

Arab Electric Cooperative, Inc.
Apprenticeship Lineman Program
Agreement/Contract

The following contract/agreement is between _____ (Name of Employee making application for Apprenticeship Training) herein called employee, and Arab Electric Cooperative, Inc., herein called company. It is understood and agreed that from time to time said company, at its Management's own discretion, need and desire to open a Journeyman Lineman's Apprenticeship Training Program through Tennessee Valley Public Power's Certified Training Program to train existing company employees to be evaluated, and if found to be proficient, be promoted on into a four year Journeyman Linemen Apprenticeship Program. This program shall, upon successful completion, enable and earn enrollees a TVPPA Certificate of Completion and U.S. Department of Labor Certificate of Completion of Registered Apprenticeship Program, providing the apprentice completes both the required number of hours of on-the-job training as well as the related instruction. Therefore in the interest of the company to provide quality training, that will in-turn provide the members of the company good, safe and reliable electric service, as well as the very best safety applications for all, including company, members and employees. It is agreed by the Board of Trustees of said company to make available this training program as follows:

1. Approve Tennessee Valley Public Power Association Certified Lineman Apprenticeship Program at regular company Trustee meeting on June 22, 2015.
2. Company will pay for one (1) week evaluation program.
3. Company will pay for 4 year approved TVPPA Lineman's Apprenticeship Program, if employee passes evaluation program.
4. Regular salary (wage rate, no overtime) will be paid to employees during regular working hours while they are training.
5. Employee will be furnished company vehicle and fuel to attend training sessions.
6. Employee will immediately re-pay company of all expenses including evaluation session, tuition and books if they decide not to finish the school (course) and/or if they complete the course and do not move up to a Journeyman Lineman status as requested by company.
7. Employee agrees to remain an employee of said company for a period of two years following becoming a finished Journeyman Lineman.
8. Employee to agree to follow All Rules and Regulations as required by TVPPA Contract and Training Staff.

9. Any employee, either new or existing, who signs this agreement/contract and drops out* of said training program agrees to pay back immediately to the Arab Electric Cooperative, Inc. the full amount of tuition expenses, payroll while away on training, and transportation and any other cost and will no longer be considered an employee of Arab Electric Cooperative, Inc. There will be absolutely no excuse to this part of the agreement.

*Drop out explanation: The reason for drop out can be voluntary by the applicant, by reasons determined by AEC Trustees, and unforeseen sickness, health reasons determined by a physician acting on behalf of employee or on behalf of AEC, emergency circumstances or offer of better job. In addition, should trainee drop out and not pay all expenses and costs as stated above, he/she agrees to pay all legal fees, including court costs and attorney fees associated with collection of the debt. All debts shall be payable in one lump sum immediately once trainee drops out, with no partial payments being considered by Cooperative officials.

This is a legal and binding contract that both parties; the company and the employee have read, reviewed and agree to by placing their signatures below.

Arab Electric Cooperative, Inc.
Company
Date: _____

Employee
Date: _____

Attachments:

TVPPA Statement and Four Year Apprenticeship Training Lesson Outline