

# Minutes

April 17, 2014

## WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

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DEPARTMENT OF LABOR & INDUSTRIES

JOEL SACKS  
DIRECTOR

Hotel Murano  
1320 Broadway Plaza  
Tacoma, WA 98402  
9:00 A.M.

Elizabeth Smith  
Secretary of the Council

**THEY WHO SERVE APPRENTICESHIP  
SERVE OUR NATION**

MEMBERS

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL  
(WSATC)

EMPLOYER REPRESENTATIVES

DAVE D'HONDT  
ED KOMMERS, CHAIR  
COREY CASSELL

PUBLIC MEMBER

LESLIE JONES

EMPLOYEE PRESENTATIVES

JEFF JOHNSON  
LEE NEWGENT, VICE-CHAIR  
PAT PEREZ

SECRETARY

ELIZABETH SMITH

EX OFFICIO

ELENI PAPADAKIS, EXECUTIVE DIRECTOR  
Washington State Workforce Training and Education Coordinating Board

DALE PEINECKE, EXECUTIVE DIRECTOR  
Employment Security Department

MARTY BROWN, EXECUTIVE DIRECTOR  
Washington State Board for Community & Technical Colleges

WILLIAM KOBER, STATE DIRECTOR  
U.S. Department of Labor, Office of Apprenticeship

Tim Wilson	Program Manager	Tumwater
Teri Gardner	Recording Secretary	Tumwater
Karla Tuttle	Apprenticeship Consultant	Mt. Vernon
Todd Snider	Apprenticeship Consultant	Seattle
Sandra Husband	Apprenticeship Consultant	Seattle
Patrick Martin	Apprenticeship Consultant	Tacoma
Tani Biale	Apprenticeship Consultant	Tumwater
Michael Thurman	Apprenticeship Consultant	Kennewick
Evie Lawry	Apprenticeship Consultant	Spokane
Bill Chrisman	Apprenticeship Consultant	Tumwater
Jody Robbins	Apprenticeship Consultant	Tumwater
Erik Sackstein	Apprenticeship Consultant	Tukwila

Scott Middleton, Assistant Attorney General for WSATC  
Scott Douglas, Assistant Attorney General for Labor & Industries

# WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

April 17, 2014

9:00 AM

**MEETING CALLED TO ORDER @ 9:06 a.m.** by Chair Kommers

**ROLL CALL: Present:** Ed Kommers, Lee Newgent, Dave D'Hondt, Pat Perez, Corey Cassell, Jeff Johnson, and Leslie Jones.

**GREETINGS:** Victoria Woodards, Deputy Mayor of City of Tacoma welcomed everyone to Tacoma and was delighted that WSATC chose Tacoma for their meeting. She opened her remarks by talking about all the changes that are taking place in Tacoma. This means more jobs. Ms. Woodards talked about the importance of apprenticeships. The City of Tacoma has utilized the Apprenticeship Program for quite some time in their Public Works and Utilities Department, as a means of developing their workforce along with external public works projects by inserting their Local Employment and Apprenticeship Program (LEAP) Program Requirements. In addition the City supports the Tool Center, a Trades Discovery, Apprenticeship Preparation program for youth ages 18 to 24 in Tacoma.

**MINUTES:** A motion was made to approve the January 16, 2014 minutes. **M/S/C**

## **CERTIFICATES OF MERITORIOUS SERVICE:**

### **Name**

### **Organization**

Dennis Becker	Western Washington Masonry Trades Apprenticeship Committee
Karen DeVenaro	City of Seattle, Washington Apprenticeship Committee
Steve Herrick	Western Washington Masonry Trades Apprenticeship Committee
T. Paul Schell	Grays Harbor P.U.D. No. 1 Apprenticeship Committee

**CORRESPONDENCE:** Apprenticeship Program Manager, Tim Wilson, presented and certified the Correspondence Log as a true and correct summary of communications sent and received by the Department during the past quarter. The council approved the Correspondence Log as presented. **M/S/C**

## **SPECIAL REPORTS:**

### **Skills USA**

Riley Johnson, Skills USA Washington State President and Rosendo Lopez, Skills USA Washington State Reporter spoke about the Statewide Competition being held April 18-19, 2014 at the Tacoma Convention Center. Mr. Johnson stated that Bates Technical College is hosting most of the Technical Contests on their three campuses. The Officer Team is doing a community service project writing letters to the servicemen and women currently serving and

past veterans. Mr. Lopez said it only takes five minutes to write five lines that would affect on of our servicemen and women for a lifetime. Mr. Johnson and Mr. Lopez stated that they were mentored by teachers in their schools. Mr. Johnson stressed the important of career and technical organizations and career-based classes and the opportunities in high school and after high school.

## **REPORTS:**

### **Department of Enterprise Services, State of Washington**

No representative in attendance to provide a report.

