

Lincoln Joint Electrical Apprenticeship and Training Center

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Construction Wireman/Construction Electrician Program Description and Guideline Form

CANDIDATES FOR THIS PROGRAM WILL BE PROVIDED THIS DOCUMENT BEFORE COMPLETING AN APPLICATION FOR THE CW /CE PROGRAM

This program is NOT intended to be a program that would, in any manner, undermine or circumvent the Apprenticeship and Training Program. Neither is it a program designed to mis-classify individuals or limit participant's growth and development in the trade. This program is designed to clearly define and provide ways and means for growth and development that permits advancement to the next level within the program. This could ultimately lead to Journeyman Wireman status provided one completes the minimum course work and certifies on craft proficiency examinations (written and hands-on). This program, as outlined in the paper, provides definitive ways and means for **self-growth**, development and improvement in various work processes and a variety of study in the basic theories and concepts of the electrical trade. While this program outlines and describes ways and means for advancement, individuals may elect to remain at their current classification should they choose not to complete the **home study** courses and qualify on the certification examinations.

This program will function and operate without any form of discrimination because of race, color, creed, religion, sex or national origin for all people legally qualified and eligible for employment in this Country provided the individual is at least 18 years of age and can physically and mentally safely perform or learn to safely perform the work of the trade respecting all job safety rules and policies and can read and understand written and verbal instructions.

All individuals entering this program will be subject to the same alcohol and illegal drug screening required of individuals indentured in the apprenticeship program.

Every candidate for the CW/CE program will file an application with the Lincoln Electrical Joint Apprenticeship and Training Committee (LEJATC) online at www.lincolnelectricaljadc.org or in person by appointment. The LEJATC will conduct and complete the application process including interviewing, evaluation and classifying the individual using standard ways and means for evaluating previous experience and training to warrant proper credit and advanced standing where warranted.

Individuals entering this program will serve a **minimum 500 hours probationary period**. At this time the applicant must show written proof of work experience. After this probationary period the individual will be evaluated using both written and hands-on examinations as determined by the LEJATC for the purpose of validating the individual's re-classifying based on their job skills, performance and trade knowledge. The results of the written and hands-on examination coupled with other evaluation tools and instruments will be used to determine proper classification and a recommended course of study to afford the individual an opportunity for growth, development and advancement.

NOTES ABOUT TRAINING & TRAINING OPTIONS:

- 1) Everybody must complete First Aid/CPR/AED, OSHA-10, and Code of Excellence within the first 1500 hours of on-the-job training.
- 2) Individuals may complete the courses as quickly as they wish but they must also have the minimum number of on-the-job training hours to advance.
- 3) There is no advancement in classification without completion of the required courses.
- 4) Individuals may request to have the LEJATC approve an alternate course to substitute for one or more of the required courses.
- 5) The individual may request to enroll for any of the required courses offered by other training providers such as vendors, suppliers, manufacturers colleges or other technical or trade school pending the LEJATC's approval prior to enrollment.

ADVANCED STANDING:

Individuals entering the program with previous experience equal to or exceeding the minimum number of hours required for a particular level of the CW/CE Program may request to test out of all the courses required to obtain that particular level. If they pass the test, they will be credited for having completed the course. If they fail to pass the test, they must complete the course before re-testing.

ADVANCEMENT – A MATTER OF CHOICE

Individuals are encouraged to enroll in any and all courses available for the purpose of gaining a better and more complete understanding of all subject materials related to the trade. After the required courses are completed, an individual may, however, elect to be content at his or her current level and opt not to complete the minimum required training and/or testing for advancement.

TERMINATION FROM THE CW/CE PROGRAM:

Termination for cause from any job site will be reviewed carefully. If warranted, the individual may be suspended or terminated from the program making them ineligible for future job assignments, considering the severity of the act and the outcome of the review and/or investigation. Failure to pass any drug screening will result in termination from the program.

TESTING

The LEJATC will administer, monitor and proctor all tests.

HEALTH INSURANCE:

Participants in the CW/CE program will receive single person Health Insurance coverage (up to a \$300.00 premium) upon completion of their 500-hour probationary period.

