

MINUTES

January 15, 2015

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

DEPARTMENT OF LABOR & INDUSTRIES

**Joel Sacks
Director**

**Labor & Industries
7273 Linderson Way SW
Tumwater, WA 98501
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 PEINEKE, 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
Gary Peterson	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
Jordan Shepherd	Apprenticeship Consultant	Tumwater

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

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

January 15, 2015

9:00 AM

MINUTES

MEETING CALLED TO ORDER

ROLL CALL: Present: Ed Kommers, Dave D'Hondt, Corey Cassell, Leslie Jones and Jeff Johnson (arrived at approximately 9:44am). **Absent:** Lee Newgent and Pat Perez

GREETINGS: Ernie LaPalm, Deputy Director Labor & Industries

MINUTES: A motion was made to approve the following minutes. **M/S/C**

- October 16, 2014 (WSATC Quarterly Meeting)
- October 16, 2014 (WSATC Special Meeting)

CERTIFICATES OF MERITORIOUS SERVICE:

Name

Organization

Mike McClain

Southeastern Washington/Northeastern Oregon Sheet Metal Workers 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:

NONE

REPORTS:

Department of Enterprise Services, State of Washington

No representative in attendance to provide a report.

Employment Security Department

A written report was provide and distributed.

Office of Superintendent of Public Instruction

Dennis Wallace, Program Supervisor, Career and Technical Education Department at Office of Superintendent of Public Instruction (OPSI) provided a report. Mr. Wallace stated that they are trying to identify high school programs that would exist under the Pre-Apprenticeship Recognition program. He also talked about the Core Plus curriculum and how that is growing.

Oregon State Apprenticeship and Training Council

Stephen Simms, Director, Oregon State Apprenticeship and Training Council provided a report. Mr. Simms stated that they have gained 1,700 apprentices in the last year. He also

REPORTS (continued):

stated that Oregon Employment Department and the Oregon Department of Education individually will be dedicating a specific position to an Apprenticeship Liaison.

State Board for Community and Technical Colleges

Marie Bruin, Policy Associate, State Board for Community and Technical Colleges provided a written report. Ms. Bruin stated that enrollments are on the upswing and that 19 colleges out of 34 community and technical colleges are participating with apprenticeship. Ms. Bruin also stated that they are planning and collaborating with a group of 85 individuals on the American Apprenticeship Initiative Grant.

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. Peter reported the following: Ken Cox from the Eastern Washington Coordinator's presented the report for Bryan Adams. Ron Storvick from the Western Washington Coordinators presented his report. Rod Belisle gave the report for The Southwest Washington and Oregon Coordinators. Mr. Lahmann stated that there has been a lot of talk about grants. Tim Wilson, Marie Bruin, Patrick Town, Shana Peschek, Kairie Pierce, John Aultman, Dan Verbeke, Sean Murphy, Daniel Villao, Holly Moore, Tom George also presented reports.

Washington State Department of Transportation

Dacia Stricklett, WSDOT Apprenticeship Utilization Program provided a written report. Ms. Stricklett reported that they have spent a lot of time exploring the WSDOT policy regarding trucking apprentice hours. She stated that WSDOT decided to minimize the requirement and allow for a 2 hour or more revision to the policy, meaning that the apprentice truck drivers will need to be on site for 2 hours or more of their shift to count their hours towards the project's apprenticeship goal. This change took effect on all projects awarded on or after January 1, 2015.

Washington Student Achievement Council

No representative in attendance to provide a report.

Workforce Training and Education Coordinating Board

No representative in attendance to provide a report.

Secretary, Washington State Apprenticeship and Training Council

Elizabeth Smith, Assistant Director – WSATC Secretary stated that Patrick Martin, Temporary Apprenticeship Compliance Consultant had six new cases to report for last quarter. Ms. Smith stated that the Council has extended the date that it will issue its written decision in the IEC Sponsor Appeal, Case 2013-02 to February 1, 2015. Pat Perez was reappointed to another three year term. She also talked about the federal application update that included the required changes for federal recognition was filed on December 19, 2014 and are currently in effect. There has been around a 20 percent growth for 2014. Liz

REPORTS (continued):

thanked the department and the sponsors for all their hard work on the 2013 compliance reviews. She also mentioned that Kathy Swan has been appointed to the compliance review and retention subcommittee beginning April 2015. Ms. Smith talked about the American Apprenticeship Initiative and that the department intends to be a lead and fiscal agent on the grant.

