

7. SELECTION PROCEDURE

7.1 The committee establishes a ranked list, for each Geographical Area, from those qualified individuals who applied when the program is accepting applications.

7.2 Placement List

- a. An accepted ranked list will be established for each Geographical Area consisting of the top applicants in the Ranked Pool of Eligibles (see Area II Policies and Procedures section 9.2 for clarification of the “top”).
- b. The number of applicants to be placed on the accepted ranked placement list will be determined when the program opens for applications for one or all Geographical Areas.
- c. Applicants placed on the ranked list will remain on the list until registered, removed by Area II Policies & Procedures 9.2(g), or for the remainder of their 2-year eligibility.
- d. Former apprentices who apply during a program opening will be accepted if they meet the current minimum qualifications. They will be placed on the out-of-work list per the selection procedure. Former apprentices who have been cancelled from the program for cause may not reapply for a period of one year from the date of their cancellation. They must meet the current minimum qualifications for the program at the time they reapply.

7.3 Placement Process

- a. Training agents may choose, from the accepted ranked list, one (1) applicant by name from one (1) of the Geographical Areas. Their next new apprentice must be selected from the top 30% of the accepted ranked list unless the list is less than 10 applicants. If less than 10 applicants are on the list, then all 10 are available for selection.
- b. The training agent may then alternate between the established top and bottom from 7.3(a) of the accepted ranked list on each Geographical Area that they pull from.
- c. Training agents will have the first opportunity to register current employees on the accepted Placement List.
- d. Training agents who elect to become a training agent sponsor may choose an applicant from any of the Area II ranked lists. Training agents that become a training agent sponsor will be expected to help the Area II Plumbers JATC fulfill the activities outlined in the annual affirmative action plan, and to report any outreach activities to the Area II Plumbers JATC.
- e. Training agents that do not wish to become a training agent sponsor will follow 7.3(a-c).

7.4 Exceptions

- a. Currently registered apprentices who have earned at least 1,000 on-the-job training hours and 48 hours of related training in a registered SAC or BAT Plumbing program,

may be permitted to enter this program, as far as practical, and continue their training by being placed on the out-of-work list, providing the applicants met the current minimum qualifications and are in good standing with their current program.

- b. Experienced apprentices who gained their experience in this apprenticeship program and left in good standing may reapply to this program at any time if they:
 - 1. Gained their experience within 24 months prior to making application;
 - 2. Completed at least 1,000 on-the-job training hours within the previous 24 months;
and
 - 3. Meet current minimum qualifications of this program. Individuals qualifying under this exception will be placed on the out-of-work list.
 - c. Pre-Apprenticeship Program Graduates. The committee will approve the direct referral into apprenticeship openings of graduates successfully completing jointly OSATC and committee approved pre-apprenticeship programs if they met the minimum qualifications. This priority is granted by the committee without regard to established eligibility lists or the necessity of requiring these pre-apprenticeship graduates to further qualify by complying with application openings. Such priority will be granted without regard to race, color, religion, national origin or sex. Qualified individuals will be placed on the out-of-work list.
 - d. Training Agent. If an employer has not participated in the training of a Plumber apprentice under ORS Chapter 660 during the preceding two (2) years, the employer may select apprentices from those employees who have been on the employer's payroll for at least three (3) months and documented 300 paid work hours prior to the employer's application for an apprentice, provided the employees meet the minimum qualifications.
-