



IBEW Local 1928 Sponsorship of Apprentices in the Labour Pool

Purpose: The aim of IBEW Local 1928 becoming a sponsor for apprentices in the NSP Labour Pool is to allow a capped number of term employees of NSP to collect apprentice hours and eventually become certified in a provincial or Red Seal trade that is *not* sponsored by NSP. IBEW Local 1928 is not an employer, but will act as an apprenticeship sponsor. The NSP Labour Pool Administrator manages a system for distributing available term work fairly amongst qualified unionized workers. Similarly, the Local maintains a referral list of available workers for outside construction contractors seeking qualified labour in some of these trades. As such, Local 1928 does have the periodic opportunity to dispatch apprentices for work that could help them achieve their certification. Working with employers, Local 1928 could help more workers achieve trade certification. The Local will only sponsor one apprenticeship for one individual at a time (no concurrent apprenticeships for any one member). In evaluating applications, priority will be given to the applicant who has 1) hours and technical training already completed toward a particular trade, 2) technical training completed toward a particular trade, and 3) no hours or technical training completed toward a particular trade, in that order.

Background: The Labour Pool was established in 1996. It has functioned as a pool of mobile, skilled workers available for work (many of its original members were those put out of work when industrial businesses in Cape Breton such as the mines and steel plants closed) that have been used to meet the peak labour needs of NSP, for example during plant shut-downs. For the employer, the Labour Pool is a useful low-cost alternative to maintaining a regular workforce and it can be seen as competitive pseudo-contractor. At the same time, Labour Pool members are trained to NSPI safety standards, become familiar with multiple work sites and unique utility equipment, and are a pool from which vacancies in the regular workforce can be filled. From its inception, the number of available skilled workers has dwindled, not just through the aging of that casual workforce, but also because the NSP Labour Pool must compete with opportunities that are more plentiful out West.

The Apprenticeship Agency has given the green light to Local 1928 to act as a sponsor for registering apprentices and to helping them collect hours towards their apprenticeship through the Labour Pool dispatch system (and by inference the Outside Construction Referral List). NSP has agreed in principle to support the Local in sponsoring these apprentices and for the apprentices to be successful in obtaining their certification, there will need to be some cooperation between sponsor and employer(s).

NSP has supported ongoing sponsorship for apprentices in the following trades: Power Engineer (certified through NS Department of Labour) and Powerline Technicians (certified through national Red Seal Trade). NSP has also established "in-house" apprenticeships: Gas Turbine Attendants, Regional Planners, and System Operators. It is probably fair to say that

NSP commits to training apprentices in order to get a certain kind of worker, sometimes unique to the needs of the utility. For trades in which there is a surplus of labour and NSP can acquire the “person off the street” with adequate or crossover skills that make them quickly productive, there is not a business need for NSP to “train their own.” It has resulted in a number of eligible trades apprentices in the Labour Pool not getting the work and training opportunities at NSP that they might have gotten elsewhere—not good for NSP or the workers in the long run.

Trades Local 1928 Could Indenture:

- * Millwright (under the NSP Collective Agreement, job title is Maintenance Person Certified)
- * Industrial Electrician (under the NSP CA, job title is Electrician)
- * Instrumentation and Control Technician (under the NSP CA, job title is Power Plant Technician)

Maximum number of apprentices Local 1928 will indenture: 15 (number of people in the Labour Pool = about 180)

Requirements to become and stay indentured by IBEW Local 1928:

- * must be an “A” or “BA” IBEW Local 1928 member in good standing; (These are the two types of membership in the IBEW—“A” and “BA”. Members who work for contractors in the construction branch of the electrical industry, inside and outside, members working for a contractor performing maintenance work and all International Officers and Representatives of the IBEW must maintain “A” membership. “A” members participate in pension and death benefits administered by IBEW International—this is a benefit for “travelling” members in a multi-employer environment. “BA” members are all other members of the IBEW. Generally those members are “stationary” and work for a single employer such as an electrical utility. Many of the employment benefits for BA members—e.g. health and dental and pension—are maintained through the employer.)
- * must be a member of the NSP “A” or “B” Labour Pool (for clarity, regular employees of NSP are not eligible at this time; likewise, the primary aim is give new tradespeople the opportunity to get certification in their first trade (rather than multi-trade status); must maintain good standing with Local 1928 throughout one’s apprenticeship (see IBEW Constitution and Local 1928 bylaws for more information)
- * must complete IBEW Local 1928 apprenticeship application and potentially interview with Business Manager and/or Labour Pool Administrator
- * must provide secondary school diploma and proof of completion of (at least) entry-level trade theory from an accredited post-secondary institution, plus any hours already credited in the trade that have been qualified/approved by the NS Department of Labour (if an apprentice was indentured in another province in a Red Seal trade, they would have hours transferred by NS Apprenticeship Agency).

