

Mountain States Line Constructors

Joint Apprenticeship and Training Committee

District Ten

April 2023



Directors

- Director: Jeremy Whittaker
- Colorado Assistant Director: Jordan Kohn
- Montana Assistant Director: Timothy Newman
- Utah Assistant Director: Jeremy Hinton
- Gas Assistant Director: Cliff McKay



Stats

Programs	Mar. 2022	Feb. 2023 (OAC)	Mar. 2023
• Line	519	555	526
• Traffic Signal	28	22	19
• Operator Training	11	18	18
• Streetlight Training	0	8	8
• Gas/Fitter Training	6	22	22
Line Laid Off	21	74	50
Line Ready to Go	80	48	48
Out of Jurisdiction	20	13	11
Veterans (Outside Line)	57 (11%)	66 (12%)	65 (12%)
• Currently Using Benefits	36	43	42
• Not Currently Using Benefits	21	23	23



Outside Line Attrition Report

	Class of 2018		Class of 2019		Class of 2020		Class of 2021		Class of 2022		5 Year Avg
Indentured	179		273		110		243		261		
Voluntarily Left	26	15%	43	16%	17	15%	33	14%	18	7%	13%
Dropped for Cause	29	16%	48	18%	15	14%	33	14%	23	9%	14%
Graduated	123	69%	135	49%	1	1%	1	0%	0	0%	24%
REMAIN	1	99%	47	83%	77	30%	176	28%	220	16%	

TOTAL COMBINED: Voluntarily Left and Dropped for Cause

1st Year	30	17%	47	17%	20	18%	51	21%	41	16%	18%
2nd Year	15	8%	31	11%	10	9%	14	6%	0	0%	7%
3rd Year	3	2%	12	4%	2	2%	0	0%	0	0%	2%
4th Year	7	4%	1	0%	0	0%	1	0%	0	0%	1%
TOTAL	55	31%	91	33%	32	29%	66	27%	41	16%	28%

VETERANS

Indentured	13		33		13		31		38		
Voluntarily Left	2	15%	9	27%	2	15%	5	16%	4	11%	17%
Dropped for Cause	1	8%	5	15%	2	15%	4	13%	5	13%	13%
TOTAL	3	23%	14	42%	4	31%	9	29%	9	24%	30%



Introductory Training

Introductory training – how long? Content? Where is it located?

Orientation/Extension of Interview (4-5 days)

Classwork, Poleyard, Homework

Pass/Fail. Fail do not qualify for indenture. Pass will be placed on our “Ready to go to Work” list. Indenture takes place with the job call.

Orientations are held at all 3 training centers on an as needed basis.



Training Class Structure

Describe how your training classes are structured?

Classes are held every month, by class year, at our 3 training centers (Montana, Colorado, Utah).

Example: every 3rd year MSLCAT Apprentice will attend class at one of the 3 locations on the same weekend. The classes will follow the same class outline in all three areas. This will include unit tests, classroom, and field training.

Regular classes – how many per year? When and where are they held?

Regular classes are scheduled 1 weekend a month for the 12-month class year. A class year starts in August and ends July the following year. Classes are held in all 3 training centers following the same class outline for that particular class.

To address rising indenture numbers and class sizes, starting August 2023 MSLCAT will be moving to a four-day class schedule every 3 months. The classes will be assigned by month and location to cap the students.



Rotations

Who controls your rotations? Please describe the process briefly.

Rotations are controlled by me, the director, and the 3 assistant directors. We look at hours for each apprentice and make moves as necessary. Apprentices can also email a rotation request to our rotations email. In that email, we ask them to provide details on why they need to be rotated, and if they have mentioned it to their current contractor.

We also try to make rotations as we get call outs for new apprentices. We try to take someone who has been stuck in one place, give them the new call, and replace them with a new indenture or someone from the layoff list.



Hot Hours

How many hot hours are required?

650 hours of hands/stick on an energized conductor are required.

What qualifies as hot hours?

Hands or Stick on an energized conductor.



Direct Entry

Describe your method(s) of direct entry.

