STATE OF CALIFORNIA GAVIN NEWSOM, *Governor*

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS
1515 Clay Street, Suite 1902
Oakland, CA 94612
Tel: (415) 703-4920
Fax: (510) 286-1448

October 26, 2026

DAS File # 146

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC)
Attn: Jason Bates
14600 Catalina Street
San Leandro, CA 94577

Re: Approval of Apprenticeship Program

Congratulations, in accordance with California Code of Regulations (C.C.R.), Title 8, Division 1, Chapter 2, Subchapter 1, Article 4, Section 212, your apprenticeship program has been approved to operate with the occupation(s) of:

Inside Wireman; Residential Wireman

Please retain this letter, along with your program standards, in your files and reference the above DAS file number when corresponding with the DAS staff member assigned to service your program.

A few items of interest:

- Per California Labor Code 3073.1(d), the DAS shall evaluate all new apprenticeship programs one year after the approval of said program. DAS staff will coordinate an evaluation when your program approaches its one year anniversary.
- Please join us for the quarterly California Apprenticeship Council (CAC) and Interagency Advisory Committee on Apprenticeship (IACA) meetings.
  Information on meeting dates, locations and agendas is available at www.dir.ca.gov/das/DASMeetings.html#1.
- Montgomery GI Bill benefits may be available for Veterans registered into your program. For more information, visit https://www.calvet.ca.gov/CSAAVE or email the California State Approving Agency for Veterans Education (CSAAVE) at csaaveinfo@calvet.ca.gov.
- Workforce Investment and Opportunities Act (WIOA) funding may be available. To see if your program qualifies to be on the Eligible Training Provider List (ETPL), contact the State ETPL Coordinator at wsbetpl@edd.ca.gov.

Wishing you a successful program,

Digitally signed by Adele Burnes
Date: 2026.10.26 19:38:24 -07'00'

Adele Burnes, Chief
Division of Apprenticeship Standards

Division of Apprenticeship Standards (DAS)

Apprenticeship Program Summary Sheet

To: Adele Burnes, Chief
From: Justin Donate
CC: DAS, Program Quality Review Unit
Date: October 3, 2025

Program Name: Alameda County Electrical Joint Apprenticeship and Training Committee (JATC)
Industry: Building & Construction
DAS File No.: 146
Grant Awardee: ☐ No ☒ Yes

ETP – ET25-0938; ERiCA – 23ERICA005; CAC – 0000175231

Actions:

- ☐ Proposed new apprentice program
- ☒ Existing apprenticeship program adding new occupations
- ☐ Existing apprenticeship program expanding area of operations
- ☐ Existing apprenticeship program changing work processes on approved occupations.

Labor Organizations Representing Any of the Apprentices:

IBEW Local 595 - 6850 Regional St., Suite 100, Dublin, CA 94568

Request for Approval under Labor Code 3075:

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) intends to train in the building and construction trades and intends to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements within the meaning of Labor Code sections 1720 and 3075 and will train or dispatch apprentices in the building and construction trades or firefighters occupations.

Comments:

An organized labor electrical construction apprenticeship benefits the public by producing highly skilled, safety-conscious electricians through rigorous training and mentorship. Union programs ensure consistent, high-quality work, reducing risks of electrical hazards. Apprentices earn competitive wages, fostering economic stability and community investment. These programs also promote diversity, providing opportunities for underrepresented groups.

Ultimately, union apprenticeships deliver reliable infrastructure, enhance public safety, and support a robust workforce, strengthening communities for the long term.

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) and IBEW Local 595 will oversee the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following:

Proposed Occupation, Wage Rate & O*Net Code:

- Residential Wireman O*Net: 47-2111.00
  Journeyperson Wage: Wages pursuant to Public Works and/or most applicable requirement(s) of CA Labor Code §1720-1785; 8 CCR § 208 & §16000
  Proposed Apprentice Wage: Wages pursuant to Public Works and/or most applicable requirement(s) of CA Labor Code §1720-1785; 8 CCR § 208 & §16000
  Proposed No. of Apprentices: 16

Currently Approved Occupations with No Changes to Jurisdiction or Work Processes:

- Inside Wireman O*Net: 47-2111.00

Proposed Employers:

- Taft Electric:14359 Catalina St., San Leandro, CA 94577
- Del Monte Electric: 6998 Sierra Ct., Ste. A, Dublin, CA 94568
- HA Bowen Electric: 2055 Williams St., San Leandro, CA 94577

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) Program Standards

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DAS FILE # 146

Article I Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as an education sponsored, employer-based undertaking.

These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval.