### **Employment Security Department**

No representative in attendance to provide a report. A written report was provided and distributed.

### **Office of Superintendent of Public Instruction**

No representative in attendance to provide a report.

### **Oregon State Apprenticeship and Training Council**

No representative in attendance to provide a report.

### **State Board for Community and Technical Colleges**

No representative in attendance to provide a report. A written report was provided and distributed.

### **US DOL Office of Apprenticeship**

No representative in attendance to provide a report.

### **Washington State Apprentice Alliance**

No representative in attendance to provide a report.

### **Washington State Apprenticeship Coordinators' Association**

Peter Lahmann, Chair of the Washington State Apprenticeship Coordinator's Association delivered the report on the state coordinators meeting. Mr. Lahman stated that Phil Diehl from the Unemployment Benefits Administration came to their meeting to provide them with contact information and a FAQ sheet for apprentices. Bryan Adams from the Eastern Washington Coordinators presented his report. Mike Ankney and Peter Guzman reported on upcoming apprenticeship events. Bill Chrisman gave a report at the Western Washington Coordinators meeting and talked about the RSI deficiencies and the CRRS meeting on Wednesday. He also thanked Shana Peschek and Lin Carleton for the work they did on the Pacific Northwest Apprenticeship Education Conference.

### **Washington State Department of Transportation**

Dacia Stricklett, Representative of Washington State Department of Transportation, delivered the report. Ms. Stricklett stated that WSDOT officially rolled out a new Apprentice Utilization reporting system in February. The new system is linked to L & I's ARTS system and Oregon's apprentice database. The system has been a great success as it is user friendly and intuitive. She also handed out summaries of their completed and active projects over the

last quarter. This data is now being derived from the new Web application, nicknamed AURA, Apprentice Utilization Reporting Application, which provides up-to-date status reports of apprentice work being conducted on projects. A concern has been raised with regard to reporting of trucking apprenticeship hours and WSDOT is collecting feedback from the WSDOT Apprenticeship Committee.

**Washington Student Achievement Council (WSAC)**

No representative in attendance to provide a report.

**Workforce Training and Education Coordinating Board**

No representative in attendance to provide a report.

Chairman Kommers asked Shana Peschek to give a report on the Pacific Northwest Apprenticeship Conference at this point in the reports section of the meeting. Shana Peschek, Director of the Construction Center of Excellence, thanked everybody that was a part of the planning team and speakers for doing an amazing job. A special thank you to the Tribe for their partnership and venue as well. Ms. Peschek reported that there were about 350 people registered. She reported that both Canada and Oregon have already volunteered to host next time.

**Secretary, Washington State Apprenticeship and Training Council**

Elizabeth Smith, Assistant Director – WSATC Secretary stated that Erik Sackstein, Apprenticeship Compliance Consultant had no new cases to report for last quarter. Ms. Smith stated that a Final Order Status Report for The Firestop Action Plan was dated March 31, 2014. Apprentice Appeal 2013-20, Arthur Boucher, the WSATC upheld the JATC termination of Mr. Boucher’s apprenticeship agreement dated February 14, 2014. She also stated that regarding the federal application for continued recognition for Washington State as a state-approved Apprenticeship Program, a response was received and they have accepted our proposal where we agreed to proposed modifications to our rules, adding federal appeal language for canceled Program Standards. The Department will be working with the Council’s WAC/RCW Subcommittee on the rule-writing process.

**WSATC Compliance Policy Subcommittee**

Chairman Kommers, stated that he was working with Tim Wilson, Program Manager for the Department to secure a date before the next Council meeting where the Policy Committee can meet. Mr. Wilson stated that the agenda was pretty much set for that.

**WSATC Reciprocity Subcommittee**

No report.

**WSATC Special Subcommittee for Apprenticeship Preparation**

No report.

**WSATC Tie-Breaker Subcommittee**

No report.

### **WSATC Tribal Liaison Subcommittee**

Sherry Barry, Vice Chair for the Tribal Liaison Subcommittee and Jody Robbins, staff for the subcommittee reported that they had a meeting hosted by the Quinault TERO and they talked about some of the nontraditional apprenticeship opportunities, more so in the hospitality industry. She also stated that there has been some discussion on the Pre-Apprenticeship Program with Terry Gobin at the Tulalip Tribe. Mr. Robbins stated that he and Patrick Martin of the Department will be presenting a series of Standards, other than Building Trades to show the Tribal representatives the possibilities beyond the traditional occupations that we see and what the opportunities are for their own organizations.

### **WSATC Tuition Issues Subcommittee**

No report.

### **WSATC WAC/RCW Policy Subcommittee**

Chairman Kommers, stated that the committee can meet via telephone to coordinate the rule writing process. The Department hopes to bring proposed language for rule modification to the July WSATC meeting for approval to move to the public comment phase of the process.

