

## SECTION G – RAIL APPRENTICE PROGRAMS

**This section replaces Side Letter #97-03 – Joint Apprenticeship Committee (JAC).**

The Authority has established a rail training program for employees in the ATU bargaining unit who desire to avail themselves of possible advancement to a higher classification in rail.

Training opportunities will be offered as a vacancy occurs in the following classifications: Maintenance Specialist, Traction Power Inspector, Track Inspector and Signal Inspector. Other classifications covered by Article 43 may be added by mutual consent of the parties. The program will be offered to all employees qualified as agreed to by the Authority and ATU. The employee will be considered qualified for the training after he/she successfully completes twenty four (24) units of electrical or electronics at an accredited college or trade school for those rail maintenance position as listed in Article 43 that require electrical qualifications. Eligibility lists will be established by the JAC for each applicable classification. Vacancies will be filled from the appropriate eligibility list.

For the position of Track Inspector, employee must have at least two (2) years' experience as a Laborer/Service Attendant, be physically fit and prepared to work outside in adverse weather conditions. Track Inspector applicants must demonstrate the adequate ability to perform basic math, (including decimals and fractions), to read and follow work instructions, to comprehend mechanical systems and to lift and move objects up to one hundred (100) pounds.

Entrance into the program will be by seniority order among applicants who meet minimum program criteria established by the JAC for the particular training. The JAC will have sole authority to determine applicant qualifications for the program. All applicants that meet the qualifications for the rail positions covered above, will be assigned to training in ATU seniority order. These positions will include substantial in the field training in the form of working with other qualified employees in the classification. Qualified applicants will be placed on a qualified candidate pool list for a period of twelve (12) months from the date of his/her acceptance. Applicants must have a good work record for the last one (1) year which will include good attendance and punctuality, and a good driving record as confirmed by the D.M.V. The JAC will determine the length of any training program.

Employees may be disqualified from the program if they are not demonstrating proficiency in the position during the training program. Such disqualification would be subject to the grievance procedure but not to the arbitration procedure. Trainees will receive a written evaluation by the Instructor or Supervisor, at least every two (2) months. Evaluations are not subject to grievance or arbitration. Employees in a training program will be paid the rate of pay for the classification for which they are being trained.

The present Joint Apprenticeship Committee will continue. The JAC will be composed of three members appointed by the LACMTA Chief Executive Officer and three (3) members appointed by the ATU President. If any committee member is unable or unwilling to serve he will be replaced. As to the LACMTA appointees, the LACMTA CEO or designee will name their replacements. As to the ATU appointees, the President of ATU Local 1277 or designee will name their replacements.