Article II Craft, Trade or Occupation, Related and Supplemental Instruction, Term of Apprenticeship, Ratio, Wage Schedule and Work Training

Occupation	O*Net Code	Attachment
Inside Wireman	47-2111.00	B-1
Residential Wireman	47-2111.00	B-2

Article III Organization

There is hereby established the above-named master apprenticeship committee. The committee shall consist of eight (8) members, four (4) of whom shall be selected by and represent the employer organization(s) signatory hereto and four (4) of whom shall be selected by and represent the employee organization signatory hereto, and one (1) apprenticeship consultant representing the Division of Apprenticeship Standards. In addition, thereto, there shall be one (1) advisor from the Local Education Agency and such other advisors as the committee shall determine. Such advisors and the apprenticeship consultant shall act without vote.

Article IV Jurisdiction

These standards shall apply to the employer and employee organizations signatory hereto; their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization(s) signatory hereto, and to all apprentice agreements hereunder.

Area Covered by Standards: Alameda County

Article V Functions

The functions of the apprenticeship committee shall be to:

1) develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
2) serve in an advisory capacity with employers and employees in matters pertaining to these standards;

3) ensure the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;
4) aid in the adjustment of apprenticeship disputes;
5) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

Article VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

1) maintain suitable and adequate facilities to train apprentices;
2) supervise the administration and enforcement of these standards;
3) adopt such rules and regulations as are necessary to govern the program provided that the rules and regulations do not conflict with these standards;
4) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
5) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
6) conduct on-going evaluation of the interest and capacity of employers to participate in the apprenticeship program and to train apprentices on the job;
7) Make periodic evaluations of each apprentices on-the-job training and related and supplemental instruction;
8) ensure safe work site facilities, skilled workers as trainers at the work site, and safe equipment sufficient to train apprentices;
9) determine the qualifications of apprentice applicants and ensure fair and impartial treatment of applicants for apprenticeship selected through uniform selection procedures;
10) ensure apprentice agreements are sent to DAS for registration within thirty (30) days of the execution by the apprentice. For programs in the building and construction trades industry, the agreement shall be submitted to DAS in an acceptable electronic format, and a signed original of the agreement shall be retained by the program for at least five years following the completion or cancellation of the agreement.
11) establish and utilize a procedure to record and maintain all records of the apprentice's worksite job progress and progress in related and supplemental instruction;
12) establish and utilize a system for the periodic review and evaluation of the apprentice's progress in job performance and related instruction;
13) provide to each apprentice, on at least a semiannual basis, a statement showing the number of hours of on-the-job training and related and supplemental instruction that the apprentice has acquired toward graduation, the total number of hours of on-the-job

training and related and supplemental instruction that are necessary for graduation, and the apprentice's expected graduation date;

14) discipline apprentices, up to and including termination, for failure to fulfill their obligations on-the-job or in related instruction, including provisions for fair hearings;
15) annually prepare and submit a Self-Assessment Review as well as a Program Improvement Plan to the Chief of the Division of Apprenticeship Standards;
16) ensure training and supervision, both on the job and in related instruction, in first aid, safe working practices and the recognition of occupational health and safety hazards;
17) ensure training in the recognition of illegal discrimination and sexual harassment, including the anti-harassment and anti-discrimination training required under Labor Code section 3073.9, subdivision (c)(4)(A);
18) procedures to ensure that its apprentices are not harassed or discriminated against on any of the bases protected by the Fair Employment and Housing Act, and to ensure that its apprenticeship program is free from intimidation and retaliation;
19) establishment and implementation of procedures for handling and resolving internal complaints about harassment or discrimination as required under Labor Code section 3073.9, subdivision (c)(4)(C).
20) establish an adequate mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice of complete training in the apprenticeable occupation including mobility between employers when essential to provide exposure and training in various work processes in the apprenticeable occupation;
21) establish an adequate mechanism that will be used to provide apprentices with reasonably continuous employment in the event of a lay-off or the inability of one employer to provide training in all work processes as outlined in the standards;
22) comply with meaningful representation requirements for the interests of apprentices in the management of the program where apprentices are at least equally represented on an advisory panel established by the apprenticeship committee responsible for the operation of the program;
23) shall submit apprentice registration, change of address, graduation, and termination data to the Division of Apprenticeship Standards on a monthly basis in an electronic format acceptable to the division;
24) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards;
25) abide by any and all relevant California Labor Codes and California Code of Regulations regarding apprenticeship.

Article VII Definition of an Apprentice

An apprentice is a person at least 18 years of age, who has met the requirements for selection under the selection procedures of participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards.

Article VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

Article IX Apprentice Agreement

1) Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer, by the program sponsor, and by the apprentice and must be approved by the apprenticeship committee.
2) Each apprentice shall be furnished a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprentice agreement as though expressly written therein.

