

# ***Tucson Electrical JATC Orientation***

*We are seeking applicants who show up to work on time, get along well with others and is a problem solver. We want men and women who are willing to learn the electrical trade.*

The opportunity to become an IBEW Electrical Apprentice is open to all men and women with basic minimum requirements.

## **ORIENTATION**

The Tucson Electrical Joint Apprenticeship & Training Program (Tucson Electrical JATC) is a collaboration between **MANAGEMENT** - the Southern Arizona National Electrical Contractors Association (**NECA**) and **LABOR** – the International Brotherhood of Electrical Workers (**IBEW**) Local 570.

NECA and IBEW teamed up to sponsor the most rigorous and respected apprenticeship program in 1941. The Tucson Electrical JATC consists of eight committee members, four from Southern Arizona NECA and four from IBEW Local 570. The Apprenticeship Committee meets once a month to review apprentice grades, performance evaluations and work reports as well as program financials. They are responsible for the operation of the Apprenticeship Program as outlined in the Standards and Trust Agreement.

## **APPRENTICE SELECTION PROCEDURES**

### **STEP 1:**

Complete on-line application at [www.tucsonjatc.org](http://www.tucsonjatc.org), accurately respond to all questions, submit required documentation, review and respond to all questions as well as statements indicating the following:

Are you -

- Physically and mentally able to safely perform or learn to safely perform essential functions of the job either with or without reasonable accommodations.
- Able to get to and from work at job sites anywhere within the geographical area that this apprenticeship covers.
- Able and willing to attend all related classroom training as required to complete their apprenticeship.
- Able to climb and work in confined spaces such as attics, manholes and crawlspaces.
- Able to read and understand instructions and warnings.
  - Must be 18 years or older
  - High School Diploma or GED
  - Show evidence of one year of high school Algebra or the etA Tech Math
  - Receive a qualifying score on the Aptitude Test

## **STEP 2:**

Complete Online Orientation.

## **STEP 3:**

Schedule and take the Aptitude Test.

Receive a qualifying score of a “5” on the Aptitude Test. (Range: Lowest - 0 Highest - 9)

Scientific calculators are allowed during the algebra portion of the Aptitude Test. The Tucson Electrical JATC will provide you with the appropriate calculator prior to the start of the test. You may only use the calculator provided to you by the JATC.

## **STEP 4:**

If you qualify, the Tucson Electrical JATC will schedule an interview with the Apprenticeship Committee. Once the date is set, all qualified applicants will be interviewed by the Apprenticeship Committee. Each Committee Member is provided with an Interview Rating Form. Each Applicant will be asked the same questions. More information on interviews can be found at <https://www.tucsonjatc.org/wp-content/uploads/2020/12/The-Apprenticeship-Interview.pdf>.

## **STEP 5:**

When the interview is over, the applicant is excused. The interviewers will then individually review their Interview Rating Form and award a final overall rating (Interview Score) using 0-100. The ranking list will show only the application number, not the applicant’s name.

## **STEP 6:**

### **Who gets selected?**

The Tucson Electrical Apprenticeship Committee projects the outlook of future manpower for selection number. The applicants with the highest-ranking number will be selected. Those individuals who are interviewed shall be eligible for selection for a period of one (1) year from the date of their interview. If they are not selected within that time frame, their eligibility shall immediately expire. If Applicants do not accept the offer of Apprenticeship or they fail our drug screening, the next person on the ranking list will be offered Apprenticeship.

## **STEP 7:**

As a 1st year apprentice, you will be placed in 1st Year Apprenticeship Cohort, sign Indenture paperwork with the State of Arizona, sign the Tucson Electrical JATC Policies, and will be required to attend Summer Bootcamp:

- Math Tech Class
- Tool Safety
- 1<sup>st</sup> year Applications
- OSHA 10, CPR/First Aid Classes

All Apprentices must comply with the Tucson Electrical JATC Rules and Policies, Substance Abuse Policy, and the Southern Arizona NECA / IBEW Local 570 Drug Free Workplace Program.

The first 2,000 on-the-job training hours and satisfactory performance in related classroom training during such time shall constitute the probationary period. During this period, the apprenticeship agreement may be cancelled by either party without the formality of a hearing.

### **STEP 8:**

#### **Employment (8,000 On-the-job training hours)**

Apprentices will receive their On-the-job training hours with Signatory Contractors.

Collective Bargaining Agreement: Forty (40) hours in no more than five (5) 8-hour days, or less than four (4) consecutive 10-hour days, Monday through Friday, between 6:00 AM and 6:30 PM, with one-half (1/2) hour each day for lunch, starting between the fourth and sixth day hour of all shifts, shall constitute a normal work week. Apprentices will work a normal work week under the supervision of a Journey worker, as stated in the Collective Bargaining Agreement.

#### **Required Tools:**

Below are the minimum basic tools you will need to start in the electrical trade:

Hacksaw Frame

Level (small)

Knife

Pencil

Power Return Tape – 25 ft

2 Screw Drivers – not over 8 ft

Claw Hammer

Volt Tester – The voltage tester/meter shall have a minimum rating of Category 3, per NFPA 70E Standards, with a range of 600 volts or higher

2 Pair – Channel-locks

Side Cutter – 9”

Wire Stripper - #10-#22AWG

Phillips Screw Driver - #2

Tool Pouch

A complete tool list required by the Collective Bargaining Agreement is on page 25 in the Inside Agreement between Local Union #570 of the IBEW and the Southern Arizona Chapter of NECA.