General Outline

- * Local 1928 apprentices must work under the applicable Collective Agreement between Local 1928 and the employer and any relevant guidelines, such as the Labour Pool Guidelines, must be followed;

- * the Labour Pool Administrator will be the Apprentice Administrator for any IBEW Local 1928-sponsored apprentices, including those who are dispatched to employers other than NSP;
- * Local 1928 can only sponsor apprentices who work in one of the above-noted trades with for one of its signatory employers in Nova Scotia; initially the focus will be on term employees who work primarily with Nova Scotia Power;
- * the apprentice must communicate availability for work. If an apprentice is not available for dispatch of work for a period longer than 9 months and/or they are eligible for technical training but do not complete the training within 9 months, the Local will dissolve the apprentice's registration with the province;
- * where there is conflict between this document and the Labour Pool Guidelines, the Guidelines will supersede this document. Likewise the Collective Agreement supersedes the Labour Pool Guidelines. This document belongs to and can be revised by Local 1928, in consultation with NSP;
- * the Local intends to run this as a pilot program for approximately 18 months; at the end of that period (December 2017), Local 1928 and NSP will seek feedback from participants, evaluate the success of the program and make any necessary adjustments going forward.
- * Note that according to the IBEW Constitution/Bylaws, an apprentice cannot hold an elected position with the Local
- * The Local registers apprentices through the aegis of the Joint Apprenticeship Committee; the JAC terms of reference are included in the Apprentice Manual (last reviewed and updated 2008). The operation of the JAC must satisfy the Director of Apprenticeship and Trades Qualification and the Registration Agreement with the province. Notification of composition of committee and meetings must go to the Director.

Entry/Registration of Apprentices Sponsored by Local 1928

- * NSP A Labour Pool members are eligible to apply for a Local 1928 apprenticeship;
- * NSP B Labour Pool entry: the new prospective Local 1928 apprentice who is seeking to collect apprentice hours with Nova Scotia Power must enter the Local 1928 B Labour Pool through the C-file like every other person, with intake at the first of each year. Note that there are pre-screening and entry/safety orientation requirements for new term employees of Nova Scotia Power, which is delivered in the spring of each year by Nova Scotia Power. All potential and current apprentices will require this annual training in order to qualify for dispatch for work with Nova Scotia Power that calendar year, regardless of when they are indentured to Local 1928. (Other employers may have other minimum qualifications for dispatch.) Because entry to the B Pool requires 480 cumulative hours and the recommendation of an NSP supervisor, Nova Scotia Power is the de facto gatekeeper for new entrants to the B Pool and thus IBEW Local 1928 apprentices. See the Labour Pool Guidelines for more information on B Pool entry.
- * Current members of the NSP B Pool: See "**B Labour Pool entry**" above, and note the limitation of 15 apprentices total. Once they are through the B Pool gate, the Business Manager will ultimately decide which apprentices the Local will sponsor; in evaluating applications, priority will be given to the applicant who has 1) hours and technical training already completed toward a particular trade, 2) technical training completed toward a particular trade, and 3) no hours or technical training completed toward a particular trade, in that order.

- * Before sponsorship agreements will be signed by Local 1928 for apprentices in the Labour Pool, Local 1928 agrees to consult with NSPI on apprentice selection, giving consideration to NSPI's requirements for certain types of skilled labour and geographical coverage.
- * When one apprentice completes trade certification through Local 1928 another will be brought on (maintain a maximum of 15).
- * Two of the fifteen apprentice spots will be prioritized for members of groups that are underrepresented in trades and technology occupations.

Dispatch by for Work

- * Under the NSP Labour Pool Guidelines, apprentices can be dispatched in a ratio of 5 journeypersons to 1 apprentice (5:1). So every 6th person dispatched will be an apprentice;
- * As per the Labour Pool Guidelines, dispatch is accomplished on a one-for-one name-hire between the employer/Labour Pool Administrator as they consult the available list of Labour Pool employees in the requested classification; that list will include any available Local 1928 apprentices in that classification;
- * Once dispatched to a work site, the apprentice will be mentored by a qualified journeyperson at a 1:1 ratio (employer to ensure);
- * dispatch for apprentices, like all Labour Pool members, is province-wide.