Article X Termination and Transfer of Agreements

1) During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period, an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason.
2) If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprentice agreement.

Article XI Lay-off

1) If for any reason the lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off.
2) There shall be no liability on the part of the employer, the program, or the committee for an injury sustained by an apprentice engaged in schoolwork at a time when the

apprentice is unemployed.

Article XII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

Article XIII Certificate of Completion

1) In addition to previous on-the-job training and related school instruction, which is of an approved nature, the Apprentice shall have completed not less than an additional six (6) months as an apprentice under the laws of the State of California and demonstrated mastery of the skills and knowledge of the prescribed program.
2) In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%).
3) Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the Chief of the Division of Apprenticeship Standards and the California Apprenticeship Council.

Article XIV Equal Opportunity in Apprenticeship Pledge

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) will not discriminate against apprenticeship applicants or apprentices based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over forty years of age, military or veteran status, or sexual orientation.

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) will take affirmative steps to provide equal opportunity in apprenticeship.

Article XV Selection of Apprentice Applicant

Apprenticeship programs may utilize any method or combination of methods for the selection of apprentices, provided that the selection method(s) used meets the following requirements:

1) The selection procedure(s) must be uniformly and consistently applied to all applicants and apprentices within each selection procedure utilized.
2) The selection procedure(s) must comply with title I of the ADA, EEOC's implementing regulations at 29 CFR part 1630, the Fair Employment and Housing Act, and the Civil Rights Council’s implementing regulations at sections 11064, et seq. of title 2 of the California Code of Regulations as applicable to apprenticeship program sponsors.

3) The procedure(s) must not screen out or tend to screen out an individual with a disability or a class of individuals with disabilities, on the basis of disability, unless the standard, test or other selection criteria, as used by the apprenticeship program, is shown to be job-related for the position in question and is consistent with business necessity.
4) The selection procedure(s) must be facially neutral in terms of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over forty years of age, military or veteran status, or sexual orientation.

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) will select apprentices based on the procedures below. All applicants will be notified in writing of acceptance or rejection. If rejected, reasons for rejection will be stated.

For selection procedures, please see Attachment X.

Article XVI Records

All records will be maintained, in written or electronic form, for five years and kept at:

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC)
14600 Catalina Street
San Leandro, CA 94577

Article XVII Annual Compliance

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) will submit an annual compliance report to the Division of Apprenticeship Standards as requested by the Division.

DAS FILE # 00146

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) agrees to accept electronic signatures for these Division of Apprenticeship Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted by Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) on October 14, 2024 (Committee approval date).

Employer Organization

NorCal NECA

7041 Koll Center Pkwy, Ste 100

Greg Armstrong, Exec. Director — Date: 10/22/24

Employee Organization

IBEW 595

6250 Village Pkwy

Greg Bonato, JATC Co-Chair — Date: 10/22/2024

The foregoing apprenticeship standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations and applicable Federal Regulations are hereby approved October 26, 2026.

(DAS approval date)

Digitally signed by Adele Burnes
Date: 2026.10.26 19:39:05 -07'00'

Adele Burnes, Chief
Division of Apprenticeship Standards — Date: October 26, 2026

Attachment A
List of Committee Members

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC)
14600 Catalina Street, San Leandro, CA 94577
(510) 351-5282
info@595jatc.org / www.595jatc.org

There is hereby established the above-named master apprenticeship committee. The committee shall consist of eight (8) members, four (4) of whom shall be selected by and represent the employer organization(s) signatory hereto and four (4) of whom shall be selected by and represent the employee organization signatory hereto, and one (1) apprenticeship consultant representing the Division of Apprenticeship Standards. In addition, thereto, there shall be one (1) advisor from the Local Education Agency and such other advisors as the committee shall determine. Such advisors and the apprenticeship consultant shall act without vote.

Representing: Employee

Greg Armstrong
Co-Chair
NorCal NECA
7041 Koll Center Pkwy., Ste 100
Pleasanton, CA 94566
(925) 828-6322
grega@norcalneca.org

Mike Boehmer
Recording Secretary
Bowen Electric
2055 Williams St.
San Leandro, CA 94577
(510) 715-2546
mike@bowenelectric.com

Scott Mullins
Trustee
Del Monte Electric
6998 Sierra Ct., Ste A
Dublin, CA 94568
(925) 829-6000
smullins@delmonteelectric.com

Representing: Employee

Bridget Hall
Co-Chair
IBEW 595
6850 Regional St., Suite 100
Dublin, CA 94568
(925) 556-0535
Union-business@hotmail.com