*As a union apprentice, you will receive the best on-the-job training and on-the-job experience, while working conditions, paycheck and benefit package is adequately negotiated on your behalf.*

In addition to your normal wage rate, you will also receive:

Comprehensive Health & Welfare Package

Local Pension and/or Annuity Plans

National Pension Plans

## **STEP 9:**

### **Classroom Instruction (900 hours classroom curriculum)**

The electrical training ALLIANCE establishes our national training curriculum and certifies the competency of all union electrical workers in North America. What is taught in Los Angeles is the same as what is taught in New York City and Tucson, Arizona. Each apprentice is required to maintain a 75% grade average. Class attendance is mandatory as outlined in our policies.

Our training facility is equipped with state-of-the-art training units for first year apprentices to fourth year apprentices. Our Instructors are highly skilled Journeyman Inside Wireman who have graduated from the Apprenticeship Program themselves. Each year our Instructors attend the National Training Institute. While the focus there is on Instructor training through the Professional Education classes and the “How to teach” courses, there are also advanced technical courses our instructors are required to take. This weeklong training re-energizes our program with qualified educators who are ready to make a difference and be accountable for providing innovative and creative instruction. Our instructors are ready to teach when our apprentices walk through the classroom door with clear objectives of what we want our students to learn. This is the key to our student’s success. Our classes focus on the theory of electricity along with hands-on training. Each classroom is unique for hands-on learning, with a controlled environment allowing the instructor to teach the mechanics of the subject safely.

Our First-year classroom includes:

- Conduit bending labs
- Basic wiring

Second-year and third-year classrooms have:

- Fire Alarm training
- Instrumentation
- Motors
- Three Way/Four Way Switches
- Transformers
- Leadership

Our 4<sup>th</sup> year classroom is more advanced with:

- Motor Control stations that incorporate Programmable Logic Controls.

Apprentices are required to have reliable access to a computer with internet. Each Apprentice will complete the required coursework in a variety of subjects, such as:

- Alternative Energy Sources (Solar, Wind, Fuel Cell, ETC.)
- Blueprint Reading
- Conduit Fabrication
- Distributed Control
- Electrical Grounding
- Electrical Theory
- Fire Alarm

- Industry orientation
- Instrumentation
- Job Information
- Low Voltage Systems
- Mathematics
- Motor Control
- Motors
- National Electrical Code
- OSHA/Safety Awareness
- Programmable Controller
- Transformers

*Classroom material is designed to go hand and hand with on-the-job training.*

**The following questions are frequently asked. This will help you understand the benefits and expectations of this Apprenticeship Program. If you have further questions, please call the Apprenticeship Office at 520-790-4690 or email at [info@tucsonjatc.org](mailto:info@tucsonjatc.org).**

### **How do I learn this trade?**

Learning this trade is both on-the-job training and classroom instruction. On-the-job training is taught by highly skilled Journeyman Inside Wireman on a construction site. The Journeyman demonstrate how to use tools, read blueprints, and perform tasks of the job. You can work for one contractor your entire apprenticeship or you may work for several contractors, depending on the work situation.

You may have experience working in electrical construction or you may not have any experience at all. We will teach you technical trade skills! Once you prove your competency, you will be given more complex electrical operations.

We are looking for an applicant who is eager in pursuing a career that is physically demanding and mentally challenging.

### **How do I find a job?**

Once you have been offered a position in the apprenticeship program, you are placed on the available for work log. Electrical Contractors request “manpower.” Selected apprentices will be sent out to work in the order of the ranking list.

Once the Tucson Electrical JATC has designated your training assignment with one of our union signatory Electrical Contractors, you will complete new hire paperwork with this employer. On-the-job training will provide diversity training and reasonable continuous employment while earning a paycheck.

### **Do you get paid for on the job training?**

Yes. All wage scales are based on a percentage of the Journey Wireman rate. You can find the current Journeyman Wireman rate [here](#).

## **What about the Benefits?**

NO TUITION

The following is outlined in the Collective Bargaining Agreement:

- Progressive wage scale.
- Multiple pension plans
- Extensive Health Care Benefits package for you and your family.
- Quality, on-the-job training with the latest technologies and master electricians.
- Safe working conditions.

## **Where do I go to School?**

Our training facility is located at:  
1949 W. Gardner Lane  
Tucson, AZ 85705

## **What is the cost of School?**

NO TUITION.

The apprentice will be required to pay the cost of his/her books each year prior to the start of class. The cost of books will average approximately \$800 to \$1,000. No one will be admitted to class without paying for and receiving his/her books prior to the first night of class.

## **Do you Graduate from this program?**

This four-year Apprenticeship program is registered with the State of Arizona, Department of Economic Security, Office of Apprenticeship, and Department of Labor. In order to complete apprenticeship and receive a Completion Certificate from the State of Arizona, you will have completed 8,000 on-the-job training hours and 900 classroom hours. You will also receive a Diploma from the *electrical training* ALLIANCE.

## **What kind of on-the-job-training will you receive?**

**ON THE JOB TRAINING (OJT):** Local Inside Wireman Apprenticeship and Training Standards for the Tucson Electrical Joint Apprenticeship and Training Program; Representing the Southern Arizona National Electrical Contractors Association, Inc. and Local Union No. 570 International Brotherhood of Electrical Workers; *Section XVI – Work Experience (A): In order to provide for the development of the necessary trade skills in the various work processes, the JATC shall attempt to provide the apprentice with On the Job Training in all aspects of a Journey Inside Wireman.*

*Tucson Electrical JATC will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40-year-old or older. Tucson Electrical JATC will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.*