WSATC Compliance Policy Subcommittee

Councilmember D'Hondt stated that there has been discussion around doing compliance reviews every year versus every three years. Every three years would free up consultants time to do other things to help boost apprenticeship. He also stated that they are looking at apprenticeship goals and whether or not they are realistic. Councilmember D'Hondt also stated that they are looking at taking the administrative part out of the compliance reviews. Chair Kommers also stated that it is his goal to have a better process by which a program has clarity about what the steps are in terms of evaluating good faith

WSATC Reciprocity Subcommittee

No report provided.

WSATC Special Subcommittee for Apprenticeship Preparation

No report provided.

WSATC Tie-Breaker Subcommittee

No report provided.

WSATC Tribal Liaison Subcommittee

No report provided.

WSATC Tuition Issues Subcommittee

Chair Kommers reported that a meeting will be scheduled.

WSATC WAC/RCW Policy Subcommittee

No report provided.

WSATC Compliance Review and Retention Subcommittee (CRRS)

Dave D'Hondt, Subcommittee Member, supplied the minutes of the January 14, 2015 meeting as follows:

MEETING CALLED TO ORDER @ 9:25a.m. by Dave D'Hondt.

ROLL CALL: Present: Peter Guzman Dave D'Hondt, Jesse Cote and Leslie Jones

Absent: Pat Perez

REPORTS:

Joint Retention & Recruitment Committee (JRRC)

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

NEW BUSINESS:

Special Motion:

Compliance Review and Retention Sub-Committee (CRRS) moves that until further notice all future Annual Compliance Reviews before the CRRS shall be scheduled at the Department's discretion based on available resources and geographical locations.

2013 Compliance Reviews Effective Letter Submissions

1. Construction Industry Training Council of Washington (HVAC)

- Accept Sponsor Effective/Progress CAP Report dated December 30, 2014.
- Program to continue tracking where all female and minority applicants learn about the program.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department. This Compliance Review will include female and minority applicant tracking data supplied by the Sponsor.
- M/S/C

2. Construction Industry Training Council of Washington (Plumber)

- Accept Sponsor Effective/Progress CAP Report dated December 30, 2014.
- Program to continue tracking where all female and minority applicants learn about the program.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department. This Compliance Review will include female and minority applicant tracking data supplied by the Sponsor.
- M/S/C

3. Construction Industry Training Council of Washington (Sheet Metal Worker)

- Accept Sponsor Effective/Progress CAP Report dated December 30, 2014.
- Program to continue tracking where all female and minority applicants learn about the program.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department. This Compliance Review will include minority applicant tracking data supplied by the Sponsor.
- M/S/C

4. Eastern Washington - Northeast Oregon Pipe Trades Apprenticeship Committee

- Accept Sponsor Effective/Progress CAP Report dated December 22, 2014.
- Program to continue tracking where all minority applicants learn about the program.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department. This Compliance Review will include minority applicant tracking data supplied by the Sponsor.
- M/S/C

5. Greater Puget Sound Area Automotive Machinists Apprenticeship Committee

- Accept Sponsor Effective/Progress CAP Report dated December 22, 2014.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department.
- M/S/C

6. International Union of Elevator Constructors, Local 19 - National Elevator Industry Educational Program

- Accept Sponsor Effective/Progress CAP Report dated December 29, 2014.
- Program to continue tracking where all minority and female applicants learn about the program.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department. This Compliance Review will include minority and female applicant tracking data supplied by the Sponsor.
- M/S/C

7. Seattle Boilermakers Apprenticeship Committee

- Accept Departmental Status Report dated December 30, 2014.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department.
- M/S/C

