

Inside Construction & Outside Line Industry

Labor Relations Challenges



Outside Line Industry



Outside NEBF Hours 2005-2021



Outside Line Chapter Panelists



Kevin Moran
Executive Director
American Line
Builders Chapter



Tracy Harness
Executive Director
Northwest Line
Chapter



Jules Weaver
Executive Director
Western Line
Chapter

Outside Line Challenges

Manpower Development

- Develop Linemen to perform “Line Work”
 - Distribution, stringing wire for transmission work, substation wiring
- Developing other classifications

Outside Line Challenges

- Develop alternative classifications to perform other “Outside Construction”
- Modify working rules for crews based on specific work being performed.

Kevin Moran

American Line Builders Chapter



Alternative Classifications



ARTICLE V

Section 5.01

ALL OUTSIDE POWER RATES

CLASSIFICATIONS:

Foreman (110% of J.L. rate) (SEE APPENDIX)
Sub-Foreman (105% of J.L. rate)
Fore. Hole Digger
Lineman, Journeyman
Substation Technician
Transmission Tech (J.L. Rate)
Cable Splicer

Lineman Apprentices

1st 1000 hours (60% of J.L. rate)
2nd 1000 hours (65% of J.L. rate)
3rd 1000 hours (70% of J.L. rate)
4th 1000 hours (75% of J.L. rate)
5th 1000 hours (80% of J.L. rate)
6th 1000 hours (85% of J.L. rate)
7th 1000 hours (90% of J.L. rate)

Substation Apprentices

1st 1000 hours (60% of S.T. rate)
2nd 1000 hours (65% of S.T. rate)
3rd 1000 hours (70% of S.T. rate)
4th 1000 hours (75% of S.T. rate)
5th 1000 hours (80% of S.T. rate)
6th 1000 hours (85% of S.T. rate)
7th 1000 hours (90% of S.T. rate)

Transmission Apprentices

1st 1000 hours (60% of J.L. rate)
2nd 1000 hours (70% of J.L. rate)
3rd 1000 hours (80% of J.L. rate)
4th 1000 hours (90% of J.L. rate)

Equipment Mechanic

Operators:

New Hires after 9/01/02
Operator "C"**
Operator "B"**
Operator "A"

With current Employer prior to 9/02/02
1 yr. or over

Line Tr. w/auger

Groundman/Truck Driver

0 - 6 mos. exp.**
0 - 6 mos. exp. w/CDL**
6 - 12 mos. exp.
6 - 12 mos. w/CDL
1 year or over
1 year or over w/CDL

* All operators of 45 ton cranes or larger shall be paid the journeyman
lineman's rate of pay.

SUBSTATION TECH'S

SUB-STATION TECHNICIAN APPRENTICE PROGRAM

(Electrician, Substation)

O*NET SOC Code: 49-2095.00

RAPIDS Code: 0166

SCHEDULE OF WORK EXPERIENCE

In order to acquire the necessary skills of the trade in its various categories, the Sub-station Technician Apprentice shall (as near as possible) be provided with employment in the following categories and amounts:

SUB-STATION CONSTRUCTION AND MAINTENANCE

A.	GROUNDING Construction of protective grounding grid for electrical systems, controls, cabinets, transformers, control houses, fences and steel structures.	250 hours
B.	FOUNDATIONS Installing foundations and bases for control cabinets, transformers control houses and steel structures. All digging, trenching, rebar construction, utility location and conduit installations. (includes pole boxes and manholes)	250 hours
C.	FENCE Layout and build protective parameter and/or security fence for sub-station and public protection. Knowledge and understanding of minimum approach distance while work in the vicinity of energized circuits.	150 hours
D.	LAYOUT Plan and layout work from blue prints, diagrams or utility specification sheets.	100 hours
E.	WIRING Cable pulling, coding, wiring and terminating of cables for electrical systems, control monitoring and communication within the sub-station and outside sources.	1,500 hours
F.	STEEL ERECTIONS Erection of steel support structures for high voltage electrical apparatus and construction of steel control houses for monitor and switching.	1,000 hours

G.	TRANSFORMERS Installation, connection and service of sub-station transformers and circuit breakers for maintenance and new construction.	650 hours
----	---	-----------

BUS INSTALLATION

A.	CONDUIT Bending and installation of isolated high voltage pipe or bus for distribution connections within sub-station between transmission lines, distribution lines and transformers.	1000 hours
B.	STRAIN BUS Installation of suspended wire used as bus for distribution connections within sub-station between transmission lines, distribution lines and transformers.	600 hours
C.	BUS WELDING Welding of conduit used as bus for circuit connections within sub-station. Welding of various materials and welding techniques uses in different applications.	500 hours

SWITCHES

A.	INSTALLATION AND ADJUSTMENT Assembly of switching gear for transmission and distribution of high voltage.	1,000 hours
----	--	-------------

