Joint Advisory Training Committee (JATC)

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Seattle City Light

WE POWER SEATTLE

Background

- JATC Functions under Resolution of the City Council and City Charter and in harmony with WA state laws governing apprenticeship, under the WA State Apprenticeship Training Council
- Members are appointed by the Mayor for 3-year terms
  - Three members from Organized Labor
  - Three members from City Service
- Employer and Union agree to carry out the instruction and disciplinary action of the JATC in respect to an Apprentice's academic and on-the-job performance

JATC Responsibilities

- Recommend instructors for apprenticeship classes
- Prepare reports of the work of the Apprenticeship Subcommittees
- Review and approve the minutes of all meetings of the Apprenticeship Subcommittees
- Authority and responsibility to review the recommendations of the subcommittee and take action, which may include, but not limited to, requiring the apprentice to adhere to an Individual Training Plan (ITP), withholding wage progression, suspension, and/or cancellation of the apprenticeship agreement

Disciplinary Procedures

Disciplinary Probation	Suspension	Cancellation
A time assessed when the apprentice's progress is not satisfactory. During this time the program sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action.	A suspension is a temporary interruption in progress of an individuals apprenticeship program that may result in the cancellation of the Apprenticeship Agreement. Could include temporarily not being allowed to work, go to school or take part in any activity related to the Apprenticeship Program until such time as the Apprenticeship Committee takes further action.	Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. (as described in WAC 296-05-009).

Sub-Committees (ECAC, HEMMA, UCWAC)

- Apprenticeship Subcommittees established for each craft with equal representation from City Service and Labor
- Representatives participate in interviews and/or administration of working tests to assess their ability to meet applicable apprenticeship standards in accordance with the City's Personnel Rules and Collective Bargaining Agreements
- Candidates selected by the Hiring Authority are recommended by the apprenticeship subcommittee to the JATC for placement into apprenticeship

Potential Disciplinary Issues

Attendance

Proficiency Exam

Harassment

On-the-Job Training

THANK YOU

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