

MOUNTAIN STATES LINE CONSTRUCTORS  
Joint Apprenticeship and Training Committee



**FITTER**  
**GENERAL POLICY STATEMENT**

*November 2023*

## **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**

Every Trainee must submit a Monthly Work Report regardless of current working status. Work Reports are due by the 1<sup>st</sup> day of the following month, no later than the 5<sup>th</sup>.

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

If there are ANY working hours to report in a calendar month, whether employed or not, must submit a Monthly Work Report to a supervisors email address to be evaluated.

If there are ZERO working hours in a calendar month, whether employed or not, must submit a Monthly

Work Report and choose unemployed reason.

No credit will be given for Monthly 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 5<sup>th</sup> of the month to advance:

1. Must accrue both 6 months' time and 500 hours of on-the-job training to be eligible for advancement in step. Accumulative hours may be used, at the discretion of the Director.
2. Maintain a Class A Commercial Driver's License.
  - 2<sup>nd</sup> Step requires CDL Permit
  - 3<sup>rd</sup> 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. Must be current on certifications: CDL, First Aid, CPR, and DOT Medical Examiner's Certificate.
4. Achieve an 80% passing grade on all required: online material, classroom trainings, written and practical examinations.
5. All computer-based training completed within the Step coursework requirements.
6. All fees due to the JATC.

A Trainee is not eligible to advance if the status is one of the following: Terminated, Suspended, Quit, Military Duty, Light Duty, Medical Hold, or Personal Leave Hold.

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 1.3	(CDL)	80%
Trainee Step 2	(No CDL)	70%
Trainee Step 2.3	(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**

Trainees should attend all required Related Training sessions. Any variance/exemptions will be at the discretion of the Director and/or the Subcommittee.

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

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.

### **Training Facilities**

The JATC training facilities are an investment in the utility industry. All facilities and equipment within will be treated with the highest value and respect. Anyone found to be damaging JATC property will be immediately suspended and may be required to attend a Subcommittee meeting for a performance review.

Several work methods will be taught and practiced at the training facilities. All PPE, safe work practices, and safety equipment will be required while training and must be used properly. Violation of safety rules at the training facility will result in disciplinary action, and a possible performance review with the Subcommittee.

## **Completion Requirements**

A Trainee must complete all requirements set forth, as well as satisfactorily complete a minimum of 2 years (24 months) in the Training Program.

Must complete the Final Written Exam with a minimum 80%, as well as satisfactorily completing the Practical Exam.

Must have a minimum of 2,000 total hours.

Must have completed all related training.

Must have completed training for Competent Person and OSHA 10 Hour ET&D or OSHA 10 Construction.

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.

## **Certifications**

An apprentice must be current on certifications with the JATC. Expired certifications will result in the loss of one month's credit towards advancement.

- First Aid
- CPR
- CDL
- DOT Medical

## **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.

To be eligible for advancement, Trainees will be required to maintain and provide to the JATC, valid certifications. Renewed documents must be provided to the JATC.

DOT Physical/CDL Requirements

- DOT Physical and CDL Permit to advance to 2<sup>nd</sup> Step
- Full CDL to advance to 3<sup>rd</sup> Step

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

### **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, 12/22, 5/23, 9/23, 11/23

MOUNTAIN STATES LINE CONSTRUCTORS  
Joint Apprenticeship and Training Committee



**FITTER**  
**STEP DOCUMENT**

*January 2023*



## STEP 1 COURSEWORK REQUIREMENTS

Revision Date 1/2023

0000	Abnormal Operating Conditions	
	CBT	Abnormal Operating Conditions: Gas AOCs
	or	
	CBT	Abnormal Operating Conditions: Gas AOCs
	CBT	AOC Low Oxygen Atmosphere
	CBT	AOC No Gas or No Liquid / No Flow
	CBT	AOC Overpressure (MAOP Exceeded)
	CBT	AOC Under Odorization
	CBT	AOC Under Pressure
0151	Perform Visual Inspection of Buried Pipe and Components When Exposed	
	CBT PE	Perform Visual Inspection of Buried Pipe and Components When Exposed
	CBT	Abnormal Operating Conditions: Gas AOCs
0201	Perform Visual Inspection of Installed Pipe and Components for Mechanical Damage	
	CBT PE	Perform Visual Inspection of Installed Pipe and Components for Mechanical Damage
	CBT	Abnormal Operating Conditions: Gas AOCs
0941	Install Tracer Wire	
	CBT PE	Install Tracer Wire
	CBT	Abnormal Operating Conditions: Gas AOCs
0981	Perform Backfilling	
	CBT PE	Backfilling
	CBT	Abnormal Operating Conditions: Gas AOCs
1291	Locate Underground Pipelines	
	CBT PE	Locate Underground Pipelines
	CBT	Abnormal Operating Conditions: Gas AOCs
1301	Install and Maintain Pipeline Markers	
	CBT PE	Install and Maintain Pipeline Markers
	CBT	Abnormal Operating Conditions: Gas AOCs
1321	Perform Damage Prevention During Excavation Activities by or on Behalf of The Operator	
	CBT PE	Damage Prevention During Excavation Activities by or on Behalf of The Operator
	CBT	Abnormal Operating Conditions: Gas AOCs