TOTAL 7,000 hours

TRANSMISSION TECH'S

TRANSMISSION TECHNICIAN APPRENTICE PROGRAM

(Relay Technician)

O*NET SOC Code: 49-2095.00

RAPIDS Code: 0975

SCHEDULE OF WORK EXPERIENCE

In order to acquire the necessary skills of the trade in its various categories, the Transmission Technician Apprentice shall (as near as possible) be provided with employment in the following categories and amounts:

A.	FOUNDATIONS Installing foundations and grillage type footing, all digging, rebar construction, utility location, grade computations, and forming and pouring and finishing of concrete installations.	500 hours
B.	POLE SETTING AND FRAMING Digging, setting to proper depth and framing of wood type structures, guying and grounding.	1,000 hours
C.	STRINGING OF CONDUCTOR Stringing of conductor, both bundled and single along with splicing of conductor.	500 hours
D.	CLIPPING IN AND TERMINATION OF CONDUCTOR Clipping in of conductor to insulation type supports on both wood and steel structures. Dead end type termination of conductors.	1,000 hours
E.	STEEL LAYOUT, PRE-ASSEMBLY AND ERECTION OF STEEL Steel layout in pre-assembly area and erection of steel structures to include shake down, final torque of fasteners, installation of insulators and wire stringing rollers and equipment.	1,000 hours
TOTAL		4,000 hours

CABLE SPLICER

CABLE SPLICER TECHNICIAN APPRENTICE PROGRAM

(Cable Splicer)

O*NET SOC Code: 49-9051.00

RAPIDS Code: 0058

SCHEDULE OF WORK EXPERIENCE

In order to acquire the necessary skills of the trade in its various categories, the Cable Splicer Technician Apprentice shall (as near as possible) be provided with employment in the following categories and amounts:

A.	FAULT LOCATING AND CABLE TESTING Locating cable, finding faults and testing cable on de-energized underground installations using various technologies.	500 hours
B.	RISERS AND OVERHEAD CONNECTIONS Framing of risers, termination of primary underground cable, and connection of both primary and secondary cables to de-energized distribution system.	1250 hours
C.	SWITCHING, GROUNDING AND CIRCUIT MAPPING Identify circuits and other equipment on a circuit map, properly isolate, test, and ground de-energized underground cables, switch circuits in accordance with local power company guidelines.	500 hours
D.	RUBBER KITS AND TAPE SPLICING Splice cables using rubber kits and tape on de-energized cables in manholes, and direct bury.	2000 hours
E.	WORKING IN A MANHOLE IN CLOSE PROXIMITY TO ENERGIZED CABLES Pull, splice, ground and rack de-energized cables in energized manholes.	2000 hours
F.	LEAD SPLICING Splice lead cable and terminate in manholes and risers, splice different cables together (lead to xlp or lead to epr).	750 hours
TOTAL		7,000 hours

TRAFFIC SIGNAL TECH'S

TRAFFIC SIGNAL APPRENTICE PROGRAM

(Street-Light Servicer)

O*NET SOC Code: 47-2111.00

RAPIDS Code: 0545

SCHEDULE OF WORK EXPERIENCE

In order to acquire the necessary skills of the trade in its various categories, the Traffic Signal Technician Apprentice shall (as near as possible) be provided with employment in the following categories and amounts:

A.	TRAFFIC CONTROL Set up and use of cones, barricades, flashers, signs and related safety devices to control and maintain traffic flow in compliance with applicable traffic safety regulations.	150 hours
B.	EQUIPMENT AND TOOLS The proper use and care of tools and equipment. Trenchers, diggers, backhoes, air compressors and related tools. Trucks, loaders, and also hand tools, power tools, meters and test equipment.	600 hours
C.	FOUNDATIONS AND CONDUIT Installing foundations and bases for cabinets and poles (metal or other); pedestals, concrete work B loop sawing. All trenching, boring, utility locations and conduit installations (includes pull boxes).	2,150 hours
D.	EQUIPMENT INSTALLATION Installation and alignment of poles, mast arms, signal heads, highway lighting equipment, signs, switches, controllers and related equipment. Set up and programming of controllers.	1,500 hours
E.	WIRE Wire and cable pulling for electrical and communication applications. Splicing coding and grounding of conductors. Wiring of signal heads, luminaries, cabinets, etc. Installation of span wire, down guys, etc.	800 hours
F.	BLUEPRINTS Plan and layout work from prints, diagrams or staking sheets.	150 hours
G.	TROUBLE SHOOTING Trouble shooting and upgrade of systems including general maintenance and repair of existing systems. Repairs and installation of temporary systems or components.	650 hours
TOTAL		6,000 hours

URD TECH'S

URD TECHNICIAN APPRENTICE PROGRAM

(Line Installer-Repairer)