Greg Bonato
Trustee
IBEW 595
6850 Regional St., Suite 100
Dublin, CA 94568
(925) 556-0595
greg@ibew595.org

Jason Gumataotao
Trustee
IBEW 595
6850 Regional St., Suite 100
Dublin, CA 94568
(510) 506-6440
jasong@ibew595.org

DAS FILE # 146

Representing: Employee

Jason Alvarez Trustee
Taft Electric 14359 Catalina St.
San Leandro, CA 94577 (650) 477-8375
jalvarez@taftelectric.com

Representing: Employer

Earl Hampton Trustee IBEW 595
6850 Regional St., Suite 100
Dublin, CA 94568
(510) 566-4161
earlh@ibew595.org

Committee Advisors

Lucia Teixeira
LEA Consultant
Chabot College
5860 Owens Dr., Third Fl, Pleasanton, CA 94588
(925) 416-5162
lteixeira@clpccd.org

Justin Donate
Apprenticeship Consultant
Division of Apprenticeship Standards 1515 Clay St.
Oakland, CA 94612
(415) 470-6121
jdonate@dir.ca.gov

Attachment B-1

Training Schedule and Working Conditions

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC)

Occupation

Occupation: Inside Wireman
O*Net Code: 47-2111.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be 8000 on-job-training (OJT) hours, 900 related and supplemental instruction (RSI) hours, and completed within 60 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be 12 months.

Article II Wage Schedule

Public Works Projects:

Wage Schedule for Apprentices in the Building and Construction Industry Employed on Public Works Projects:

For apprentices participating in approved apprenticeship programs in the building and construction industry, the wages and employer payments for employee benefits as defined in 8 C.C.R. 16000 for regular and overtime work while employed on public works projects within the meaning of Labor Code 1720 et seq. shall be the per diem wage rates for apprentices in the apprenticeable occupation as determined by the Director of Industrial Relations in the geographic area of the project.

The program and employers are responsible to verify, update and pay the apprentice the current or proper prevailing wage rate as posted on the prevailing wage website for the Office of Policy, Research and Legislation (OPRL) for the occupations listed in the standards for the geographic area of the public works project.

Private Work:

For apprentices in the building and construction industry employed on projects not covered by California Code of Regulations, Title 8, Division 1, Chapter 2, Subchapter 1, Section §208, Subsection (b), the minimum hourly wage package for apprentices

while employed on projects not covered by Subsection (b) (Public Works) shall be as set forth below in (1)-(5) or, in the alternative, as set forth in subsection (6):

1) A starting hourly wage package for first period apprentices of not less than 40 percent of the prevailing per diem wage package for journeyperson(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code §1720 et seq., using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
2) If there is no prevailing hourly wage package and wage package progression determined by the Director for journeyperson(s) for the apprenticeable occupation and geographic area, a starting wage rate decided by the sponsoring program in consultation with and subject to the approval of the Chief DAS based on consideration of the minimum starting hourly wage package and wage package progression for apprentices in the most analogous occupations and geographic areas;
3) Where an employer elects to satisfy a portion of the hourly wage package by employer payments for employee benefits as defined in 8 C.C.R. §16000, the payment of such contributions must be verifiable and the cost of the benefit(s) must be reasonably related to the amount of the contribution(s). The employer shall submit its books and records to an audit by the DAS staff, upon request, to verify such payments;
4) Where an employer elects not to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits as defined in 8 CCR §16000, the employer shall pay the entire hourly wage package to the apprentice on the apprentice's paycheck. Where an employer elects to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits, the employer shall pay the remainder of the apprentice's hourly wage package to the apprentice in the apprentice's paycheck;
5) The minimum hourly wage package shall increase for each successfully completed period of apprenticeship to a higher percentage of the prevailing per diem wage package for journeyperson(s) in the apprenticeable occupation and geographic area of the project. These periodic increases in percentage shall be equal (e.g., 40 percent, 50 percent, 60 percent, etc.) and shall be such that the minimum hourly wage package in the final period of apprenticeship is not less than 80 percent of the prevailing per diem wage package for journeyperson(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director, using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;

6) In the alternative, a contractor will be in compliance with this entire subsection (c) if the contractor provides the same total hourly wage package and wage package progression to apprentices employed on private projects as the contractor provides to apprentices employed on public works projects in the same geographic area, and that total hourly wage package is not less than the prevailing per diem apprentice wage package for the apprenticeable occupation and the geographic area of the project.

The apprenticeship program and contractors are responsible to verify, update and pay the apprentice the current or proper wage rate as calculated from the posted prevailing wage rates on the website for the Office of Policy, Research and Legislation (OPRL) for the occupations listed in these standards for the geographic area of the private-work project.