Aside from a major organizing effort, MSLCAT has had individuals complete the application and be evaluated as per the Standards. After a review of the individual, a determination is made by the interview committee on credit to be granted for both OJT and classroom experience. Rarely has too little credit been given. We have previously granted credit that turned out to be too much and needed to be reevaluated.



Other Programs

What other apprenticeship programs are you running other than Outside Line?

Traffic Signal (DOL Registered)

Substation Journeyman – New in 2023 (DOL Registered)

Operator Trainee

Streetlight Trainee

Gas Tech Operator Trainee (DOL Registration Pending)

Gas Fitter Trainee (DOL Registration Pending)



Key Initiatives

Key initiatives at each of the JATC's

Adapt to changes in our industry with modern training facilities and methods. Have a clear understanding that the “old” way is not always the “right” way. Recognize the great investments that have been made by the industry in our JATC and others. These investments must produce a return by training and providing the best skilled workers of their trade.



Unique Training or Facilities/Labs

What unique training or facilities/labs would you like to share with the group?

Hot Certification – no longer turning “HOT” by step. Apprentices must complete 3 written tests as well as a practice/poleyard exam. After MSLCAT Certification, the apprentice’s contractor must sign off that they are Qualified. Doing so has helped us identify those that may need more exposure/training, or those that may never get it.

Crane Certification – is required to complete the MSLCAT program.

Transformers – Transformer Simulator/Transbanker

Energized Yards – 3 Timpson Trainer Units to be energized by end of May 2023

Intermountain/Utah “Coming Hot” April 17-21st

Montana – TBD

Colorado – TBD

2 – 12 kV Circuits

1 – 4 kV Circuit



Ratios

What are the current Apprentice to Lineman ratios in your standards?

Outside Area Training Agreement Addendum January 2019

Any qualified employer is entitled to a ratio of up to four (4) apprentices to one (1) journey-level worker on Non-Energized work, and a ratio of up to two (2) apprentices to one (1) journey-level worker on Energized work. The parties will determine the job site ratio; however, the ratio shall not be less than one apprentice to one journey-level worker.



Ratios by Agreement 2022

Classification	Intermountain Line Construction 57, 291, 322, & 449	Colorado Statewide Line Construction 12, 111, & 113	Montana Statewide Outside Construction 44, 532, & 768	Eighth District R.E.A. Line Construction 12, 44, 111, 113, 291, 322, 449, & 532
Foreman	1,672	2,188	1,094	462
Journeyman Lineman	1,960	2,860	1,138	454
Apprentice 1st	597	581	521	243
Apprentice 2nd	451	701	296	158
Apprentice 3rd	330	484	186	180
Apprentice 4th	227	246	147	88
Apprentice 5th	205	323	184	97
Apprentice 6th	300	573	199	161
Apprentice 7th	88	222	123	68
Total Foreman/JL	3,632	5,048	2,232	916
Total Apprentices	2,198	3,130	1,656	995
Apprentice : Foreman/JL	1 : 1.65	1 : 1.61	1 : 1.35	1 : 0.92
Apprentice : JL	1 : 0.89	1 : 0.91	1 : 0.69	1 : 0.46



Ratios by Agreement 2021

Classification	Intermountain Line Construction 57, 291, 322, & 449	Colorado Statewide Line Construction 12, 111, & 113	Montana Statewide Outside Construction 44, 532, & 768	Eighth District R.E.A. Line Construction 12, 44, 111, 113, 291, 322, 449, & 532
Foreman	1,366	1,679	1,037	404
Journeyman Lineman	1,597	2,169	948	325
Apprentice 1st	484	490	370	171
Apprentice 2nd	249	263	160	57
Apprentice 3rd	293	288	174	77
Apprentice 4th	417	452	269	123
Apprentice 5th	304	438	259	159
Apprentice 6th	227	377	207	149
Apprentice 7th	93	186	119	85
Total Foreman/JL	2,963	3,848	1,985	729
Total Apprentices	2,067	2,494	1,558	821
Apprentice : Foreman/JL	1 : 1.43	1 : 1.54	1 : 1.27	1 : 0.89
Apprentice : JL	1 : 0.77	1 : 0.87	1 : 0.61	1 : 0.40



Thank You From Mountain States

To Continue Developing the Best Work Force in the Country!