O*NET SOC Code: 49-9052.00

RAPIDS Code: 0282

SCHEDULE OF WORK EXPERIENCE

In order to acquire the necessary skills of the trade in its various categories, the URD Technician Apprentice shall (as near as possible) be provided with employment in the following categories and amounts:

A.	INSTALLATION Including cable, conduit, padmount transformers, termination, splicing, trenching and shoring.	1500 hours
B.	REMOVAL Including URD cable, transformer – pedestal, and electrical equipment.	750 hours
C.	TROUBLESHOOTING Including locating faults, restoring service, testing conductors and joints, switching and grounding.	1000 hours
D.	EQUIPMENT OPERATION Including operation of backhoe, trencher, directional boring machine, vibrating plow, and forklift,	750 hours
TOTAL		4,000 hours

Working Rules



Crew Make-up

CREW MAKE-UP

- Section 4.22
- (a) Crews of more than two men shall require a URD Technician/Foreman.
 - (b) Crews of more than five men shall require a non-working URD Technician/Foreman.
 - (c) Management shall have the right to select their own foreman. Employees working in their own local jurisdiction shall be given consideration.

Outside NEBF Hours 2005-2021



Tracy Harness

Northwest Line Chapter





2023 OUTSIDE LINE CONFERENCE JATC SURVEY INFORMATION



2022	Applications Submitted	Qualified for Interview	Interviewed	Rank List/ Ready for Indenture	Indentured	Graduated	Active Apprentices	Programs
NW Line	751	381	312	107	115	68	359	Tree Trimmer, VOLTA Line School, Substation Cert., Utility Apprentice Training, URD Tech
MSLCAT	1090	652	592	48	261	158	545	Traffic Signal, Gas, Fitter, Operator
CAL/NEV	1406	1073	825	824	271	169	733	LCTT, Substation
AJEATT	171	127	96	173	25	8	73	Tree, Wireman, Telecom
SWLCAT	924	694	344	133	338	103	613	Substation Cert, Traffic Control
MOVALLEY	472	362	245	325	221	159	865	Substation, Traffic Signal, Cable Splicer, Operator Program, URD, High School Internship, MidWest Line College-2023, Directional Drilling(coming soon)
SELCAT	1136	649	409	91	435	128	804	Substation, Underground, SkillBridge Veteran Program
ALBAT	2296	1137	591	594	731	405	1648	Substation, Cable Splicer, Traffic Signal, URD, Transmission
NEAT	1210	674	608	1170	347	250	1059	



Outside Line Challenges

Innovative Programs for helping NECA member contractors



Jules Weaver

Western Line Chapter





ISO/IEC 17024
Personnel Certification Program
#1211
Digger Derrick
Rotating Control Crane
Stationary Control Crane



2023 NECA Labor Relations Conference

Electrical Industry Certifications Association Update

ANSI accreditation services has changed the logo and
accreditation symbol (must use by 1-1-2025)



ANSI National Accreditation Board

A C C R E D I T E D

ISO/IEC 17024

**PERSONNEL CERTIFICATION
BODY**

NECA
LABOR RELATIONS

Electrical Industry Certifications Association Update



CERTIFICATE OF ACCREDITATION

The ANSI National Accreditation Board

Hereby attests that

Electrical Industry Certification Association

3409 West 12600 S., Ste. 210, Riverton, UT 84065, United States

Fulfills the requirements of
ISO/IEC 17024:2012 General Requirements for Bodies Operating Certification of Persons

Within the following scopes of accreditation:

GRANTED 2017-09-22: Digger Derrick (DD)
GRANTED 2017-09-22: Rotating-Control (R.C)
GRANTED 2017-09-22: Stationary-Control (SC)

The current scopes of accreditation can be verified at www.anab.org.

Dr. Vijay Krishna – Vice President, Credentialing

Valid Through: 2027-09-22

Accreditation ID: #1211

Certificate ID: IDNHCMAT



NECA
LABOR RELATIONS

Electrical Industry Certifications Association



BOARD OF DIRECTORS

James Atkins
President
Northline Utilities

Mike Starnier
NECA

Michael Lambert
Sturgeon Electric Company

Joe Mitchell
Secretary/EC
SouthWestern Line Chapter

Kevin Moran
American Line Builders Chapter

George Arhos
IBEW

Jules Weaver
Treasurer/EC
Western Line Constructors

Troy Schneider
Vice President
Michels Power

Steve Gaines
SE Line Chapter

Mark Sterkel
Chair Advisory Committee

Josh Chard
Public-at-Large

Travis Walser
Par Western Line

Todd Stafford
Electrical Training ALLIANCE

EICA BoD Member List_1/23/2023
Executive Committee

The logo for NECA Labor Relations is located in a blue circle on the left side of the slide. It features the word 'NECA' in a large, white, serif font, with 'LABOR RELATIONS' in a smaller, white, sans-serif font below it. Above the 'NECA' text are three white stars and a stylized white wave graphic.
NECA
LABOR RELATIONS

Electrical Industry Certifications Association Update

Purpose of EICA:

Work with NECA and IBEW to
create industry specific OSHA
recognized certifications



Electrical Industry Certifications Association Update

EICA does not provide training and does not endorse any training programs. The purpose of EICA is to provide examination development and administration.