**STEP 2 COURSEWORK REQUIREMENTS**

Revision Date 1/2023

0561	Perform Pressure Test Using a Nonliquid Medium - MAOP Less Than 100 psi
CBT PE	Pressure Test: Nonliquid Medium - MAOP Less Than 100 psi
CBT	Abnormal Operating Conditions: Gas AOCs
0571	Perform Pressure Test Using a Nonliquid Medium - MAOP Greater Than or Equal to 100 psi
CBT PE	Pressure Test: Nonliquid Medium - MAOP Greater Than or Equal to 100 psi
CBT	Abnormal Operating Conditions: Gas AOCs
0591	Perform Leak Test at Operating Pressure
CBT PE	Leak Test at Operating Pressure
CBT	Abnormal Operating Conditions: Gas AOCs
0751	Join Plastic Pipe Using Manual Butt Heat Fusion
CBT PE	Joining of Plastic Pipe - Butt Heat Fusion
CBT	Abnormal Operating Conditions: Gas AOCs
0761	Join Plastic Pipe Using Hydraulic Butt Heat Fusion
CBT PE	Joining of Plastic Pipe - Butt Heat Fusion: Hydraulic
CBT	Abnormal Operating Conditions: Gas AOCs
0771	Join Plastic Pipe Using Sidewall Heat Fusion
CBT PE	Joining of Plastic Pipe - Sidewall Heat Fusion
CBT	Abnormal Operating Conditions: Gas AOCs
0781	Join Plastic Pipe Using Electrofusion Coupling
CBT PE	Joining of Plastic Pipe - Electrofusion
CBT	Abnormal Operating Conditions: Gas AOCs
0901	Install Plastic Pipe in a Ditch
CBT PE	Installation of Plastic Pipe in a Ditch
CBT	Abnormal Operating Conditions: Gas AOCs
0911	Install Plastic Pipe in a Bore
CBT PE	Installation of Plastic Pipe in a Bore
CBT	Abnormal Operating Conditions: Gas AOCs
1631	Launch or Receive Internal Devices (Pigs) With a Temporary Launcher or Receiver for Lines Not in Service
CBT PE	Launch or Receive Internal Devices (Pigs) With a Temporary Launcher or Receiver for Lines Not In Service
CBT	Abnormal Operating Conditions: Gas AOCs
1651	Perform Purging of Pipeline Facilities
CBT PE	Perform Purging of Pipeline Facilities
CBT	Abnormal Operating Conditions: Gas AOCs

Revision Date 1/2023

0141	Perform Visual Inspection for Atmospheric Corrosion	
CBT	PE	Perform Visual Inspection for Atmospheric Corrosion
CBT		Abnormal Operating Conditions: Gas AOCs
0171	Measure External Corrosion	
CBT	PE	Measure External Corrosion
CBT		Abnormal Operating Conditions: Gas AOCs
0191	Measure Atmospheric Corrosion	
CBT	PE	Measure Atmospheric Corrosion
CBT		Abnormal Operating Conditions: Gas AOCs
0861	Install Steel Pipe in a Ditch	
CBT	PE	Installation of Steel Pipe in a Ditch
CBT		Abnormal Operating Conditions: Gas AOCs
0871	Install Steel Pipe in a Bore	
CBT	PE	Installation of Steel Pipe in a Bore
CBT		Abnormal Operating Conditions: Gas AOCs
1011	Apply or Repair Wrapped Coatings	
CBT	PE	External Coating Application and Repair: Wrapped
CBT		Abnormal Operating Conditions: Gas AOCs
1020	Perform Electrical Inspection of Pipe Coating (Holiday Detection of Jeeping)	
CBT	PE	Perform Electrical Inspection of Pipe Coating (Holiday Detection or Jeeping)
CBT		Abnormal Operating Conditions: Gas AOCs
1071	Repair Steel Pipe by Grinding	
CBT	PE	Repair of Steel Pipe by Grinding
CBT		Abnormal Operating Conditions: Gas AOCs
1081	Tap a Pipeline (Tap Diameter 2 Inch and Less)	
CBT	PE	Tap a Pipeline (Tap Diameter 2 Inch and Less)
CBT		Abnormal Operating Conditions: Gas AOCs
1091	Tap a Pipeline (Tap Diameter Greater Than 2 Inch)	
CBT	PE	Tap a Pipeline (Tap Diameter Greater Than 2 In.)
CBT		Abnormal Operating Conditions: Gas AOCs
1131	Perform Stopping of Pipe	
CBT	PE	Stopper (Stopp) Pipe
CBT		Abnormal Operating Conditions: Gas AOCs
1151	Squeeze Off Steel Pipe	
CBT	PE	Squeeze Off Steel Pipe
CBT		Abnormal Operating Conditions: Gas AOCs
1201	Isolate Service Lines Temporarily, Including Service Discontinuance	
CBT	PE	Temporary Isolation of Service Lines and Service Discontinuance
CBT		Abnormal Operating Conditions: Gas AOCs
1201(B)	Abandoning of Service - Lines and Mains	
CBT	PE	Abandonment of Facilities
CBT		AOC Flammable Gas Atmosphere

## STEP 4 COURSEWORK REQUIREMENTS

Revision Date 1/2023

1161	Install Residential and Small Commercial Meters and Regulators	
CBT	PE	Installation of Customer Meters and Regulators - Residential and Small Commercial
CBT		Abnormal Operating Conditions: Gas AOCs
1171	Install Large Commercial and Industrial Meters and Regulators	
CBT	PE	Installing Customer Meters - Large Commercial and Industrial
CBT		Abnormal Operating Conditions: Gas AOCs
		or
CBT	PE	Installing and Maintaining Customer Pressure Regulating, Limiting, and Relief Devices: Large
1181	Install and Maintain Large Commercial and Industrial Pressure - Regulating, Pressure-Limiting, or Pressure-Relief Devices	
CBT	PE	Installing and Maintaining Customer Pressure Regulating, Limiting, and Relief Devices: Large
CBT		Abnormal Operating Conditions: Gas AOCs
1231	Perform Inside Gas Leak Investigation	
CBT	PE	Inside Gas Leak Investigation
CBT		AOC Under Pressure
CBT		AOC No Gas or No Liquid / No Flow