### **WSATC Compliance Review and Retention Subcommittee**

Pat Perez, Subcommittee Chair, supplied the minutes of the April 16, 2014 meeting as follows:

**WSATC Compliance Review & Retention Subcommittee (CRRS)  
Minutes  
April 16, 2014**

Pat Perez called the meeting to order at 9:04 a.m.

#### **REPORTS:**

Shana Peschnek, Chair of the Joint Retention & Recruitment Committee (JRRC) gave her report.

#### **FINAL APPROVAL OF PROVISIONAL PROGRAMS (WAC 296-05-300(5):**

- 1. All American Marine, Inc. - Shipfitter/Fabricator**
  - Program to continue as Provisional Approved.
  - Following an apprentice registration, program registration will continue as provisional through the first training cycle/term of 6000 hours.
  - M/S/C
- 2. All American Marine, Inc. - Machinery Assembler**
  - Program to continue as Provisional Approved.
  - Following an apprentice registration, program registration will continue as provisional through the first training cycle/term of 6000 hours.
  - M/S/C
- 3. C & R Tractor & Landscaping, Inc., Apprenticeship Committee**
  - Program to continue as Provisional Approved.
  - Following an apprentice registration, program registration will continue as provisional through the first training cycle/term of 4000 hours.
  - M/S/C

4. **Oregon SW Washington IUOE 701 Stationary Engineer JATC**
  - Program to continue as Provisional Approved.
  - Following an apprentice registration, program registration will continue as provisional through the first training cycle/term of either the 8000 or 6000 hour occupation.
  - M/S/C
  
5. **Ra Salon Spa Apprenticeship Program**
  - Program in compliance for administrative procedures for 2013.
  - Program under five registered apprenticeship for the year 2013, EEO review not required.
  - Program to receive permanent approval and registration.
  - M/S/C
  
6. **Western Washington Drywall Apprenticeship**
  - Program in compliance for administrative procedures for 2013.
  - Program in compliance for minority participation by numbers for 2013.
  - Program in compliance for female participation by good faith effort for 2013.
  - Program to receive permanent approval and registration.
  - M/S/C

**2013 Equal Employment Opportunity/Compliance Review:**

7. **Aerospace Joint Apprenticeship Committee – Jesse Cote recused himself.**
  - Program to be placed back under their Corrective Action Plan (CAP) as last dated January 4, 2012.
  - Program to update/review their CAP for relevancy and immediate implementation and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
  - Program to continue tracking female applicants as to where applicant learned about the program.
  - Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
  - In compliance for administrative procedures for 2013.
  - In compliance for minority participation by good faith effort for 2013.
  - Out of compliance for female participation for 2013.
  - Program to return to CRRS at their April 15, 2015 with a completed 2014 compliance review.
  - M/S/C
  
8. **Evco Sound & Electronics, Inc.,**
  - Program found out of administrative compliance as defined in the Programs 2013 Compliance Review Manager Report dated March 19, 2014.
  - Program to work with their assigned L&I Apprenticeship Consultant (AC) to secure voluntary compliance within the next 60 days for all non-compliance and/or inconsistent activities in accordance with the programs Standard of Apprenticeship and Chapter 296-05 WAC. Including the review of all active registered apprentices RSI/OJT currently on file with Departments ARTS for accuracy with sponsor records and make adjustments where needed.
  - Following such time, the assigned L&I AC will notify the Program Manager in written format of activity taken and the outcomes of those activities.
  - Program to be placed back under their amended Corrective Action Plan (CAP) as last dated December 11, 2012.
  - Program to update/review their amended CAP for relevancy and immediate implementation and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
  - Program to continue tracking minority and female applicants as to where applicant learned about the program.
  - Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.

- Out of compliance for minority participation for 2013.
- Out of compliance for female participation for 2013.
- Program to return to CRRS at their April 15, 2015 with a completed 2014 compliance review.
- M/S/C

**9. Glaziers, Architectural Metal & Glassworkers Commercial Apprenticeship Committee**

- In compliance for administrative procedures for 2013.
- Out of compliance for female participation for 2013.
- In compliance for minority participation by good faith effort for 2013.
- Program to continue to implement their CAP, and without any delay self-analyze CAP effectiveness of attracting female applicants to the program, and make adjustments where needed.
- Program to return to CRRS at their April 15, 2015 with a completed 2014 compliance review.
- Accept sponsors progress report dated April 4, 2014.
- M/S/C

**10. Glaziers, Architectural Metal & Glassworkers Residential Apprenticeship Committee**

- Program to continue implementing their revised Corrective Action Plan (CAP) as last dated September 17, 2013.
- Program to immediately review their revised CAP for relevancy and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
- Program to continue tracking female applicants as to where applicant learned about the program.
- Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
- In compliance for administrative procedures for 2013.
- In compliance for minority participation by good faith effort for 2013.
- Out of compliance for female participation for 2013.
- Accept sponsors progress report dated April 4, 2014.
- M/S/C