Providing training or endorsing training programs would be a conflict of interest for EICA.



Electrical Industry Certifications Association Update

Total Certifications Issued

Total = 9,309 Certifications

Rotating Control Crane Certifications = 3,338

Stationary Control Crane Certifications = 2,507

Digger Derrick Certifications = 3,464

Certifications Issued 2022

Rotating Control Crane Certifications = 1100

Stationary Control Crane Certifications = 887

Digger Derrick Certifications = 1103

Total 2019 = 1,695 Certifications

Total 2020 = 1,533 Certifications

Total 2021 = 2,667 Certifications

Total 2022 = 3,090 Certifications





SAFETYWALLET

EMPLOYEE INDUSTRY CERTIFICATION SAFETY WALLET

(424) - 342 - SAFE

(424) - 342 - 7233

<http://safetywallet.org>



- 19,000 Enrolled Users
- 1,800 Anti-Harassment Certificates
- 500 Credential Titles



Safety Wallet is an industry employee training/certification database that lets you upload your certifications, so you don't have to carry them in your wallet. Through Safety Wallet you can add/update your profile information, employment history and upload certifications (anything with a card: first aid, OSHA 10 ET&D, hunting license, DOT medical card, etc.) You and your current employer will have the ability to see your profile. You also have the ability to send your training record to new employers instead of having to hand them all of your cards. Scan the QR code below to view our sample profile.

Sample Profile



With any other questions please visit our website <http://safetywallet.org>, call (424)-342-SAFE, or email help@safetywallet.org



SAFETYWALLET

Employee Industry Certification Safety Wallet

A service provided by EICA



To view safety records please text

(424) 342-SAFE
(424-342-7233)

Text either a phone number or email to the number listed above and your safety training will be sent to the phone number or email you requested. A safety account is required.

The following commands can also be texted:

- #INTRO
- #EDIT
- #HOW
- #QRBADGE
- #EMPLOYER
- #EXP
- #OFFICE
- #STATUS
- #HELP

By using safetywallet you understand that you will receive text reminders and security codes to your phone. You can text STOP at any time to opt out. Opting out will disable many functions of your profile.

Employee Instructions

Employer Instructions

NE
LABOR R

EMPLOYEE LIST

In the Employer area you will have the ability to view any employee that has your company listed as a current employer



Employee Records

Last	First	Job Name	Division	View
ABLY	SHAWN			View
ABUNDIS	JUAN			View
ADAMS	BLAKE			View
AGUILAR	ERIK			View
ALANIZ	RYAN			View
ALBARRAN	ANTHONY			View
ALBOR RUIZ	JOSE			View
ALBRECQ	RYAN			View
ALMANZA	MATTHEW			View
ALVAREZ	AARON			View
ALVAREZ	ALEJANDRO			View
ALVAREZ	JESSE			View
AMAVISCA	MICHAEL			View
AMES	AARON			View
AMES	JEFFREY			View
ANDERSEN	ZAKARIE			View

You have the ability to search employees by certification or training that they have in their profile.

Example search all employees that have a – OSHA 20

You can click the view button to see their profile



EMPLOYER View

In the Employer area you will have the ability to view any employee that has your company listed as a current employer

CREDENTIALS / CERTIFICATION CARDS

Name	Acquired Date	Exp. Date	FILE	Add
EICA CERT.	09/28/2017	09/28/2022	VIEW	
HOTSTICK CERTIFICATION	12/23/2016		VIEW	
OSHA 10 HOUR - ET&D	04/03/2018		VIEW	
QUALIFIED RIGGER/SIGNAL PERSON	10/05/2013		VIEW	
RUBBER GLOVE TRAINING	08/28/2015		VIEW	
FIRST AID CPR AED	12/20/2017	12/20/2019	VIEW	
UNION TICKET	01/01/2017	12/31/2017	VIEW	
FIRST AID CPR AED	11/17/2021	11/17/2023	VIEW	
Health Insurance Card			VIEW	
Safety Wallet California 1-Hour Sexual Harassment Prevention	03/14/2022	03/13/2024	VIEW	
COVID-19 VACCINATION RECORD	09/02/2021		VIEW	

You have the ability to view valid and expired certifications.

Example – First aid and CPR/AED card is expired.