Additionally, the apprentice shall have satisfactorily completed the related and supplemental instruction schedule indicated below:

Period	OJT Hours	RSI Hours	Wage (or Percent)
1st period	0 – 799 OJT	90 RSI	40%
2nd period	800 – 1599 OJT	180 RSI	42.5%
3rd period	1600 – 2399 OJT	270 RSI	45%
4th period	2400 – 3199 OJT	360 RSI	50%
5th period	3200 – 3999 OJT	450 RSI	55%
6th period	4000 – 4799 OJT	540 RSI	60%
7th period	4800 – 5599 OJT	630 RSI	65%
8th period	5600 – 6399 OJT	720 RSI	70%
9th period	6400 – 7199 OJT	810 RSI	75%
10th period	7200 – 8000 OJT	900 RSI	80%

Hours of Work and Working Conditions and Overtime Provision:

Eight hours of labor constitutes a day's work. Employment beyond eight hours in any workday or more than six days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight hours, up to and including 12 hours in any workday, and for the first eight hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a journeyperson.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

1) The employer shall see that all apprentices are under the supervision of a qualified journeyperson or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Work Processes	**OJT Hours**
Planning and Initiating a project	200
Implementing Conservation and Recycling Practices on a Project	50
Establishing OSHA and Customer Safety Requirements	200
Establishing Temporary Power	400
Establishing Power Distribution Within a Project	600
Installing Service to Buildings and Other Structures	200
Installing and Maintaining Alternative Energy Generation Systems	400
Establishing a Grounding System	50
Planning and Installing Raceway Systems	1600
Installing Electrical Systems	1200
Installing Indoor and Outdoor Receptacles, Lighting Circuits and Fixtures	600
Providing Power and Controls to Motors, HVAC and Other Equipment	500
Energy-Efficient Lighting and Equipment Control Systems	1000
Installing Instrumentation and Process Control Systems	200
Installing and Maintaining Emergency Power Generation Equipment	200
Troubleshooting and Repairing Electrical Systems	300
Installing Fire Alarm Systems	300
Total OJT Hours	**8000**

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 180 hours per year. Related and supplemental instruction will be provided by Electrical Training Alliance and overseen by Chabot College.

Time spent in related and supplemental instruction may not be compensated.

1st Year 180 Hours

Orientation 1 & 2
Job Information 1
Conduit Fabrication 1 Codeology
Code, Standards & Practices 1 Blueprints 1 & 2
Job Applications 1-16 1st Aid/CPR
OSHA-10
DC Theory 1-5
Test Instruments

2nd Year 180 Hours

AC Systems AC Theory 1-3
Code, Standards & Practices 1 & 2 Electrical Safety Related Work Practices 1
Transformers 1 & 2
Electrical Code Calculations 1 & 2 Renewable Systems Installations Photovoltaic Installations

3rd Year 180 Hours

Code, Standards & Practices 3 Confined Space Training Rigging, Hoisting & Signaling
Electrical Safety Related Work Practices 2 Aerial Lift Safety
Conduit Fabrication 2 Preparing for Leadership 1 Fire Alarm 1 & 2
Grounding and Bonding 1 & 2
Motors 1 & 2
Blueprints 3
CAD & Trimble Training

4th Year 180 Hours

Industrial Motor Control 1-3 Over-Current Protective Devices
Code, Standards & Practices 4-6 Hazardous Locations 1 Stewardship Training
Power Quality Analysis
Health Care Facility Electrical Systems 1 & 2 Variable Frequency Drives
Programmable Logic Controllers

5th Year **180 Hours**

Orientation 3
Building Automation 1 & 2
Torquing 1
Electric Vehicle Charging Systems Battery Storage Technology Installations
Emergency Generator Installations
CA Advanced Lighting Controls Training Program CALCTP Automated Demand Response Training

Total RSI **900 Hours**

ARTICLE V Ratio

The ratio of apprentices to journeypersons shall be:

1) Ratio #1: The ratio shall be three (3) journeypersons to two (2) apprentices.

Attachment B-2

Training Schedule and Working Conditions

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC)

Occupation

Occupation: Residential Wireman
O*Net Code: 47-2111.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be 4800 on-job-training (OJT) hours, 480 related and supplemental instruction (RSI) hours, and completed within 36 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be nine (9) months.

Article II Wage Schedule

Public Works Projects:

Wage Schedule for Apprentices in the Building and Construction Industry Employed on Public Works Projects:

For apprentices participating in approved apprenticeship programs in the building and construction industry, the wages and employer payments for employee benefits as defined in 8 C.C.R. 16000 for regular and overtime work while employed on public works projects within the meaning of Labor Code 1720 et seq. shall be the per diem wage rates for apprentices in the apprenticeable occupation as determined by the Director of Industrial Relations in the geographic area of the project.