**11. Greater Puget Sound Electrical Workers Apprenticeship Committee**

- Program found out of administrative compliance as defined in the Programs 2013 Compliance Review Manager Report dated March 17, 2014.
- Program to work with their assigned L&I Apprenticeship Consultant (AC) to secure voluntary compliance within the next 60 days for all non-compliance and/or inconsistent activities in accordance with the programs Standard of Apprenticeship and Chapter 296-05 WAC. Including the review of all active registered apprentices RSI/OJT currently on file with Departments ARTS for accuracy with sponsor records and make adjustments where needed.
- Following such time, the assigned L&I AC will notify the Program Manager in written format of activity taken and the outcomes of those activities.
- Accept sponsors progress report as received by the Department dated March 18, 2014.
- In compliance for female participation by good faith effort for 2013.
- In compliance for minority participation by numbers for 2013.
- M/S/C

**12. Inland Empire Electrical Training Trust**

- Program found out of administrative compliance as defined in the Programs 2013 Compliance Review Manager Report last dated April 9, 2014.
- Program to work with their assigned L&I Apprenticeship Consultant (AC) to secure voluntary compliance within the next 60 days for all non-compliance and/or inconsistent activities in accordance with the programs Standard of Apprenticeship and Chapter 296-05 WAC. Including the review of all active registered apprentices RSI/OJT currently on file with Departments ARTS for accuracy with sponsor records and make adjustments where needed.
- Following such time, the assigned L&I AC will notify the Program Manager in written format of activity taken and the outcomes of those activities.
- Accept sponsors corrective action plan dated December 2, 2013.

- In compliance for minority participation by good faith effort for 2013.
- In compliance for female participation by good faith effort for 2013.
- M/S/C

**13. Inland Empire Roofers and Employers Apprenticeship Committee**

- Program found out of administrative compliance as defined in the Programs 2013 Compliance Review Manager Report last dated March 19, 2014.
- Program to work with their assigned L&I Apprenticeship Consultant (AC) to secure voluntary compliance within the next 60 days for all non-compliance and/or inconsistent activities in accordance with the programs Standard of Apprenticeship and Chapter 296-05 WAC. Including the review of all active registered apprentices RSI/OJT currently on file with Departments ARTS for accuracy with sponsor records and make adjustments where needed.
- Following such time, the assigned L&I AC will notify the Program Manager in written format of activity taken and the outcomes of those activities.
- Program to continue implementing their Corrective Action Plan (CAP) as noted their letter dated February 25, 2014 and make necessary adjustment as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
- Program to track female applicants as to where applicant learned about the program.
- Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
- Accept sponsors corrective action plan dated September 3, 2013.
- Accept sponsors progress report dated February 25, 2014.
- In compliance for minority participation by good faith effort for 2013.
- Out of compliance for female participation for 2013.
- M/S/C

**14. North Cascade Eye Associates**

- In compliance for administrative procedures for 2013.
- In compliance for minority participation by numbers for 2013.
- In compliance for female participation by numbers for 2013.
- M/S/C

**15. Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee**

- Moved to July 16, 2014 CRRS meeting by sponsor request.

**16. Pacific Northwest Ironworkers & Employers Apprenticeship and Training Committee Local #14**

- In compliance for administrative procedures for 2013.
- In compliance for minority participation by numbers for 2013.
- In compliance for female participation by good faith effort for 2013.
- M/S/C

**17. Pierce County Roofers Apprenticeship Committee**

- Program to continue implementing their revised Corrective Action Plan (CAP) as last dated December 21, 2011.
- Program to immediately review their revised CAP for relevancy and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
- Program to continue tracking female applicants as to where applicant learned about the program.
- Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
- In compliance for administrative procedures for 2013.
- In compliance for minority participation by numbers for 2013.
- Out of compliance for female participation for 2013.
- M/S/C

