

ATTACHMENT 14E



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OHIO STATE APPRENTICESHIP COUNCIL
COLUMBUS 43215

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July 14, 1967

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Mr. Stanley H. Ruttenberg
Assistant Secretary for Manpower
U. S. Department of Labor
Washington, D. C. 20210

Dear Mr. Ruttenberg:

This is a follow-up to my letter dated June 22, 1967, and a concluding report on the remedial steps that have been taken by the Cleveland, Ohio Electrical Joint Apprenticeship and Training Committee to correct their apprentice selection procedure inequities.

As a result of the joint efforts between the Bureau of Apprenticeship and Training and the Ohio Apprenticeship Council, the Cleveland Electrical J.A.T.C. has agreed to and accomplished the following:

1. A complete revision of the numerical point evaluation and rating system. The Committee has eliminated the oral mechanical aptitude suitability trade test entirely and re-allocated the numerical points to other rating factors. The newly adopted system will permit a maximum of 40 points for the Education factor, 40 points for Testing and 20 points for the Oral Interview -- for a total of 100 points. A further breakdown under Education includes 8 points for High School diploma or a GED equivalent, 20 points for courses of special merit and 12 points for Attendance, Promptness and Achievement level. Under Testing, 20 points are given for the IQ test and 20 points for the Mechanical Aptitude test. The actual scoring will be computed by taking 20 per cent of the test score for each of the two tests. Under the Oral Interview, a maximum of 5 points will be given for Interest in the Trade, 5 points for Attitude, 5 points for Ability to Work with Others and a total combined 5 points for Transportation, Financial Condition and Character.
2. The Committee has also made provisions for and agreed to make written summaries of each oral interview in support of the interviewer's decisions and conclusions.

Mr. Stanley E. Rutterberg

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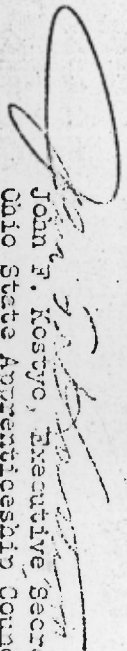
3. The Committee further agreed to make written explanations for any erasures or changes that may be made in the numerical scoring of applicants.

In addition the basic qualification requirements contained in this Committee's Apprenticeship standards and those contained in the Selection Procedures have been corrected to show identical information in both documents.

The Committee has also adopted a new policy concerning apprentice candidates who were unsuccessful in being selected for an apprenticeship. These individuals will not only be informed of their unsuccessful attempt, but will be given their total and specific scores on each rating factor as well as a copy of the Committee's Appeal Procedure to properly inform each applicant of his right to recourse.

On the basis of the corrective action that has been taken by the Cleveland, Ohio Electrical Joint Apprenticeship and Training Committee as stated above, we of the Ohio State Apprenticeship Council now consider their new selection procedures to be in conformance with the Ohio State Plan.

Sincerely yours,


John F. Kostyo, Executive Secretary
Ohio State Apprenticeship Council

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