The program and employers are responsible to verify, update and pay the apprentice the current or proper prevailing wage rate as posted on the prevailing wage website for the Office of Policy, Research and Legislation (OPRL) for the occupations listed in the standards for the geographic area of the public works project.

Private Work:

For apprentices in the building and construction industry employed on projects not covered by California Code of Regulations, Title 8, Division 1, Chapter 2, Subchapter 1, Section §208, Subsection (b), the minimum hourly wage package for apprentices

while employed on projects not covered by Subsection (b) (Public Works) shall be as set forth below in (1)-(5) or, in the alternative, as set forth in subsection (6):

1) A starting hourly wage package for first period apprentices of not less than 40 percent of the prevailing per diem wage package for journeyperson(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code §1720 et seq., using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;
2) If there is no prevailing hourly wage package and wage package progression determined by the Director for journeyperson(s) for the apprenticeable occupation and geographic area, a starting wage rate decided by the sponsoring program in consultation with and subject to the approval of the Chief DAS based on consideration of the minimum starting hourly wage package and wage package progression for apprentices in the most analogous occupations and geographic areas;
3) Where an employer elects to satisfy a portion of the hourly wage package by employer payments for employee benefits as defined in 8 C.C.R. §16000, the payment of such contributions must be verifiable and the cost of the benefit(s) must be reasonably related to the amount of the contribution(s). The employer shall submit its books and records to an audit by the DAS staff, upon request, to verify such payments;
4) Where an employer elects not to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits as defined in 8 CCR §16000, the employer shall pay the entire hourly wage package to the apprentice on the apprentice's paycheck. Where an employer elects to satisfy a portion of the apprentice's hourly wage package by employer payments for employee benefits, the employer shall pay the remainder of the apprentice's hourly wage package to the apprentice in the apprentice's paycheck;
5) The minimum hourly wage package shall increase for each successfully completed period of apprenticeship to a higher percentage of the prevailing per diem wage package for journeyperson(s) in the apprenticeable occupation and geographic area of the project. These periodic increases in percentage shall be equal (e.g., 40 percent, 50 percent, 60 percent, etc.) and shall be such that the minimum hourly wage package in the final period of apprenticeship is not less than 80 percent of the prevailing per diem wage package for journeyperson(s) in the apprenticeable occupation and geographic area of the project, as determined by the Director, using the rate effective on the immediately preceding March 1. At least 65 percent of this minimum hourly wage package must be paid to the apprentice as taxable wages;

6) In the alternative, a contractor will be in compliance with this entire subsection (c) if the contractor provides the same total hourly wage package and wage package progression to apprentices employed on private projects as the contractor provides to apprentices employed on public works projects in the same geographic area, and that total hourly wage package is not less than the prevailing per diem apprentice wage package for the apprenticeable occupation and the geographic area of the project.

The apprenticeship program and contractors are responsible to verify, update and pay the apprentice the current or proper wage rate as calculated from the posted prevailing wage rates on the website for the Office of Policy, Research and Legislation (OPRL) for the occupations listed in these standards for the geographic area of the private-work project.

Additionally, the apprentice shall have satisfactorily completed the related and supplemental instruction schedule indicated below:

Period	OJT Hours	RSI Hours	Wage (or Percent)
1st period	0 – 799 OJT	80 RSI	50%
2nd period	800 – 1599 OJT	160 RSI	58%
3rd period	1600 – 2399 OJT	240 RSI	66%
4th period	2400 – 3199 OJT	320 RSI	74%
5th period	3200 – 3999 OJT	400 RSI	82%
6th period	4000 – 4799 OJT	480 RSI	90%

Hours of Work and Working Conditions and Overtime Provision:

Eight hours of labor constitutes a day's work. Employment beyond eight hours in any workday or more than six days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight hours, up to and including 12 hours in any workday, and for the first eight hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a journeyperson.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

1) The employer shall see that all apprentices are under the supervision of a qualified journeyperson or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Work Process	Hours
Layout, Boxing and Drilling a Project	250
Implementing Conservation and Recycling Practices on a Project	50
Establishing OSHA and Customer Safety Requirements	250
Establishing Temporary Power During Construction	100
Establishing Power Distribution During Construction	200
Installing Service to Buildings and Other Structures	200
Installing and Maintaining Alternative Energy Generation Systems	100
Establishing a Grounding System	50
Planning and Installing Raceway Systems	800
Installing Electrical Systems	800
Installing Sound and Communication Systems	150
Installing Security Access Control Systems	100
Installing Indoor and Outdoor Receptacles, Lighting Circuits and Fixtures	200
Providing Power and Controls to Motors, HVAC and Other Residential Equipment	200
Energy-Efficient Lighting and Residential Control Systems	1000
Installing and Maintaining Emergency Power Generation Equipment	100

Troubleshooting and Repairing Electrical Systems	100
Installing Fire Alarm Systems	150
Total	**4800**

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 160 hours per year. Related and supplemental instruction will be provided by Electrical Training Alliance and overseen by Chabot College.

