

MOUNTAIN STATES LINE CONSTRUCTORS
Joint Apprenticeship and Training Committee



FITTER
GENERAL POLICY STATEMENT

November 2022

Basic Principles

It is the sincere desire of the Mountain States Line Constructors Joint Apprenticeship and Training Committee (JATC) to present an up-to-date and adequate program of training for all enrolled participants in order that they might receive the proper training required to perform the work of their trade. The JATC operates the Training Program with the thought in mind that the Trainees who are being trained today are to become the journeymen of tomorrow. To promote a smoother operating program and for matters of clarification, the JATC therefore sets forth the following policies and rules, which must be observed by each Trainee in the Training Program.

It is the policy of the JATC to conform to Title 29 CFR. Part 30. We have adopted an "open door" policy of applications and notification of Training opportunities, adopted and inserted where proper a non-discrimination clause, and adopted a selection procedure based on valid, proven minimum qualifications, plus oral interview to assure that entry into the Training Program shall be on a basis of qualifications alone, without regard to race, color, religion, national origin or sex.

Responsibility and Authority

The JATC is delegated the full responsibility and authority for the selection, qualification, education, training, evaluation, certification, and the supervision of all Trainees as well as all other matters regarding Trainees and/or Training Program.

Director

The Director shall act for, and under the direction of the JATC, in the administration of the Training Program.

At the discretion of the Director, Trainees will be required to appear for a performance review.

Selection Process

The selection, employment and training of Trainees shall be without discrimination because of race, color, religion, national origin, sex, or age.

Applicants must be at least eighteen (18) years of age.

Applicants must fill out the online application and pay an application fee.

Applications will be added to the eligibility list once their application is completed. Trainee selection will be from the top of the eligibility list unless they are working for a contractor.

If the individual is not currently working for a member Contractor, they will be called out as "Gas Groundman" until they have satisfied the Probationary Period.

There is no "open enrollment" for the Training Program. A Trainee is appointed to the program by one of our signatory union contractors or by IBEW Local Unions 111.

Refusal to accept placement as a Trainee will be reason for dropping the applicant from the eligibility list.

Waiting Period

There will be a one (1) year waiting period before an individual can reapply after turning down a job assignment or after quitting the Training Program.

Probationary Period

Individuals must work a minimum of two (2) months in the trade before enrollment into the Training Program. This timeframe is considered an on-the-job interview and probationary period. Hours worked performing gas related tasks will be credited toward OJT. A max of 2 months will be credited for advancement.

Termination of Employment

Trainees shall not terminate themselves from any place of employment. This action will be subject to immediate suspension.

Trainees requesting time away from their place of employment, for any reason, must obtain approval from the Employer, the area Local Union and the Director prior to leaving the job.

Upon termination of employment, the Trainee shall notify the Director, immediately.

Cancellation from the Training Program

The Subcommittee may cancel the Trainee and remove the Trainee from the Training Program for cause. Such removal by the JATC shall cancel their classification of Trainee and the opportunity to complete the Training Program.

Should the Trainee quit or be terminated, the Trainee shall appear before the Subcommittee for an evaluation including possible recommendation of cancellation from the Training Program.

If cancellation is the recommendation, the Trainee may appeal the decision rendered by the Subcommittee. In order to be heard by the Five State Committee, appeals must be filed in writing or by email within thirty (30) days of the cancellation date.

Job Evaluation Reports

Each Trainee is responsible for submitting a monthly Job Evaluation Report to be completed by their Foreman or Journeyman with whom the Trainee worked with. Job Evaluation Reports are submitted once a month after the Monthly Work Report is completed by entering the correct email address provided by their Foreman or Journeyman. The JATC may contact the Trainee's Foreman or Journeyman for more information if necessary.

If any Trainee misuses or fails to have the proper person complete the online form, the Trainee shall be subject to disciplinary action.

Monthly Work Report

Each Trainee is required to submit an online Work Report for every month during their training. Work Reports are due by the 1st day of the following month, no later than the 5th.

Work Reports include the type of work being performed, how those hours were spent. The Trainee's crew foreman or job supervisor shall approve each Work Report.

Trainees out of work shall submit a Work Report showing no work performed using one of these reasons: Laid Off, Terminated, Suspended, Quit, Military Leave, Light Duty, Medical Hold, Personal Leave Hold, or No Gas Hours to Report.

No credit will be given for Work Reports submitted online after the 5th day of each month. Late reports will not be used to calculate future advancements. Incomplete Work Reports may be treated the same as late reports at the discretion of the Director. Excessive late reports may be cause for cancellation.

Advancement

Pay on advancement will become effective on the pay period following receipt of the advancement notice from the Training Office. A Trainee must meet the following minimum requirements by the 5th of the month to advance:

1. Must accrue both 6 months' time and 450 hours of on-the-job training to be eligible for advancement in step.
2. Maintain a Class A Commercial Driver's License.
 - 3rd Step requires CDL
 - **NOTE:** All new Trainees will be expected to attain a Class A CDL within their first 12 months of admittance into the Training Program.
3. Attend all required Related Training sessions. (Any variance/exemptions will be at the discretion of the Director and/or the Subcommittee.)
4. Have satisfactory OJT evaluations submitted in a timely manner.
5. Must be up to date on all certifications (CDL, First Aid, CPR, DOT Medical Examiner's Certificate).
6. Achieve an 80% passing grade on all required: online material, classroom trainings, written and practical examinations.
7. Pass all written (CBT) and practical exams (PE) within the step coursework requirements.
8. All fees due to the JATC.

Advancements will be reviewed by the Subcommittee.

