaluate the SCSEP training received to grant appropriate credit on the term of apprenticeship. Entry of SCSEP graduates will be done without regard to race, color, religion, national origin, or sex. ***(Note: This is a method of direct entry into the apprenticeship program for the health care industry.)***
- F. ☐ An individual who has completed a structured pre-apprenticeship training program that meets the requirements outlined in Training and Employment Notice 13-12, Defining a Quality Pre-Apprenticeship Program and Related Tools and Resources, in any occupational area covered in these standards of apprenticeship and who meets the minimum qualifications of the apprenticeship program may be admitted directly into the program. The candidate shall provide official documentation confirming that he or she fulfilled the specific requirements of the pre-apprenticeship program, such as completion/graduation certificates, transcripts, notarized letters of confirmation, and sworn statements.

The sponsor will evaluate the training received to grant appropriate credit on the term of apprenticeship. Entry of pre-apprenticeship candidates shall be done without regard to race, color, religion, national origin, or sex. ***(Note: This is a method of direct entry into the apprenticeship program.)***

SECTION V - COMPLAINT PROCEDURE

- A. Any apprentice or applicant for apprenticeship who believes that he/she has been discriminated against on the basis of race, color, religion, national origin, or sex with regard to apprenticeship or that the equal opportunity standards with respect to his/her selection have not been followed in the operation of an apprenticeship program may, personally or through an authorized representative, file a complaint with the State Apprenticeship Council, via Registration Agency or, at the apprentice or applicant's election, with the private review body established by the sponsor (if applicable).



2020 Valley Electric INJ Standards of Apprenticeship

- B. The complaint will be in writing and will be signed by the complainant. It must include the name, address, and telephone number of the person allegedly discriminated against, the sponsor involved, and a brief description of the circumstances of the failure to apply equal opportunity standards.
- C. The complaint must be filed not later than 300 days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards. In the case of a complaint filed directly with the review body designated by the sponsor to review such complaints, any referral of such complaint by the complainant to the Registration Agency must occur within the time limitation stated above or 30 days from the final decision of such review body, whichever is later. The time may be extended by the State Apprenticeship Council for good cause shown.
- D. Complaints of discrimination and failure to follow equal opportunity standards in the apprenticeship program may be filed and processed under 29 CFR § 30 and the procedures as set forth above.
- E. The sponsor will provide written notice of its complaint procedure to all applicants for apprenticeship and all apprentices.

SECTION VI - MAINTENANCE OF APPLICATION AND SELECTION RECORDS

The sponsor will keep adequate records, including a summary of the qualifications of each applicant; the basis for evaluation and for selection or rejection of each applicant; the records pertaining to interviews of applicants; the original application for each applicant; information relative to the operation of the apprenticeship program, including, but not limited to; job assignment, promotion, demotion, layoff, or termination; rates of pay or other forms of compensation or conditions of work; hours including hours of work and, separately, hours of training provided; and any other records pertinent to a determination of compliance with 29 CFR § 30, as may be required by the U.S. Department of Labor.

The records pertaining to individual applicants, selected or rejected, will be maintained in such manner as to permit the identification of minority and women (minority and nonminority) participants.

Each sponsor must retain a statement of its affirmative action plan for the prompt achievement of full and equal opportunity in apprenticeship, including all data and analyses made pursuant to the requirements of 29 CFR § 30.4. Each sponsor also must maintain evidence that its qualification standards have been validated in accordance with the requirements set forth in 29 CFR § 30.5(b). If applicants are interviewed during the selection process, adequate records include a brief summary of each interview and the conclusions on each of the specific factors - e.g., motivation, ambition, and willingness to accept direction - that are part of the total judgment.

Records will be maintained for 5 years from the date of last action and made available upon request to the U.S. Department of Labor or other authorized representative.

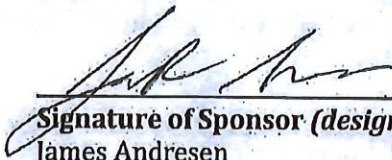


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SECTION VII - OFFICIAL ADOPTION OF SELECTION PROCEDURES

Valley Electric Association, Inc. hereby adopts these Qualifications and Selection Procedures on this 23 day of January, 2020.

Sponsor(s) may designate the appropriate person(s) to sign the standards on their behalf.



Signature of Sponsor (designee)
James Andresen
Director of Engineering & Operations
Valley Electric Association, Inc.

Date: 1-23-2020