



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY	
Agreement No.	165083
Date Approved	08/17/2020
Director of Apprenticeship	John Aiken

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: SAMUEL J GODBOUT	Employer Name: BENSON ELECTRIC	Agreement Date: 08/14/2020
Sponsor Name: DULUTH ELECTRICAL JAC		Union: I B E W LOCAL 242

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: ELECTRICAL WIREMAN	Standard Number: 19	Apprenticeship Start Date: 08/14/2020
Term of Apprenticeship (Total OJT Training) 8000	Hours Credited to Apprentice:	Remaining Hours to Complete: 8000
Related Instruction Training Hours: 180	Program Safety Training Hours:	School time compensated: <input type="radio"/> Yes <input type="radio"/> No

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour)

Journeyworker applicable rate on 05/31/2020 was 39.77

0 - 1,000	Hours	45.00%	\$17.90	1,000 - 2,000	Hours	50.00%	\$19.89
2,000 - 3,000	Hours	55.00%	\$21.87	3,000 - 5,000	Hours	65.00%	\$25.85
5,000 - 6,500	Hours	75.00%	\$29.83	6,500 - 8,000	Hours	85.00%	\$33.80

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the ELECTRICAL WIREMAN are hereby made a part of this Agreement.

Apprentice Signature: (Parental/Guardian Signature Required for Minor) SAMUEL J GODBOUT	Telephone Number: 218-565-0905	To be completed by Apprentice	
		Date of Birth 04/15/2000	Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI
Street Address (Apprentice): 806 N 27TH AVE WEST	City, State & Zip Code: DULUTH, MN 55806	Gender: MALE	Race: <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hawaiian/ Pac Island <input checked="" type="checkbox"/> White <input type="checkbox"/> DNSI <input type="checkbox"/> Other
Sponsor Name: DULUTH ELECTRICAL JAC	Officer Name: DAVID ORMAN	SSN: xxx-xx-5179	
Street Address, City, State & Zip Code: 2230 LONDON ROAD, SUITE 200 DULUTH, MN 55812	Officer Signature:	<input type="checkbox"/> Veteran (with 181 days or more on active duty)	
Employer Name: BENSON ELECTRIC	Officer Name:		
Street Address, City, State & Zip Code: 1102 NORTH 3RD ST SUPERIOR, WI 54880	Officer Signature:		

Terms of this Agreement:

The Employer, Sponsor, and Apprentice (or Apprentice's parent or guardian), in conformity to the terms and conditions provided herein, mutually agree as follows:

Employer agrees to employ (or cause to be employed) the Apprentice for the purpose of enabling said Apprentice to learn the stated trade or occupation under applicable standards and according to the attached schedule.

Apprentice agrees to perform diligently and faithfully the work of the stated trade or occupation, complying with the training program as scheduled and authorizes any institution where related training is received to release records of related training to the Director of Apprenticeship, the State Department of Education, the joint apprenticeship committee or its authorized representative, and/or the employer, understanding that the supervision and certification of apprenticeship programs, under applicable law, necessitates periodic review of related training records.

Apprentice will be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination due to race, color, creed, religion, national origin, sex, sexual orientation, marital status, physical or mental disability, receipt of public assistance or age.

When the journeyworker wage rate paid to employed journeyworkers in the stated trade exceeds the journeyworker wage rate shown in this agreement, the higher journeyworker wage rate shall apply to this agreement and the apprentice graduated scale shall be adjusted to and increased proportionally to any increase in the journeyworker wage rate paid in the stated trade.

Should the Employer be unable to fulfill their obligations under this agreement, it may, with the approval of the Director, transfer such contract to another employer, provided the Apprentice consents and such other employer agree to assume the obligations of this agreement.

The standard must provide a period of probation of not more than 500 hours of employment and instruction extending over not more than four months, during which time the Apprenticeship Agreement shall be terminated by the Director upon written request of either party, and providing that after such probationary period the Apprenticeship Agreement may be terminated by the Director by mutual agreement of all parties there to, or terminated by the director for good and sufficient reason.

This agreement is subject to the approval of the Director of Apprenticeship, acting for the Minnesota Department of Labor and Industry, that the Director may cancel it upon application of either party, after a satisfactory showing of good cause, or on the Director's own initiative after investigation shows just cause for such action.

That any controversy or disagreement between the parties in relation to this agreement shall be, in the first instance, referred to the local joint apprenticeship committee which has approved it and whose decision shall be final and conclusive unless an appeal is made to the State Director of Apprenticeship as provided in the Minnesota voluntary Apprenticeship Law.

Complaint Process: Complaints must be made in writing to the Division of Labor Standards and Apprenticeship within 60 days of the events giving rise to the complaint and must set forth the specific matters complained of together with relevant facts and circumstances.

PLEASE NOTE:

When an agent (JAC; Association of Employers; or Organization of Employees) acts for the employer, please submit the name of the firm where the apprentice begins the apprenticeship program.

If training under this agreement is interrupted or terminated by any party, advise the Labor Standards and Apprenticeship Division, Minnesota Department of Labor and Industry.

When the apprentice successfully completes his or her training, recommendation for issuance of the Certificate of Completion of Apprenticeship should be forwarded to the Director. For those trades for which a state license is issued by a state licensing authority, issuance of the Certificate of Completion of Apprenticeship is conditioned on the apprentice having secured the appropriate license.



Minnesota Department of Labor and Industry
Division of Labor Standards and Apprenticeship
443 Lafayette Road N.
St. Paul, MN 55155-4341
Phone: 651-284-5090 Email: dli.apprenticeship@state.mn.us

ELECTRICAL WIREMAN

A	Residential	900	Hours
B	Commercial	2000	Hours
C	Industrial	2000	Hours
D	Specialized Specify	550	Hours
E	Motors, Controls, Transformers	700	Hours
F	Low Voltage Controls	200	Hours
G	Fire Alarm Sound	500	Hours
H	Installing Wire Splices & Terminate	100	Hours
I	Dustproof & Explosion Proof Fittings	200	Hours
J	Underground & Splicing	100	Hours
K	Blueprint Reading & Layout	200	Hours
L	Testing & Programming	500	Hours
M	Other	50	Hours

Total: 8000