- 18. Puget Sound Energy Company Apprenticeship Committee**
- Program to continue implementing their updated Corrective Action Plan (CAP) dated July 8, 2013.
  - Program to immediately review their revised CAP for relevancy and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
  - Program to continue tracking minority applicants as to where applicant learned about the program.
  - Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
  - In compliance for administrative procedures for 2013.
  - Out of compliance for minority participation for 2013.
  - In compliance for female participation by good faith effort for 2013.
  - M/S/C
- 19. Saint Gobain Containers/GMP In-Plant Maintenance Apprenticeship Committee**
- Accept programs progress report dated March 28, 2014.
  - That all years of all currently active apprentices OJT/RSI hours will be displayed in ARTS by the next time CRRS meets, July 16, 2014.
  - Out of compliance for administrative procedures for 2013.
  - In compliance for minority participation by good faith effort for 2013.
  - Out of compliance for female participation for 2013.
  - Program to submit to the Department, within 60 days, a detailed Action Plan outlining the steps that the program will take immediately to come into compliance with female participation.
  - Program to submit a written report for the October 15, 2014 CRRS meeting on the effectiveness/results of the action plan steps taken.
  - M/S/C
- 20. Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee**
- Program found out of administrative compliance as defined in the Programs 2013 Compliance Review Manager Report last dated March 21, 2014.
  - Program to work with their assigned L&I Apprenticeship Consultant (AC) to secure voluntary compliance within the next 60 days for all non-compliance and/or inconsistent activities in accordance with the programs Standard of Apprenticeship and Chapter 296-05 WAC. Including the review of all active registered apprentices RSI/OJT currently on file with Departments ARTS for accuracy with sponsor records and make adjustments where needed.
  - Following such time, the assigned L&I AC will notify the Program Manager in written format of activity taken and the outcomes of those activities.
  - Program to begin implementing their updated Corrective Action Plan (CAP) as received by the Department dated December 13, 2013.
  - Program to immediately review their revised CAP for relevancy and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
  - Program to continue tracking minority applicants as to where applicant learned about the program.
  - Out of compliance for minority participation for 2013.
  - In compliance for female participation by good faith effort for 2013.
  - Program to return to CRRS at their April 15, 2015 with a completed 2014 compliance review.
  - The Department is to recognize efforts that resulted in greater female participation.
  - M/S/C
- 21. Seattle Area Plumbers, Housing Plumbers, Pipefitters, HVAC/Refrigeration Mechanics, and Marine Pipefitters Apprenticeship Committee – Pat Perez recused himself.**
- Program found out of administrative compliance as defined in the Programs 2013 Compliance Review Manager Report last dated March 18, 2014.
  - Program to work with their assigned L&I Apprenticeship Consultant (AC) to secure voluntary compliance within the next 60 days for all non-compliance and/or inconsistent activities in accordance with the

programs Standard of Apprenticeship and Chapter 296-05 WAC. Including the review of all active registered apprentices RSI/OJT currently on file with Departments ARTS for accuracy with sponsor records and make adjustments where needed.

- Following such time, the assigned L&I AC will notify the Program Manager in written format of activity taken and the outcomes of those activities.
- Program to continue implementing their updated Corrective Action Plan (CAP) as received by the Department dated December 11, 2012.
- Program to immediately review their revised CAP for relevancy and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
- Program to continue tracking minority and female applicants as to where applicant learned about the program.
- Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
  - Out of compliance for minority participation for 2013.
  - Out of compliance for female participation for 2013.
  - Program to return to CRRS at their April 15, 2015 with a completed 2014 compliance review.
  - M/S/C

## **22. Seattle Heat and Frost Insulators and Allied Workers Apprenticeship Committee**

- Program found out of administrative compliance for 2013.
- Program to work with their assigned L&I Apprenticeship Consultant (AC) to secure voluntary compliance within the next 60 days for all non-compliance and/or inconsistent activities in accordance with the programs Standard of Apprenticeship and Chapter 296-05 WAC. Including the review of all active registered apprentices RSI/OJT currently on file with the Department for accuracy with sponsor records and make adjustments where needed.
- Following such time, the assigned L&I AC will notify the Program Manager in written format of activity taken and the outcomes of those activities.
- Program to be placed back under their Corrective Action Plan (CAP) as dated September 19, 2012.
- Program to update/review their CAP for relevancy and immediate implementation and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
- Program to continue tracking female applicants as to where applicant learned about the program.
- Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
- In compliance for minority participation by good faith effort for 2013.
- Out of compliance for female participation for 2013.
- M/S/C

## **23. Southeastern Washington/Northeastern Oregon Sheet Metal Workers Apprenticeship Committee**

- Program to continue implementing their updated Corrective Action Plan (CAP) as received by the Department dated April 12, 2013.
- Program to immediately review their revised CAP for relevancy and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
- Program to continue tracking minority and female applicants as to where applicant learned about the program.
- Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
  - In compliance for administrative procedures for 2013.
  - Out of compliance for minority participation for 2013.
  - Out of compliance for female participation for 2013.
  - Program to return to CRRS at their April 15, 2015 with a completed 2014 compliance review.
  - M/S/C

**24. Western Washington Carpet, Linoleum & Soft Tile Layers Apprenticeship Committee**

- In compliance for administrative procedures for 2013.
- No recruitment for 2013, EEO not required.