Time spent in related and supplemental instruction may not be compensated.

1st Year 160 Hours

Blueprint Reading
Circuit Diagram Interpretation Conduit Fabrication 1 Codeology
Code, Standards & Practices 1 Blueprints 1 & 2
Material Identification 1st Aid/CPR
OSHA-10

DC Theory
Jobsite Skills and Practices

2nd Year 160 Hours

Basic Control Systems Basic Refrigeration & HVAC
Basic Security Alarm Systems Construction Documentation Electrical Theory
Grounding
Installation Applications
Low Voltage Transmission Fundamentals National Electrical Code
Safety Awareness Transformers

3rd Year 160 Hours

Air Conditioning & Refrigeration Basic Motor Controls
Basic Fiber Optic Principles Electrical Motor Properties Entertainment Systems Fire Alarm Systems
Job Information Mathematics
National Electrical Code Security Systems
Solar Power Generation Sound Systems Telephony

Total RSI 480 Hours

ARTICLE V Ratio

The ratio of apprentices to journeypersons shall be:

1) Ratio #1: The ratio shall be three (3) journeypersons to two (2) apprentices.

Attachment C

Local Education Agency Letter(s)

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC)

DAS FILE # 146

CHABOT LAS POSITAS COMMUNITY COLLEGE DISTRICT

October 17, 2024 DAS File # 00146

Chief Curtis Notsinneh
Department of Apprenticeship Standards
1515 Clay St, 3rd floor, Ste 301
Oakland, CA 94612

Re: Confirming LEA for the Alameda County Electrical Joint Apprenticeship Training Committee Inside Wireman Program

Dear Chief Notsinneh,

This is to confirm that the Chabot-Las Positas Community College District (CLPCCD) will continue to serve as the Local Educational Agency (LEA) for the Inside Wireman Program and the new Residential Program for the Alameda County Electrical Joint Apprenticeship Training Committee.

Apprentices register and enroll in classes through Chabot College, and receive credit for their Related and Supplemental Instruction, as well as for some of their work experience/ on the job training hours.

If you have any questions, please feel free to contact me directly any time at (925) 416-5152.

Sincerely,

Lucia Teixeira
Director of Apprenticeship Programs Economic Development and Contract Education Chabot-Las Positas Community College District

cc: Julia Dozier, Executive Director, EDCE
Jason Bates, Training Director, Alameda County Electrical JATC

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES

Hal G. Gin, Ed.D., President
Maria L. Heredia, Secretary
Linda Granger
Steve Lanza
Harris Mojadedi
Luis Reynoso, Ed.D.
Tim Sbranti

Ronald P. Gerhard, Chancellor

Economic Development & Contract Education

5860 Owens Dr., 3rd Floor
Pleasanton, CA 94588
Tel: 925-416-5152
Apprenticeship4you.com

Attachment D

Sample Employer Agreement

(For Informational Purposes Only - Do Not Use)

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS

AGREEMENT TO TRAIN APPRENTICES

District No. .....

DAS File No. .....

NAME OF EMPLOYER				
MAILING ADDRESS (STREET AND NUMBER)	CITY	STATE	ZIP CODE	TELEPHONE NUMBER
ADDRESS OF TRAINING LOCATION (IF DIFFERENT)				
OCCUPATION(S)				O*Net Code
NAME OF APPRENTICESHIP COMMITTEE AND STANDARDS				
AREA COVERED BY APPRENTICESHIP STANDARDS or NAME AND ADDRESS OF PROJECT				

THE OFFICIAL, whose signature follows, agrees on behalf of the above named employer to train apprentices in the designated occupation in accordance with the apprenticeship standards and apprentice agreement and to comply with the provisions thereof.

[SIGNED] **By** .....

Printed name .....

Title ..... **Date** .....

THE APPRENTICESHIP COMMITTEE accepts and approves the employer as qualified to train apprentices under its standards in the designated occupation.

[SIGNED] **By** .....

Printed name .....

Title **Chairperson** **Date** .....

