

**LINEMAN APPRENTICESHIP & TRAINING PROGRAM AGREEMENT
BETWEEN CENTRAL ILLINOIS PUBLIC SERVICE COMPANY AND
LOCAL 702 IBEW
Revised May 23, 1997**

- A. The Apprenticeship and Training Program shall be administered by the Company, and all Apprentices shall conform to the rules of the program.
- B. In the event the Employer and the Union representatives on the Joint Committee cannot agree on the program, the matters in dispute shall be subject to the grievance procedure of the Collective Bargaining Agreement.
- C. The Apprenticeship and Training Standards herein stated are the complete Program and once agreed to shall remain in force unless changed by consent of the parties to this Agreement. The Company reserves the right to cancel the Program at any time by giving proper notice to the Unions.
- D. No section, or part, of these Standards shall conflict with the Collective Bargaining Agreement. Where such conflict may appear, the Collective Bargaining Agreement shall prevail.

I THE JOINT COMMITTEE

The Joint Apprenticeship and Training Committee, hereinafter called the "Committee", shall be composed of equal representation by three (3) persons to represent Central Illinois Public Service Company *and an alternate*, three (3) persons to represent Local 702 of the International Brotherhood of Electrical Workers, *and an alternate*. *The alternate(s) should attend all apprenticeship committee meetings but cannot vote unless actually representing a voting member of the committee.*

- A. Members of the Committee shall be appointed by the group they represent, and vacancies shall be filled in the same manner.
- B. The Apprenticeship and Training Program Coordinator will be chairman of the Committee and shall be responsible for keeping complete and accurate records. A secretary will be appointed by the committee.
- C. Consultants may be invited to attend meetings of the committee but shall have no vote or voice. Committee must agree on consultants.
- D. The Committee may appoint joint subcommittees or representatives who will manage the Program in their respective areas and report to the Committee.

II DUTIES OF THE COMMITTEE

- A. The Committee shall, in conformity with these Apprenticeship and Training Standards and the Collective Bargaining Agreement, advise and counsel the employer on rules and requirements governing the policies, administration, supervision, education and training of all Lineman Apprentice.
- B. The Committee shall meet biannually and/or on call of the Chairman or majority of the Committee.
- C. The Committee shall advise the Employer in determining the need for Apprentices and/or training, as well as the facilities required to educate and train the Apprentices.
- D. The Committee shall advise the Employer on establishment of such rules and policies as it deems necessary for the successful operation of the training program.
- E. The Committee shall call on consultants in the education, apprentice, and technical fields for help and guidance when deemed necessary.
- F. A majority vote of the Committee is required to remove an individual from the Apprentice Program. In the event of a tie vote, the Committee will select a third party to break the tie vote. The third party must be selected and a hearing must be held within one week from the date the tie vote was taken. A decision must be rendered within one week from the date of the hearing. By mutual agreement, these time limits may be extended.

III APPRENTICESHIP AGREEMENT

- A. *All apprentices approved after the Apprenticeship Standards are instituted and prior to being classified as an Apprentice, shall be shown and given an opportunity to study the standards, the Committee policies, and general requirements for completion of the Apprenticeship Program. The apprentice shall abide by these rules as indicated and agreed to by their signature.*

IV PROBATIONARY PERIOD

- A. If an Apprentice is removed from the Program (voluntary or Committee action) within the first nine (9) months, the employee can go back to his previous position.*

** Revised by mutual agreement of parties dated April 25, 1996.*

- B. Any Apprentice washing out of the program after nine (9) months will have to exercise his seniority rights under the Labor agreement to remain employed.
- C. An employee who washes out of the Apprenticeship Program shall not be eligible to bid back in the Program for a period of thirty-six (36) months from the date of the washout.

V TERM OF APPRENTICESHIP PROGRAM

- A. The length of the Apprenticeship shall be a total of 36 months equally divided into four (4) 9-month steps.
- B. Absence time during each 9-month step of the Apprenticeship Program will be credited or not credited in accordance with Section 6.03 (A) of the Labor Agreement.

VI ADVANCEMENT

- A. During the Apprenticeship Program, the Apprentice must complete the minimum number of training hours by category as shown on Exhibit A. If necessary, an Apprentice may be transferred to another crew to receive proper training *as determined by the apprenticeship committee* to receive necessary training. If, after the completion of 36 months, the Apprentice has not completed all of the hours listed in the categories on Exhibit A, the employee will be classified as a Journeyman Lineman, but until the employee has completed the remaining number of training hours, he may be transferred to another crew, *as determined by the apprenticeship committee* to complete the required number of training hours.
- B. Performance Appraisal:

Attached are copies of appraisal forms to be used in monitoring an Apprentice's progress. The Apprentice Lineman Monthly training Summary will be completed for each Apprentice every month.

The "General Performance Appraisal" will be completed every two months for each Apprentice. An appraisal will be prepared by the Foreman, with input from the Lineman. Appraisals will be forwarded to the Apprentices' immediate supervisor to be reviewed with the apprentice and the crew. *In instances where the apprentice's performance is in doubt copies of the appraisals shall be forwarded to the apprenticeship committee for review.*

VII SAFETY

- A. The Committee agrees to provide safe working conditions and safety instruction in the training of the apprentice as it related to the particular work operations being performed on the job.
- B. Safety instruction will be included as part of the curriculum provided in the classroom, or other organized courses of related instruction.

VIII HOME STUDY

- A. Home Study Program shall not be required as long as the Union continues its American Line Builders Apprenticeship Training (ALBAT) Program.
- B. *The ALBAT program must be completed within 36 months as stated in the rules of procedures as agreed to and adopted by the joint committee per Article V, Section A of this agreement.*

IX FORMAL TRAINING

- A. Each Apprentice will be required to successfully complete a *4-week* climbing and training school, which will be conducted by the employer, with assistance from qualified IBEW employees. (This training will be conducted within the first 6 months of the apprenticeship.)
- B. The Apprentice will be required to attend training sessions, at *prescribed* intervals prior to completion of the program. Work practices electrical theory, safety, tools and equipment, transformers, regulators, hot stick techniques and climbing refresher will be covered in these training sessions.
- C. *At the end of Stage 2 training and prior to Stage 3 an apprentice with less than 18 months, but more than 15 months in the program will be allowed to work energized conductors over 480 volts. This work shall be done under the direct supervision of a Journeyman Lineman or qualified supervisor in a controlled atmosphere at the training facility only. The apprenticeship committee will review each apprentice on an individual basis and determine from performance appraisals and input from the foreman if the apprentice is capable of performing the Stage 3 training. If the apprentice is not ready for Stage 3 training at the scheduled time, the committee will determine the length of time the apprentice will be given to advance to the Stage 3 training. All other apprentice training shall conform to the labor agreement.*
- D. As training is mandatory, the Employer will provide accommodations with all expenses covered (meals as per the Collective Bargaining Agreement). Time spent traveling to and from the training facility will be paid at appropriate rates; however, travel time will not be credited toward completion of the program. (9.00 breakfast; 9.00 lunch; 20.00 dinner – travel on Sundays – out by 1400 on Fridays)

X APPRENTICESHIP TRAINERS

- A. The Joint apprenticeship and Training Committee will provide the Company with a list of potential trainers. A majority of the Committee is not required for a potential trainer to be included on the list. The company will select the trainers from the list provided by the Committee.
- B. The Company will schedule at least one (1) trainer any time one (1) or more Company employees participate in the climbing school referred to in Section IX (A) above.
- C. The Company will schedule at least one (1) trainer any time three (3) or more Company employees participate in the training sessions referred to in Section IX (B) above.