

# ***Self-Elimination Point System (S.E.P.S.)***

The following will apply at work and in the classroom. Once points are assessed they will be carried for the duration of the Apprenticeship Agreement. If any Apprentice accumulates 15 points in any 12 month period, or a total of 30 points any time during the term of Apprenticeship, the Apprentice's Apprenticeship Agreement will be cancelled and he/she will be terminated from the program. The Apprentice will have the right to a hearing before the Local 417 Joint Apprenticeship Training Committee prior to termination of the Apprenticeship Agreement.

## **THE FOLLOWING POINTS WILL APPLY FOR THE FOLLOWING REASONS:**

	<b><u>Points Assessed</u></b>
1. Tardiness/ leaving early/ Absence	1
2. 2 <sup>nd</sup> absence	3
3. Unsatisfactory evaluation	3*
4. Safety Violation	3
5. Failure to meet obligations (per class period/work day)	2
6. Non-notification of change of address or phone number	2
7. Incomplete, late and/or missing On the Job Work Progress Cards	3
8. Failure to follow instructions	5
9. Disrespectful behavior	5
10. Any falsification of information	5
11. Failure to meet with the JATC	5
12. Failure to respond to a certified letter	5
13. Under the influence of Drugs/Alcohol	10*
14. Any vandalism of tools, equipment or property	15*
15. Failure to communicate with employer of absence	5*
16. Course failure.	10*
17. Quitting an Employer.	13*
18. Fired by an Employer.	13*
19. Testing positive for substance abuse or not showing up for a scheduled drug test.	13*
20. Disorderly Conduct.	13*

**\*Note: Items with an asterisk will result in a mandatory JATC Board appearance regardless of the number of points accumulated.**

**The apprenticeship rules can only be waived, altered, or suspended by the Local 417 Joint Apprenticeship Training Committee.**

(Rev. 5/2020)