Wages

Gas Fitter Trainees shall receive wages as outlined in the Colorado Statewide Line Construction Agreement. Percentages shall be based on Journeyman Fitter wages:

Trainee Step 1 (No CDL)	60%
Trainee Step 2 (No CDL)	70%
Trainee Step 3 (CDL)	80%
Trainee Step 4 (CDL)	90%
Trainee Step 1 (CDL)	80%
Trainee Step 2 (CDL)	80%
Trainee Step 3 (CDL)	80%
Trainee Step 4 (CDL)	90%

In accordance with the Colorado Statewide Agreement, Trainees having a CDL will start at the Trainee Step 3 pay rate. A Step 1 Trainee starting the Training Program without a CDL will be raised to the Step

3 pay rate once the CDL is acquired. Six (6) months is required for each step of the Training Program. A minimum of twelve (12) months as a Trainee will be required before advancing to a Step 3 Trainee.

Related Training: Online Coursework

Each Trainee shall complete the online coursework requirements identified in the Mountain States Line Constructors JATC Fitter Training Program Step Document (STEP DOCUMENT), as scheduled by the Director. Coursework assignments shall be completed prior to testing. Each article of coursework will be graded on a percentage basis with the stipulation that all articles must be completed to post a satisfactory grade. A Trainee must receive a satisfactory grade (80% or higher) on each workbook to be eligible for advancement. Anyone verifiably caught cheating may be canceled.

Related Training: Tests / Exams

The Trainee will complete written and practical tests identified in the Step Document, as scheduled by the Director, with a grade of 80% or higher.

Trainee's not achieving an 80% on required assessments may be requested to appear before a Subcommittee for a Performance Review. At the discretion of the Subcommittee, a Trainee posting a score or scores under 80% may be allowed to retake the training exam. The re-taken assessments/exams will be reflected in the Trainees' progress.

Related Training: Step Requirements

Each Trainee shall satisfactorily complete ALL step requirements identified in the Step Document as scheduled by the Director.

Anyone failing to achieve expected progress, including but not limited to required training, assessments, grades, and hours will appear before the Subcommittee. The Subcommittee will determine corrective action for the Trainee including possible recommendation of cancellation from the Training Program. If cancellation is the recommendation, the Trainee may appeal the decision rendered by the Subcommittee. In order to be heard by the Five State Committee, appeals must be filed in writing or by email within thirty (30) days of the cancellation date.

Related Training: Classes

All Trainees are required to attend all field and classroom training classes held by the Training Program.

The only acceptable excuses for missing scheduled class sessions are an unavoidable conflict with emergency work and/or a death in the immediate family.

All requests to be excused from class must be approved by the JATC. Each unexcused absence will result in no credit for one month of on-the-job training hours. Absenteeism may be cause for cancellation from the Training Program.

Completion Requirements

Must be a fourth step Trainee. A Trainee may be allowed to graduate from the Training Program prior to completing the fourth step six-month time in grade requirement, provided the criteria has been met.

Must complete the Fitter Trainee Final Written Exam with a minimum 80%, as well as satisfactorily completing the practical exam with an 80% or better.

Must have a minimum of 1800 total hours.

Must have completed all related training.

Must have completed certification training for Competent Person and OSHA 10 Hour ET&D Class.

Must be current on CDL, First Aid, CPR, and DOT Medical Examiner's Certificate.

Upon completion of the Training Program, the Training Office will notify all applicable Locals and Contractors to upgrade the individuals Classification to Journeyman Fitter.

First Aid and CPR

Each Trainee must have and maintain a recognized First Aid and CPR Course throughout their Training Program. A copy of the completion certificate is to be forwarded to the Training Office for the Trainee's file. A current First Aid and CPR certificate will be required to be eligible for advancement.

The JATC will recognize the expiration date on the cards issued. Expired certifications will not be accepted.

CDL Requirement: Further Explained

Applicants applying to the Training Program must have a valid driver's license and be able to attain a CDL within their first 12 Months of admittance into the Training Program. A valid Class A Commercial Driver's License (CDL) with no restrictions on air brakes, transmission type, or tractor trailer will be required to graduate the program.

Advancement in the program will require Trainees to maintain, and provide to the JATC, valid certifications.

DOT Physical/CDL Requirements

- DOT Physical to advance to 2nd Step
- Full CDL to advance to 3rd Step

Any changes to driving status must be reported to the JATC, immediately. Loss of CDL may be cause for suspension.

Renewed documents must be provided to the Training Office.

Controlled Substances

All applicants in the Training Program will be subject to the Drug Policy as adopted by the JATC. Trainees will also conform to the various drug policies adopted by the DOT and contractor/customer requirements or their respective employers.

Harassment

The JATC has recognized that harassment, sexual or otherwise, is against the law and will not be tolerated. The terms of the Policy Against Sexual Harassment, as adopted by the JATC, will apply to all Trainees.

Personal Conduct

It is the JATC's Policy to comply with all laws, which are applicable to its business, wherever conducted.

Compliance with the law means observing both the letter and the spirit of the law and conducting all affairs so the Training Program continues to earn the highest respect in the community and from the customers that we serve.

Compliance with all laws is so vitally important that failure to meet legal requirements cannot be excused by claims of ignorance, good intention, or failure to seek timely advice.

Therefore, any violation of a legal statute or related JATC policies or procedures will result in appropriate disciplinary action, which may include termination from the Training Program and legal action for civil or criminal penalties.

THIS POLICY IS A CHANGING AND DEVELOPING DOCUMENT. SUPPLEMENTS WILL BE ISSUED AS CHANGES OCCUR.

Revision dates: 11/21, 1/22, 3/22, 10/22, 11/22