Accepted:
DIVISION OF APPRENTICESHIP STANDARDS

Effective until:

☐ **Revoked**

☐ **End of Project** (Enter project name and address in Area Covered above)

☐ **Date** ..... (Date)

☐ **Other** ..... (Specify)

EFFECTIVE DATE

[SIGNED] **By** ..... **Date** .....
Apprenticeship Consultant

REMARKS:

DAS 7 (REV 11/09)

SAMPLE

DAS FILE # 146

Attachment E

Financial Pro Forma

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC)

DAS FILE # 146

Apprentice Program
Pro Forma Statement

The Alameda County Joint Apprenticeship and Training Committee for the Electrical (Inside Wireman) Trade
14600 Catalina Street ▪ San Leandro, CA 94577
Telephone (510) 351-5282 ▪ Fax (510) 351-2949

Alameda County Electrical Joint Apprenticeship Training Center
Financial Pro Forma Statement

The related training portion, administrative, building maintenance and operating expense of the Alameda County Electrical JATC is financed by employer / sponsor contributions. The contributions will be invoiced on a monthly basis, for each local worker. Contributions will total **$2.36** per hour worked. The hours worked annually are over **1.75** million hours. The JATC expects contributions to be more than **$4.1 million** per year. The employer/sponsor contribution will fund any associated community college RSI course fees, instructor fees, lab fees, tools and required textbook(s) for apprentices.

In addition, the Alameda County Electrical JATC is financed by Montoya Funds through Chabot College, 7600 Dublin Blvd, Dublin, CA 94568. The JATC performs over 40k hours of instruction every year, with CA state community college funding paid at $10.05 per hour. The JATC expects to receive over **$400k** per year.

The Alameda County Electrical JATC will also continue to apply for CA state and Federal grant programs to fund electrical apprentice programs. Those grants will fund training material and books for apprentice student training needs.

The Alameda County Electrical JATC plans to hire **50** new inside wiremen and **16** new residential wiremen per year. The expected annual cost for training is **$20k** for the inside program and **$15k** for the residential program, for a total cost of $1.25M per year. Additional funding will be reinvested into the program for further training purposes.

Attachment X
Plan for Equal Opportunity in Apprenticeship

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC)

Occupation	O*Net Code	Attachment
Inside Wireman	47-2111.00	B-1
Residential Wireman	47-2111.00	B-2

Article I Equal Opportunity in Apprenticeship Pledge

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) will not discriminate against apprenticeship applicants or apprentices based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over forty years of age, military or veteran status, or sexual orientation.

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) will take affirmative steps to provide equal opportunity in apprenticeship.

Article II Selection of Apprentice Applicant

Apprenticeship programs may utilize any method or combination of methods for the selection of apprentices, provided that the selection method(s) used meets the following requirements:

1) The selection procedure(s) must be uniformly and consistently applied to all applicants and apprentices within each selection procedure utilized.
2) The selection procedure(s) must comply with title I of the ADA, EEOC's implementing regulations at 29 CFR part 1630, the Fair Employment and Housing Act, and the Civil Rights Council’s implementing regulations at sections 11064, et seq. of title 2 of the California Code of Regulations as applicable to apprenticeship program sponsors.
3) The procedure(s) must not screen out or tend to screen out an individual with a disability or a class of individuals with disabilities, on the basis of disability, unless the standard, test or other selection criteria, as used by the apprenticeship program, is shown to be job-

related for the position in question and is consistent with business necessity.

4) The selection procedure(s) must be facially neutral in terms of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over forty years of age, military or veteran status, or sexual orientation.

Alameda County Electrical Joint Apprenticeship and Training Committee (JATC) will select apprentices based on the procedures below. All applicants will be notified in writing of acceptance or rejection. If rejected, reasons for rejection will be stated.

(1) Application for apprenticeship will be accepted year-round. The JATC will make applications available online, each quarter throughout the calendar year. Application windows will be open for no less than 10 business days, for application completion and document submittals. Applications, or documentation, will not be accepted outside of designated application windows.

(2) Minimum age of all applicants: 18 years old

(3) Educational prerequisite for entry: High School Diploma or GED

(4) Physical prerequisites: Must have the ability to safely perform the work of the trade/occupation.

(5) Written Test : Passing score of “5” or better on standardized aptitude tests.

(6) Oral Interview: Interviews are conducted quarterly. Standardized questions scored by an interview committee.

(7) A pool of applicants will be established and maintained for 1 years. This pool will rank applicants by interview score, then aptitude test score, then order of application.

(8) Applicants will be employed as follows:

a. Drug Testing: Mandatory testing by Program prior to employment Potential employers may require applicants to meet additional employment testing and/or procedures as long as the requirements are also required of non-apprenticeship applicants. These activities may include oral interview, aptitude testing, security clearance measures, drug screening, physical examination at no cost to applicant, or other activities pre-approved by the Program.