NECA Guidance on the Application of the Apprenticeship Ratio Clause

The standard Category I apprenticeship language contains the following provision.

<u>Section 5.12.</u> Each job site shall be allowed a ratio of ____ apprentice(s) for every ____ Journeyman Wiremen(man) . *(Note: The local parties will determine the job site ratio; however, the ratio shall not be less than two apprentices for every three journeymen or fraction thereof. Should the parties agree to a ratio higher than the minimum 2 to 3, the following table must be modified to reflect the larger number of allowable apprentices.)*

Number of Journeymen	Maximum Number of Apprentices/Unindentured
1 to 3	2
4 to 6	4
etc.	etc.

From time to time disputes arise relating to building a crew of workers under this provision. It was considered unnecessary and repetitive to include a fully developed table in the language that would appear in the agreement, but inasmuch as questions concerning the application of this language continue, we are providing two illustrations (formula and table) of how to quickly determine the maximum number of apprentices that may be worked on a particular job under the standard provision.

Areas that have agreed to a higher number of apprentices per journeymen must adjust these illustrations accordingly.

Construction Wiremen/Construction Electricians and other similar classifications that may be contained in the agreement are not considered in the application of this provision and such classifications are not to be used to reduce the number of apprentices allowed.

There is no "overall shop ratio" under this provision. Each job is treated separately. An employer's shop may be considered a "job site" if apprentices and journeymen report directly to the shop on a daily basis for their work assignments. In this case, all those workers who report to the shop are included in the shop's "job ratio," but those who report directly to a job outside the shop are included only in that particular job's ratio calculation.

There is no "indenture ratio." The local JATC is to select and indenture a sufficient number of apprentices to meet local manpower needs. The JATC is authorized to indenture the number of apprentices necessary to meet the job site ratio as per Section 5.12.

Application of the Apprenticeship Ratio Clause
By Formula

The method for applying the formula for determining the maximum number of apprentices/unindentureds that can be placed on the job is resolved as follows:

The number of journeymen on the job is divided by three. Since the language states that two apprentices are allowed for every three journeymen or fraction thereof, the result of this calculation is rounded up to the next whole number. This number is multiplied by two. This result is the maximum number of apprentices allowed on that job.

Examples:

Number of journeymen on job is 1.

$1 \div 3 = .33$; .33 rounds up to 1. $1 \times 2 = 2$. **Two** apprentices are allowed with **1** journeyman.

IMPORTANT: **The only exception to the potential initial manning ratio of 1 Journeyman Inside Wireman to 2 Apprentices is if there is a State Law or Regulation that stipulates the maximum jobsite manning ratio can be no more than 1:1.**

Number of journeymen on job is 2.

$2 \div 3 = .67$; .67 rounds up to 1. $1 \times 2 = 2$. **Two** apprentices are allowed with **2** journeymen.

Number of journeymen on job is 3.

$3 \div 3 = 1$; 1 rounds up to 1. $1 \times 2 = 2$. **Two** apprentices are allowed with **3** journeymen.

Number of journeymen on job is 4.

$4 \div 3 = 1.33$; 1.33 rounds up to 2. $2 \times 2 = 4$. **Four** apprentices are allowed with **4** journeymen.

Number of journeymen on job is 5.

$5 \div 3 = 1.67$; 1.67 rounds up to 2. $2 \times 2 = 4$. **Four** apprentices are allowed with **5** journeymen.

Number of journeymen on job is 18.

18 ÷ 3 equals 6.   6 rounds up to 6. 6 X 2 = 12. **Twelve** apprentices are allowed with **18** journeymen.

Number of journeymen on job is 19.

19 ÷ 3 equals 6.33. 6.33 rounds up to 7. 7 X 2 = 14. **Fourteen** apprentices are allowed with **19** journeymen.

Number of journeymen on job is 20.

20 ÷ 3 equals 6.67. 6.67 rounds up to 7. 7 X 2 = 14. **Fourteen** apprentices are allowed with **20** journeymen.

Number of journeymen on job is 21.

21 ÷ 3 equals 7. 7 rounds up to 7. 7 X 2 = 14. **Fourteen** apprentices are allowed with **21** journeymen.

Number of journeymen on job is 22.

22 ÷ 3 equals 7.33. 7.33 rounds up to 8. 8 X 2 = 16. **Sixteen** apprentices are allowed with **22** journeymen.

Application of the Apprenticeship Ratio Clause
By Table

Number of Journeymen	Maximum Number of Apprentices/ Unindentureds Allowed
1	2
2	2
3	2
4	4
5	4
6	4
7	6
8	6
9	6
10	8
11	8
12	8
13	10
14	10
15	10
16	12
17	12
18	12
19	14
20	14
21	14
22	16
23	16
24	16
Etc.	Etc.