**25. Western Washington Masonry Trades Apprenticeship Committee**

- Program found out of administrative compliance as defined in the Programs 2013 Compliance Review Manager Report last dated March 20, 2014.
- Program to work with their assigned L&I Apprenticeship Consultant (AC) to secure voluntary compliance within the next 60 days for all non-compliance and/or inconsistent activities in accordance with the programs Standard of Apprenticeship and Chapter 296-05 WAC. Including the review of all active registered apprentices RSI/OJT currently on file with Departments ARTS for accuracy with sponsor records and make adjustments where needed.
- Following such time, the assigned L&I AC will notify the Program Manager in written format of activity taken and the outcomes of those activities.
- Program to continue implementing their updated Corrective Action Plan (CAP) as received by the Department dated December 19, 2011.
- Program to immediately review their revised CAP for relevancy and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
- Program to continue tracking female applicants as to where applicant learned about the program.
- Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
- Accept sponsors progress report received by the Department dated March 27, 2014.
- In compliance for minority participation by numbers for 2013.
- Out of compliance for female participation for 2013.
- Program to continue to implement their CAP, and without any delay self-analyze CAP effectiveness of attracting female applicants to the program, and make adjustments where needed.
- Program to return to CRRS at their April 15, 2015 with a completed 2014 compliance review.
- M/S/C

**26. Western Washington Painting Apprenticeship**

- Program found out of administrative compliance for 2013
- Program to work with their assigned L&I Apprenticeship Consultant (AC) to secure voluntary compliance within the next 60 days for all non-compliance and/or inconsistent activities in accordance with the programs Standard of Apprenticeship and Chapter 296-05 WAC. Including the review of all active registered apprentices RSI/OJT currently on file with the Department for accuracy with sponsor records and make adjustments where needed.
- Following such time, the assigned L&I AC will notify the Program Manager in written format of activity taken and the outcomes of those activities.
- Program to continue implementing their Corrective Action Plan (CAP) as received by the Department dated September 17, 2013.
- Program to immediately review their revised CAP for relevancy and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
- Program to continue tracking female applicants as to where applicant learned about the program.
- Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
- Accept sponsors corrective action plan received by the Department dated September 17, 2013.
- In compliance for minority participation by numbers for 2013.
- Out of compliance for female participation for 2013.
- Program to continue to implement their CAP, and without any delay self-analyze CAP effectiveness of attracting female applicants to the program, and make adjustments where needed.
- Program to return to CRRS at their April 15, 2015 with a completed 2014 compliance review.
- M/S/C

**27. Western Washington Sheet Metal JATC**

- Program to be placed back under their Corrective Action Plan (CAP) as last dated October 20, 2012.
- Program to update/review their CAP for relevancy and immediate implementation and make necessary adjustments as needed. Program to prepare an effective/progress letter for the October 15, 2014 CRRS meeting.
- Program to continue tracking minority applicants as to where applicant learned about the program.
- Program to return to the April 15, 2015 CRRS meeting with a completed 2014 compliance review conducted by the Department.
- In compliance for administrative procedures for 2013.
- Out of compliance for minority participation for 2013.
- In compliance for female participation by good faith effort for 2013.
- M/S/C

**CONSENT ITEMS:**

**2013 EQUAL EMPLOYMENT OPPORTUNITY/COMPLIANCE REVIEW**

**M/S/C to accept Department recommendation for Consent Items 28 through 41.**

**28. Centralia City Light**

- Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
- Under 5 apprentices, no EEO review required for 2013.
- In compliance for administrative procedures for 2013.

**29. Chelan County Public Utility District No. 1 Apprenticeship Committee**

- Program is exempt due to WAC 296-05-405(1)(b), Civil Service/Board of Commissioners .
- Program exempt, no EEO review required for 2013.
- In compliance for administrative procedures for 2013.

**30. City of Ellensburg Energy Services Department**

- Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
- Under 5 apprentices, no EEO review required for 2013.
- In compliance for administrative procedures for 2013.

**31. Cowlitz County P.U.D Apprenticeship Committee**

- Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
- Under 5 apprentices, no EEO review required for 2013.
- In compliance for administrative procedures for 2013.

**32. Grant County PUD No. 2 Apprenticeship**

- Program is exempt due to WAC 296-05-405(1)(b), Civil Service/Board of Commissioners.
- Program exempt, no EEO review required for 2013.
- In compliance for administrative procedures for 2013.

**33. Grays Harbor Fire District #2 JATC**

- Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
- Under 5 apprentices, no EEO review required for 2013.
- In compliance for administrative procedures for 2013.

**34. Mason County PUD #1 Apprenticeship Committee,**

- Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
- Under 5 apprentices, no EEO review required for 2013.
- In compliance for administrative procedures for 2013.