COMPLETED TRAINING

Name	Date - By	Add
❖ WINTER DRIVING	Date: 08/15/2016 By: Cal-Nevada JATC	
❖ RESCUE TRAINING	Date: 09/25/2017 By: Cal-Nevada JATC	
❖ COMP PERSON	Date: 03/22/2018 By: Cal-Nevada JATC	
❖ FALL PROTECTION - LADDER SAFETY	Date: 05/18/2018 By: Contractor	
❖ HIPPI - HEAT STRESS PREVENTION	Date: 07/18/2018 By: Contractor	
❖ SILICA EXPOSURE	Date: 02/07/2020 By: Contractor	
❖ HEARING CONSERVATION	Date: 11/15/2019 By: Contractor	
❖ OSHA ET&D QRTLTY Refresher Q4 2019	Date: 10/11/2019 By: Contractor	
❖ OSHA ET&D QRTLTY Refresher Q1 2020	Date: 01/17/2020 By: Contractor	
❖ OSHA ET&D QRTLTY Refresher Q2 2019	Date: 04/19/2019 By: Contractor	
❖ OSHA ET&D QRTLTY Refresher Q1 2019	Date: 01/25/2019 By: Contractor	

You can click the view button to see the actual card.



EMPLOYER View

In the Employer area you will have the ability to view any employee trainings that has your company listed as a current employer



SAFETYWALLET

EMPLOYEE TRAINING

EMPLOYEE: Carl Smith

EMPLOYER	TRAINED BY	OBTAINED
COMP PERSON <small>A Competent Person is someone who, through training and/or experience, is knowledgeable of the various Occupational Safety & Health Administration (OSHA) standards that apply to their workplace, is capable of identifying workplace hazards relating to their specific operations, and has the authority invested in him or her by their employer to correct the hazards to protect workers.</small>	Cal-Nevada JATC	3/22/2018
FALL PROTECTION - LADDER SAFETY <small>To ensure maximum serviceability and safety and to eliminate unnecessary damage to equipment, safe practices in the use and care of ladder equipment must be employed. All employees required to use ladders must be trained in the proper care and use of ladders and know how to inspect them before each use.</small>	Contractor	5/18/2018
HEARING CONSERVATION <small>How Loud is Loud? Review of hearing protection and decibel ratings.</small>	Contractor	11/15/2019
HIPP - HEAT STRESS PREVENTION <small>PREVENTING HEAT STRESS AT WORK. Can include HIPP (CA).</small>	Contractor	7/18/2018
OSHA ET&D QRTLTY Refresher Q1 2019 <small>Line of Fire</small>	Contractor	1/25/2019
OSHA ET&D QRTLTY Refresher Q1 2020 <small>Grounding & Bonding</small>	Contractor	1/17/2020
OSHA ET&D QRTLTY Refresher Q2 2019 <small>Slips, Trips and Falls</small>	Contractor	4/19/2019
OSHA ET&D QRTLTY Refresher Q3 2019 <small>Cuts and Punctures</small>	Contractor	8/23/2019
OSHA ET&D QRTLTY Refresher Q4 2019 <small>Equipment Safety Spotter</small>	Contractor	10/11/2019
PERSONAL PROTECTIVE EQUIPMENT (PPE) <small>PERSONAL PROTECTIVE EQUIPMENT which can include: Eye Protection, Falling Objects, Back Safety, Clothing Training, Rubbergoods Training, Polyethylene, Work Area Protection</small>	Contractor	09/18/2020
PERSONAL PROTECTIVE EQUIPMENT (PPE) <small>PERSONAL PROTECTIVE EQUIPMENT which can include: Eye Protection, Falling Objects, Back Safety, Clothing Training, Rubbergoods Training, Polyethylene, Work Area Protection</small>	Contractor	09/18/2020
RESCUE TRAINING <small>Hurt man or rope rescue training.</small>	Cal-Nevada JATC	9/25/2017
SILICA EXPOSURE <small>Crystalline silica is a basic component of soil, sand, granite, and many other minerals. Quartz is the most common form of crystalline silica. Crystalline silica may become respirable size particles when workers chip, cut, drill, or grind objects that contain crystalline silica. Silica exposure remains a serious threat to nearly 2 million U.S. workers, including more than 100,000 workers in high risk jobs such as abrasive blasting, foundry work, stonecutting, rock drilling, quarry work and tunneling. Crystalline silica has been classified as a human lung carcinogen. Additionally, breathing crystalline silica dust can cause silicosis, which in severe cases can be disabling, or even fatal. The respirable silica dust enters the lungs and causes the formation of scar tissue, thus reducing the lungs' ability to take in oxygen. There is no cure for silicosis. Since silicosis affects lung function, it makes one more susceptible to lung infections like tuberculosis. In addition, smoking causes lung damage and adds to the damage caused by breathing silica dust.</small>	Contractor	2/7/2020

NECA
LABOR RELATIONS



EMPLOYER View

In the Employer area you will have the ability to view any employee certifications/certificates.