Compensation/Progression

- * rates of pay for Local 1928 apprentices will be as per the applicable Collective Agreement;
- * the apprentice must provide proof of progression from the Nova Scotia Apprenticeship Agency/Department of Labour to the Labour Pool Administrator in order to be assigned to the appropriate wage category, likewise suitable proof of progress must be furnished in order to achieve wage progressions

Participant Responsibilities:

A. Local 1928 Apprentice Requirements for Record-Keeping and Notification

- * apprentices will be required to register with IBEW Local 1928 and Apprenticeship Agency and to log hours worked in the trade; for hours to count towards apprenticeship, the apprentice must be working under the supervision of a certified tradesperson in that trade and performing work in that trade; the supervising journeyperson must "sign off" on those hours;
- * Local 1928 apprentices must notify the Labour Pool Administrator:
 - when they have acquired sufficient hours signed off to complete the next block of training and/or they have achieved certification;
 - when they will attend block release training;
 - if they obtain full-time employment with NSP or another employer in the province and/or when they are leaving the province to obtain other work;
 - of any changes to addresses/phone number

B. Sponsor Requirements/Labour Pool Administrator Responsibilities

- * to keep a list of indentured apprentices and keep track of their progress (i.e. initiate periodic contact with the apprentices and record their school/hours achievements at appropriate

intervals); update this list and communicate it to the employer(s) and Local regularly

- * to offer fair opportunities to apprentices to access available work and thus on-the-job learning
- * to help coordinate and communicate access to apprentices to available off-site technical training
- * to communicate/cooperate with the employer to assign the apprentice to a supervising journeyperson
- * to submit the apprentice's Record of Employment (ROE) to enable them to apply for EI benefits when they begin technical training
- * to communicate/cooperate with the employer to periodically evaluate the performance of the apprentice
- * to track the dispatch of apprentices relative to journeypersons and report to back to employers and/or JAC every nine months
- * to dissolve apprentice registrations with the Nova Scotia Department of Labour where apprentices have not been dispatched for work in Nova Scotia for a period of longer than nine months

C. Employer Responsibilities

- * actively support and promote a safe working and learning environment.
- * cooperate/communicate with the Labour Pool Administrator to assign the apprentice to a supervising journeyperson; communicate with that journeyperson as to the performance of that apprentice and relay that information back to the Labour Pool Administrator
- * provide available opportunities for the apprentice to learn the full scope of the trade
- * pay the apprentice as set out in Collective Agreement
- * cooperate/communicate with the Labour Pool Administrator allow the apprentice to participate in the required technical training and to take examinations
- * support the Labour Pool Administrator's added duties related to administering apprentices

D. NSPI/IBEW Joint Apprenticeship Committee Responsibilities

- * the JAC would have the same oversight for Labour Pool apprentices as the committee does for full-time apprentices.
- * the expectation is that the re-write/review of the Joint Apprenticeship Committee manual will include these apprentices. Further we expect that rational guidelines will be developed through that process to indicate the financial support available to all apprentices from the JAC fund (say if an apprentice is collecting 80% of their hours or better at NSP?).

E. Nova Scotia Apprenticeship Agency Responsibilities

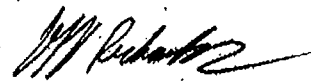
- * inform the apprentice and sponsor/employer of their responsibilities
- * register Apprenticeship Agreements and maintain client records
- * schedule all necessary technical training and examinations for the apprentice to complete requirements for certification
- * maintain regular contact with the apprentice and employer
- * administer and enforce the *Apprenticeship and Trades Qualifications Act* and General Regulations and Trade Regulations

Financial Support for Local 1928 apprentices

* apprentices will be eligible for some financial support from the Joint Apprenticeship Training Fund, which is administered by the Joint Apprenticeship Committee. Covered: regular technical training-related, exam-related fees outlined by the Apprenticeship Agency, plus required books or Trade Qualifier Exam fees.

Agreed in principle, Jan. 30, 2015.


James McKee


Jeff Richardson

Questions/Answers

Q: What about apprentices who, when they are laid off from NSP, want to count hours with employers who are non-union? Who work for employers who are under another Local's contract?

A: If they are "A" members, Local 1928, that means they are construction-type members and can travel. Don't see a problem maintaining them as apprentices who collect hours with other employers, provided they continue to communicate with the Labour Pool Administrator. If they are "BA" members, they can only work for NSP. This may not be an issue if the apprentice is getting sufficient work with NSP.

Q: What about NSP retirees, are they eligible? What about regular employees of NSP?

A: This is intended to serve A and B Labour Pool members.

Q: What happens if an apprentice in the Labour Pool and gets a full-time job in their trade at NSP before the completion of their apprenticeship? What if the apprentice leaves the Labour Pool to take a full-time job at an employer other than NSP?

A: The obligation would be for the apprentice to notify the Local and the Local would transfer the sponsorship to the full-time employer.

LINKS:

Apprenticeship Fees: <http://nsapprenticeship.ca/about/financial-assistance>

Training schedule:

http://nsapprenticeship.ca/sites/default/files/docs/pubs/Training_Schedule.pdf

Steps/Forms to register an apprentice:

<http://nsapprenticeship.ca/employers-industry/register-apprentice>

Apprenticeship and Trades Qualifications Act:

<http://www.novascotia.ca/just/regulations/regs/atqgenrl.htm>