35. **Mason County Public Utility District #3 Apprenticeship Committee**
  - Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
  - Under 5 apprentices, no EEO review required for 2013.
  - In compliance for administrative procedures for 2013.
36. **Oceana Spa**
  - Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
  - Under 5 apprentices, no EEO review required for 2013.
  - In compliance for administrative procedures for 2013.
37. **Oak Harbor Police Department**
  - Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
  - Under 5 apprentices, no EEO review required for 2013.
  - In compliance for administrative procedures for 2013.
38. **Pacific County PUD No. 2**
  - Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
  - Under 5 apprentices, no EEO review required for 2013.
  - In compliance for administrative procedures for 2013.
39. **Parkland Light and Water Joint Apprenticeship Training Committee**
  - Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
  - Under 5 apprentices, no EEO review required for 2013.
  - In compliance for administrative procedures for 2013.
40. **Washington State Fire Fighters Joint Apprenticeship and Training Committee**
  - Program is exempt due to WAC 296-05-405(1)(b), Civil Service/Board of Commissioners .
  - Program exempt, no EEO review required for 2013.
  - In compliance for administrative procedures for 2013.
41. **Wind Turbine Technician JATC**
  - Program is exempt due to under 5 registered apprentices WAC 296-05-405(1)(a).
  - Under 5 apprentices, no EEO review required for 2013.
  - In compliance for administrative procedures for 2013.

Mr. Perez also stated that Dave D’Hondt made a motion to request AAG Middleton to prepare a response to the Glaziers matter, as dated 8/21/2012, for Council review two weeks before the July 2014 WSATC meeting.

**WSATC Members**

Chairman Kommers stating that he was working with the Department about matching programs with licensing. I would ask for a motion to give the Department instructions as follows: 296-05-316(11)(a) does not prohibit programs from applying hours earned in excess of those required for licensing towards apprenticeship. This means the program hours are not required to specifically match the hours recorded by licensing.

**UNFINISHED BUSINESS:**

**1. Inland Northwest Associated General Contractors Construction Craft Laborers Apprenticeship Committee**

Construction Craft Laborer                      SOC: 47-2061.00                      6000 Hours



- 8. IAM/Boeing Joint Apprenticeship Committee**  
Coverpage: Occupational name change from “Metal Structures Robotics Technician” to “Metal Structures Technician”  
Section IV: Term of Apprenticeship  
Section V: Initial Probationary Period  
Section VII: Apprentice Wage and Wage Progression  
Section VIII: Work Process  
**M/S/C to approve. (Corey Cassell recused himself.)**
- 9. Inland Empire Electrical Training Trust**  
Section IV: Term of Apprenticeship  
**M/S/C to approve.**
- 10. LU 112 – NECA Electrical Apprenticeship Committee**  
Section IV: Term of Apprenticeship  
**M/S/C to approve.**
- 11. Mason County Public Utility District #3 Apprenticeship Committee**  
Section VIII: Work Process  
No action – no sponsor in attendance and the department lacked a letter to speak on behalf of.
- 12. Millennium Bulk Terminals Apprenticeship Committee**  
Section VIII: Work Process  
**M/S/C to approve.**
- 13. Puget Sound Electrical Joint Apprenticeship and Training Committee**  
Section IV: Term of Apprenticeship  
**M/S/C to approve.**
- 14. Snohomish County P.U.D. Number 1 Apprenticeship Committee**  
Section II: Minimum Qualifications  
Section V: Initial Probationary Period (Variance Request)  
Section IX: Related/Supplemental Instruction  
**M/S/C to approve Section II and Section IX.**
- 15. Southwest Washington Electrical Joint Apprenticeship and Training Committee**  
Section IV: Term of Apprenticeship  
Section IX: Related/Supplemental Instruction  
Section X: Administrative/Disciplinary Procedures  
**M/S/C to approve.**
- 16. Western Washington Painting Apprenticeship**  
Cover page: Occupational name change from “Marine Painter” to “Marine/Industrial/Coating and Lining Specialist Painter”  
Section 1: Geographical Area Covered  
Section IV: Term of Apprenticeship

Section V: Initial Probationary Period  
Section VI: Ratio of Apprentice to Journey Level Worker  
Section VII: Apprentice Wage and Wage Progression  
Section VIII: Work Process  
M/S/C to approve.

**CANCELLATION OF APPRENTICESHIP STANDARDS:**

- 17. The Gallery Salon and Day Spa**  
Manicurist                      SOC: 39-5092-00      2000 Hours  
M/S/C to approve.
- 18. The Hair Cellar**  
Esthetician                      SOC: 39-5094-00      2000 Hours  
M/S/C to approve.

**OJT PROGRAM REVIEW:**

NONE

**RECIPROCAL RECOGNITION REQUEST(S):**

Recognition of New Reciprocal Standards:

NONE

Recognition of Revised Reciprocal Standards:

NONE

**ADMINISTRATIVELY APPROVED REVISIONS:**

M/S/C to approve items 19 through 43; 45 through 55; and Number 44, Section VII only.