SAFETYWALLET

EMPLOYEE CREDENTIALS

EMPLOYEE: Carl Smith

*NOTE: This is a list of the certifications on file. See attached pages for copy of certificate.

Credential	Obtained	Exp Date
COVID-19 VACCINATION RECORD	9/2/2021	
EICA CERT.	9/28/2017	9/28/2022
FIRST AID CPR AED	12/20/2017	12/20/2019
FIRST AID CPR AED	11/17/2021	11/17/2023
Health Insurance Card		
HOTSTICK CERTIFICATION	12/23/2016	
OSHA 10 HOUR - ET&D	4/3/2018	
QUALIFIED RIGGER/SIGNAL PERSON	10/5/2013	
RUBBER GLOVE TRAINING	8/28/2015	
Safety Wallet California 1-Hour Sexual Harassment Prevention	3/14/2022	3/13/2024
UNION TICKET	1/1/2017	12/31/2017



EMPLOYER View

In the Employer area you will have the ability to view any employee certifications/certificates.

Carl Smith

HOTSTICK CERTIFICATION



NECA
LABOR RELATIONS



EMPLOYER View

In the Employer area you will have the ability to view any employee certifications/certificates.



U.S. DEPARTMENT OF LABOR
OFFICE OF APPRENTICESHIP
125 SOUTH STATE STREET, SUITE 2412
SALT LAKE CITY, UTAH 84138
Phone: (801) 425-2211

January 21, 2022

Carl Smith

SPONSOR: Mountain States Line Constructors

Dear Journeyperson:

Congratulations on the completion of your Line Maintainer apprenticeship program.

The attached Certificate confirms that you have successfully completed all the training requirements and that your Peers recognize you as having acquired the necessary skills to perform at the JOURNEY level.

To be successful in the modern world, the upgrading of your skills must be a continual process. The completion of your apprenticeship program is only the beginning of your LIFE-LONG SKILLS acquisition. Take the next steps now to secure your career and a prosperous future. It is your responsibility!

Your Apprenticeship records and successful completion of your apprenticeship have been recorded on the National Apprenticeship System's computer data files. If for some reason your certificate is lost or misplaced, we can reissue to the sponsor you worked for when you completed, and you can obtain it from them.

Again, congratulations on your completion, and best wishes in your career and in attaining the vision of your future.

Sincerely,

Pat Miller

Pat Miller
State Director, Utah
US Department of Labor
Office of Apprenticeship

NECA
LABOR RELATIONS



EMPLOYER View

In the Employer area you will have the ability to view any employee certifications/certificates.



EMPLOYER View

In the Employer area you will have the ability to view any employee certifications/certificates.

Carl Smith OSHA 10 HOUR - ET&D

OSHA
Occupational Safety
and Health Administration

34-006045712

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

ET&D

This card issued to:

CARL SMITH

FRED HOPPE **04/03/2018**
Trainer Name Date of Issue


OSHA Training Institute
Education Centers
University of California, San Diego

800-358-9206
extension.ucsd.edu/oshaverification/

OSHA recommends Outreach Training Courses as an orientation to occupational safety and health for workers. Participation is voluntary. Workers must receive additional training on specific hazards of their job. This course completion card does not expire.

Use or distribution of this card for fraudulent purposes, including false claims of having received training, may result in prosecution under 18 U.S.C. 1001. Potential penalties include substantial criminal fines, imprisonment up to 5 years, or both.

To verify this training, scan the QR code with your mobile device.



Rev. 1/2016

SafetyWallet.org - A service provided by EICA Printed: 3/18/2022 1:25:42 PM



California/Federal LAW

- Working with Cal-Nevada JATC, EICA and Safety Wallet have created a training program that is compliant with the California and Federal DOL requirements for this harassment training. By utilizing Safety Wallet, employers can track all employees who have completed the training as well as those who are up for renewal. All employees working under a California/Nevada Outside Construction Collective Bargaining Agreement (IBEW Local's 47, 396 & 1245) with an apprenticeship contribution in the agreement will be sponsored by the Cal-Nevada JATC program. For these employees, there is no charge for this training to the employer if completed through the Safety Wallet system.





One-Hour Harassment Awareness and Prevention for Employees; Dept. of Labor's Anti-Harassment -and- California Sexual Harassment



Certificate



NECA
LABOR RELATIONS



Safety Wallet ABILITIES

- **Employer / JATC Abilities:**
 - Update training records
 - Update certifications
 - View JATC certificate of competition
 - Print off employee profile with all trainings and certification cards
 - View certifications expiring in the next 90 days
 - View Supervision Status for Lineman



Safety Wallet Updates

- **Completed Updates:**
 - Computer based employee access
 - Two tier authentication
 - Upload employee handbook or safety manuals
 - DOL and California Anti-Harassment Training (non-supervisor and supervisor)
 - Non-portable employee documents (qualifications)
- **Future Updates:**
 - Smart-phone based application
 - F.R. clothing tracking system
 - Push notifications to cell phones based on job assignment or division
 - FMCSA CDL-A Training
 - Helicopter Training (working with UPAC to create an updated training program)



Electrical Industry Certifications Association Update

Contact:

Neil Tolson

Executive Director

E.I.C.A. & Safety Wallet

ntolson@eica-us.org

816-527-7040 (cell)

801-566-1205 (office)



Midwest Line College

Midwest Line College is a 12-week Line Worker Program, up to 15 weeks for those wanting to complete Class A CDL training.