RETIREMENT PROGRAMS:

From day one, each participant will participate in the National Electrical Benefit Fund retirement program, which is at no cost to the participant.

POINTS OF INTEREST:

The CW/CE Program should never be viewed as a so-called “helper” type program or any other dead-end type program. This program precludes such abuse and makes it possible for an individual not qualifying for indentured apprenticeship or unable to complete an apprenticeship for any reason to gain and maintain employment in the electrical construction industry. This program permits the participant to advance at a different pace, but at the same time, makes him or her responsible and proud to demonstrate competencies expected of an IBEW Journeyman Wireman. The program is designed to assist those who have been trapped into “helper” type programs where they are locked in by others and never afforded an opportunity for growth and development leading to a successful career.

This program provides clearly defined ways and means for one to gain knowledge and skills whereby they can become complete craft workers with pride in their ability and willingness to perform the work of the trade. Advancement in this program is NOT an employer’s decision, nor that of the Local Union or the LEJATC. Growth and advancement rests clearly with the participant and is limited only by the individual’s personal desires, initiative and ability.

All affiliates of this program strongly encourage participants to take advantage of every opportunity to participate in related studies so as to expand one’s job skills and trade knowledge making them more employable and marketable.

Qualifications For Entry Into The CW/CE Program

Any individual may qualify for the program through any one of the means listed below provided they are: a minimum of 18 years of age, physically and mentally able to safely perform the work of the trade, able to read and understand and follow written and verbal instructions, use the tools of the trade, climb ladders and scaffolds, crawl and work in tight and confined spaces. Must have a valid driver’s license and must provide a copy of your social security card in order to receive a training assignment.

1. Directed by the JATC
2. May be directed to the JATC through a participating Contractor
3. May be directed to the JATC as part of an organizing effort

Work hours must be documented by the previous employer and be provided by the individual to the JATC.

Steps, Time, Wages, Training for Advancement & Certification

Level	OJT hours	Wage	Health Ins.	Pension	Training Required
CW-1	0 - 500	40% - \$11.14	No	No	Probationary Period** OSHA-10* First Aid/CPR-AED* Code of Excellence*
CW-2	501 – 3500	45% - \$12.52	Yes***	No	Must complete at least 3,500 hours of on-the-job training
CW-3	3501 – 5000	50% - \$13.92	Yes***	No	Must complete at least 5000 hours of OJT and Level 1 of CW/CE curriculum****
CW-4	5001 – 6500	55% - \$15.31	Yes***	No	Must complete at least 6,500 hours of OJT and Level 2 of CW/CE curriculum****
CW-5	6501 – 8000	60% - \$16.70	Yes***	No	Must complete at least 8,000 hours of OJT and Level 3 of CW/CE curriculum****

*** Indicates classes are required for everyone and must be completed within the first 1500 hours of on-the-job training.**

Upon completion of 8000 hours and all required courses a CW-5 can request to have their classification changed to CE-1. In order to advance beyond the classification of CE-1 the apprentice must complete the related training associated with particular level that they are in. An apprentice with the classification of Construction Electrician, no matter which level, is encouraged to complete the related training needed for each level in order to advance to obtain the classification of Journeyman Wireman but it is not required.

Level	OJT hours	Wage	Health Ins.	Pension	Training Required****
CE-1	8001 – 10,000	65% - \$18.10	Yes***	Yes - \$2.00	Must complete at least 10,000 hours of OJT and Level 4 of CW/CE curriculum****
CE-2	10,001 – 12,000	72% - \$20.04	Yes***	Yes - \$2.00	Must complete at least 12,000 hours of OJT and Level 5 of CW/CE curriculum****
CE-3	12,001 – 14,000	80% - \$22.27	Yes***	Yes - \$2.00	Must complete at least 14,000 hours of OJT and Level 6 of CW/CE curriculum****

****All new CW's or CE's must complete a 500 hour probationary period no matter what level they are placed in and will not receive any health insurance or pension during that time.**

*****You will receive single person Health Care coverage up to a \$300.00 premium**

******Must be completed in order to advance to next level**