- 19. Boise Paper Solutions Industrial Plant Program**  
Section XI: Committee – Responsibility and Composition
- 20. Centralia City Light Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
- 21. Chelan County Public Utility District No. 1 Apprenticeship Committee**  
Section III: Conduct of Program Under WA Equal Employment Opportunity Plan
- 22. City Of Ellensburg Energy Services Department**  
Section XI: Committee – Responsibility and Composition
- 23. City of Seattle, Washington Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition  
Section XII: Subcommittee
- 24. Columbia Rural Electric Association Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition

25. **Dispensing Optician Joint Apprenticeship and Training Committee**  
Section XI: Committee – Responsibility and Composition
26. **Eastern Washington Northeast Oregon Pipe Trades Apprenticeship Committee**  
Section XIII: Training Director/Coordinator
27. **Franklin P.U.D. – Local 77 IBEW Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
28. **Glaziers, Architectural Metal and Glassworkers Commercial Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
29. **Glaziers, Architectural Metal & Glass Residential Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
30. **Grant County PUD No. 2 Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
31. **Grays Harbor P.U.D. No. 1 Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
32. **Hoquiam Fire Department Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
33. **IAM/Boeing Joint Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
34. **Inland Empire Plumbing and Pipefitting Industry Apprenticeship Training Committee**  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
Section VII: Apprentice Wages and Wage Progression
35. **International Association of Heat and Frost Insulators and Allied Workers Apprenticeship Committee**  
Section VII: Apprentice Wages and Wage Progression  
Section XI: Committee – Responsibility and Composition
36. **Lewis County P.U.D. Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
37. **LOTT Clean Water Alliance Wastewater Operator Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
38. **Mason County P.U.D. #1 Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
39. **Mason County Public Utility District #3 Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
40. **Millennium Bulk Terminals Apprenticeship Committee**  
Section IX: Related/Supplemental Instruction
41. **Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
42. **Northwest Independent Contractors Association Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
43. **Public Utility District No. 1 of Benton County, IBEW #77 Apprenticeship Committee**  
Section XI: Committee – Responsibility and Composition
44. **Puget Sound Electrical Joint Apprenticeship and Training Committee**  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
Section VII: Apprentice Wages and Wage Progression  
Section IX: Related/Supplemental Instruction  
Section II and Section IX – pulled

45. **Snohomish County P.U.D. Number 1 Apprenticeship Committee**  
Section XII: Subcommittee
46. **Stationary Engineers Training Trust**  
Section XI: Committee – Responsibilities and Composition
47. **Washington Construction Teamsters Apprenticeship Committee**  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
48. **Washington State Cosmetology Apprenticeship Committee**  
Section XIII: Training Director/Coordinator
49. **Washington State Department of Labor and Industries/Classified Employees Joint Apprenticeship and Training Committee**  
Section XI: Committee – Responsibilities and Composition
50. **Washington State Fire Fighters Apprenticeship Committee**  
Section XII: Subcommittee
51. **Western States Boilermakers Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
52. **Western Washington Masonry Trades Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
53. **Western Washington Operating Engineers Facilities Custodial Services Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
54. **Western Washington Stationary Engineers Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
55. **Wyser Construction Company, Inc.**  
Section XI: Committee – Responsibilities and Composition

## **GOOD AND WELFARE**

Chair Kommers opened the floor to the Good and Welfare items.

Peter Lahman, Chair of the Washington State Apprenticeship Coordinator’s Association, reported that Tim Wilson came to the Eastern Washington Coordinators and Washington State Coordinators meetings. Mr. Lahman stated that he went to the National Workforce Board Conference and we’ve been working on Apprenticeship Utilization on military bases. He also thanked Councilmember Newgent and his organization for helping out a young apprentice by helping to cover his wages for the day so that he could attend a Military Panel at the Regional Apprenticeship Conference. Mr. Lahman also reported that the IUPAT, the Painters Apprenticeship Program had their first Veteran Pre-Apprenticeship class graduation.

Randy Ambuehl, Director of Northwest Washington Electrical Industry Joint Apprenticeship and Training Committee, stated that there was no report from the State Board for Community Colleges. Mr. Wilson, Program Manager stated that a report was received. Mr. Ambuehl stated that he was looking for information on tuition calculations and FTE reimbursement rates.

Tom Hamilton, Teamsters AGC Training Center, stated that WSDOT changed their policy July 2010 without public comment or involving the WSDOT Advisory Committee on Apprenticeship Utilization. The Teamsters AGC Training Center believes that truck drivers enter the public works project site, return to the site, perform work on the site, etc, all in support of the project accomplishing work which is specified in the contract documents therefore it satisfies the

definition that truck drivers are directly employed on the site of the public works project. Mr. Hamilton further stated that he requests the WSATC to provide assistance to protect these Apprenticeship Utilization rights.

**DATE AND LOCATION OF NEXT MEETING:**

July 17, 2014	Tumwater	Department of Labor & Industries
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**FUTURE MEETING SITES:**

October 16, 2014	Spokane	Doubletree
January 15, 2015	Tumwater	Department of Labor & Industries
April 16, 2015	TBD	
July 16, 2015	Tumwater	Department of Labor & Industries

**ADJOURNMENT**