Key Purposes of the school:

1. Manpower Development – the program is designed to increase the retention of apprentice resources.
2. Can allow for a shortened apprenticeship for those seeking IBEW Journeyman Lineman status. Upon successful completion, a Journeyman Ticket **may** be earned in an additional 2- ½ years.
3. Organizing and Education to help develop our future IBEW workforce.

Midwest Line College

- 4. Diversity and Inclusion – the program encourages participation/scholarship by others for students in need.
- 5. VEEP Program – Graduates are potential Direct Entry candidates into various Outside Apprenticeship programs.
- 6. The program produces workers that can ‘Hit the Ground Running’ on their 1st day on the job upon successful completion of the program.



Midwest Line College - Certifications

Certifications – Upon Completion, successful students will leave the school with the following certifications:

First Aid/CPR

OSHA ET&D

Climbing Wood Poles

Tower Rescue

Vault Rescue

Bucket Rescue

Pole-top Rescue



Midwest Line College - Classroom

Classroom – Students will receive approx. 160 hours in the classroom learning basics in:

Basic electricity

Transformers

Career preparation

Electrical theory

Personal protective grounding

Underground

Math

Tool identification

Substation

Rigging

Material identification

Distribution & Transmission



Midwest Line College – Field Training

Field Training – Students will spend approx. 320 hours in the pole yard and labs learning basics in:

First Aid/CPR

OSHA ET&D

Climbing Wood Poles

Climbing wood poles

Distribution systems

Underground systems

Operating equipment

Transformer tasks

Rescue

Rigging



Midwest Line College - Graduation

*** Upon graduation ***

Training can lead up to 2000 hours credit of OJT

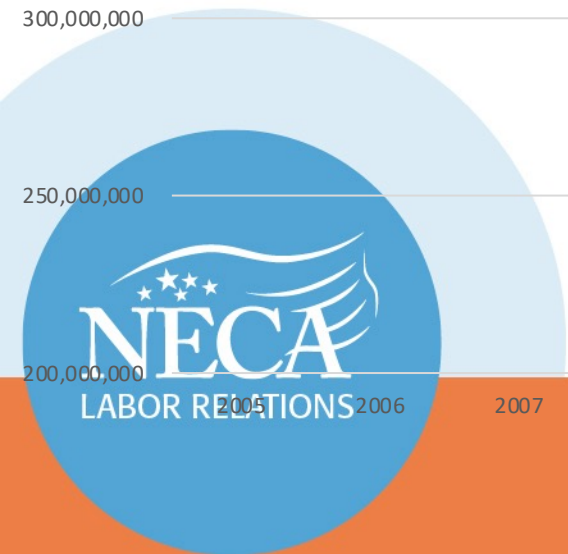
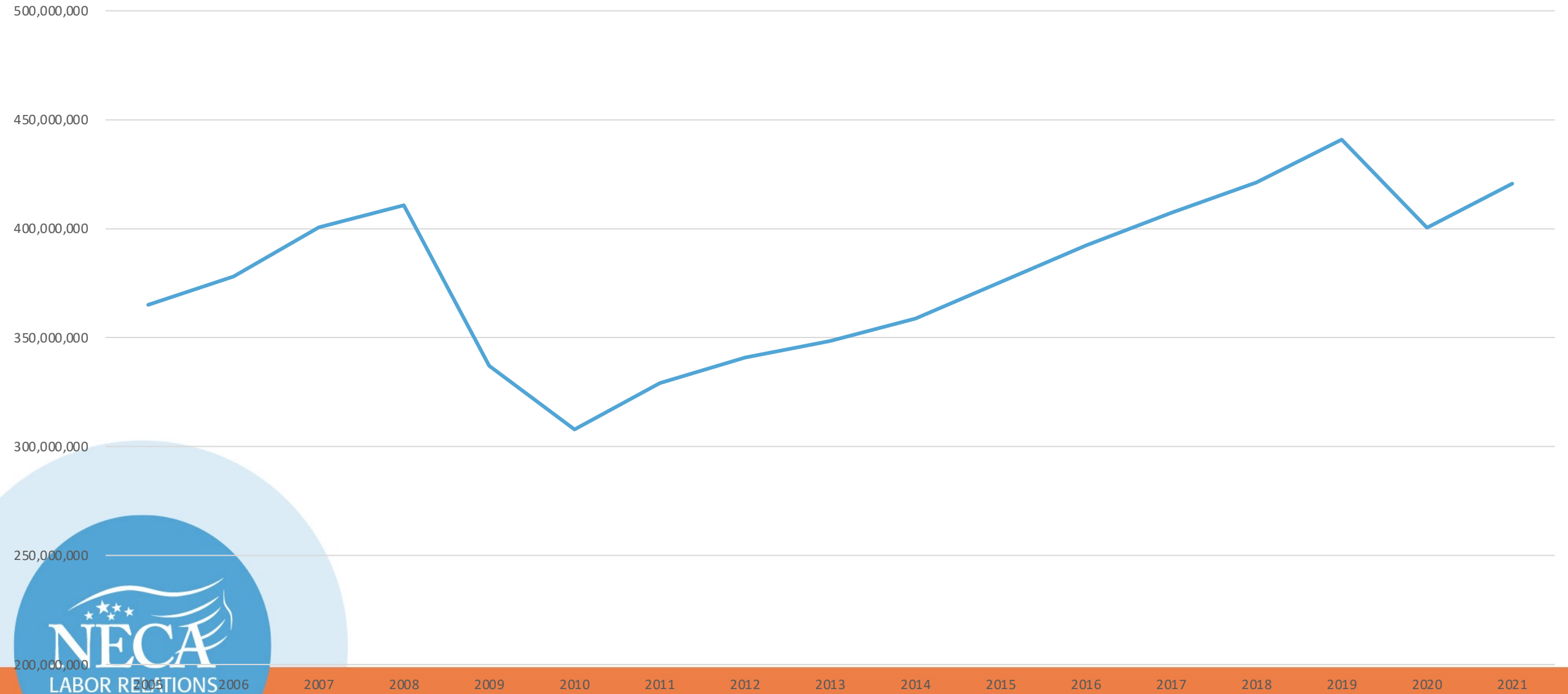
All students have earned credit for 1st year curriculum of study to the MO Valley Apprentice Program



Inside Construction



Inside NEBF Hours 2005-2021



Inside Construction Challenges

Prefabrication / Offsite Manufacturing

- a) Technology improvements
- b) Vendor partner capabilities
- c) Customer requirements
- d) Antiquated language

Alternative Classifications

- a) Viable agreements / scope
- b) Increasing utilization

Inside Construction Challenges

Attrition

- a) Retirement cliff is here
- b) Nationwide data initiative
- c) Using apprentice ratios
- d) Work dictates the need apprentices
- e) Increasing class sizes logistics

NECA District	Market Share	JW's	APPs	Ratio	CW-CE Others	JW's Over 50	Percent Over 50	Imminent Retirees	Imminent Percentage
District 1	37%	28,620	6,253	5 : 1	2,616	14,278	50%	8,311	29%
District 2	40%	29,588	6,634	4 : 1	5,041	6,615	22%	6,615	22%
District 3	15%	16,662	6,452	3 : 1	2,347	4,903	29%	2,983	18%
District 4	51%	26,547	6,513	4 : 1	1,825	13,066	49%	7,862	30%
District 5	12%	9,454	3,626	3 : 1	2,720	3,677	39%	2,254	24%
District 6	50%	10,521	3,407	3 : 1	762	4,347	41%	2,456	23%
District 7	44%	12,576	3,361	4 : 1	1,083	5,453	43%	3,135	25%
District 8	14%	3,882	1,543	3 : 1	653	1,382	36%	812	21%
District 9	35%	22,738	6,092	4 : 1	1,009	9,220	41%	5,039	22%
District Totals and Averages	30%	160,588	43,881	4 : 1	18,056	62,941	39%	39,467	25%

Jon Mandl

Central Ohio Chapter



Inside Construction Challenges

Absenteeism

- a) Missing work to claim OT
- b) Work is good – what's the incentive?

Industry Meetings

- a) The need to communicate is greater than ever
- b) Taking negotiations out of negotiations

Inside Construction Challenges

Portability

- a) No major changes since 1997
- b) Apprentice portability
 - i. Inflation Reduction Act
- c) Mounting pressure from customers
 - a) Rise in request for Int'l Specialty Agreements
- d) Workforce shortages
- e) Age of acquisitions; limiting capitalism

Local IBEW Leadership Turnover

- a) Gifts and curses

Ted Uppole

Western Region NECA

Formerly Central Indiana Chapter NECA



Inside Construction Challenges

Not to be forgotten, but discussed elsewhere this week

- a) Limited Energy / Systems Integration
- b) Workforce recruitment
- c) Direct hire / contractor recruiting
- d) Overhead personnel recruiting
- e) Effective supervision & training
- f) Surviving giga projects
- g) Competitive wage scales / protecting the local market / the future economy

Questions?