8. Seattle Machinists Apprenticeship Committee

- Accept Sponsor Effective/Progress CAP Report dated December 2014.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department.
- M/S/C

9. Southwest Washington Electrical Joint Apprenticeship and Training Committee

- Accept Sponsor Effective/Progress CAP Report dated December 30, 2014.
- Program to continue tracking where all minority applicants learn about the program.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department. This Compliance Review will include minority applicant tracking data supplied by the Sponsor.
- M/S/C

10. Sprinkler Fitter Apprenticeship Standards

- Accept Sponsor Effective/Progress CAP Report received by the Department on December 22, 2014.
- Program to continue tracking where all minority and female applicants learn about the program.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department. This Compliance Review will include minority and female applicant tracking data supplied by the Sponsor.
- M/S/C

11. Washington Public School Classified Employees Apprenticeship Committee

- Accept Sponsor Status Report dated December 14, 2014. Status Report
- Sponsor shall cease any and all new apprentice registration activity until program reaches full administrative compliance as deemed acceptable by the Apprenticeship Program Manager.
- Require program to return to the July 15, 2015 CRRS meeting with a completed 2014 Compliance Review conducted by the Department.
- M/S/C

ADJOURNMENT

Chairman Kommers entertained an action to ratify the actions that were taken prior to the arrival of Mr. Johnson **M/S/C**

WSATC Members

Chairman Kommers stated that he appointed Kathy Swan to CRRS and she will attend the April 2015 meeting.

Program Manager Wilson asked for a variance policy. He stated “I would ask the Council to move to allow the Department administrative authority to approve cumulative caps to RSI delivery with Washington State Apprenticeship and Training Council concurrence at the next quarterly meeting.” **M/S/C**

Chairman Kommers asked for a motion “Wherein the Council would send a letter, signed by the Chair, to the Washington State Department of Transportation and would read:

The Washington State Apprenticeship and Training Council urges Washington State Department of Transportation to reconsider its policy regarding the accounting of hours for

apprentice truck drivers. "While the recent reduction of the on-site threshold from 4 to 2 hours helps, any threshold is inconsistent with other rules and is contrary to Apprentice Utilization goals. "Apprentices from all trades should be considered in a consistent fashion and in accordance with Washington State laws and rules. WSDOT is urged to consider a broad inclusion of truck driving hours related to the project. M/S/C

UNFINISHED BUSINESS:

1. Vertical Options Elevator Apprenticeship Program

Elevator Constructor Mechanic SOC: 47-4021.00 8,000 Hours

A hearing is scheduled for 2-23-15.

NEW BUSINESS:

ITEMS FROM THE DEPARTMENT:

NONE

APPRENTICESHIP PREPARATION PROGRAM RECOGNITION:

NONE

Notice of Contest or Objection to Proposed Standards of Apprenticeship

If there are any objections to any of the following agenda items, please complete and return the "Notice of Contest or Objection to Proposed Standards of Apprenticeship". The Washington State Apprenticeship and Training Council's approval of proposed Standards of Apprenticeship are adjudicated per WAC 296-05-007. A competitor (WAC 296-05-300 (6)), objecting to the proposed standards or proposed amendment(s) to existing standards must fill out the Notice, that is available on the L&I Apprenticeship web site:

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/WSATC/minutesagendas/Default.asp> and return it to the Apprenticeship Program Manager at the Department of Labor and Industries, PO Box 44530, Olympia, Washington, 98504-4530. This signed notice must be received at this location by 5 p.m. on **December 26, 2014** (20 days prior to council meeting per WAC 296-05-008). Facsimile transmissions are permitted, (360) 902-4248. Additionally, you may submit a scanned signed copy of the "Notice of Contest or Objection" to the email: Apprentice@LNI.wa.gov.

NEW STANDARDS: (Provisional Registration)

2. Bucher Aerospace Inc.

Warehouseman SOC: 43-5081.03 4,000 Hours

M/S/C to approve.

3. Construction Industry Training Council of Washington (Variance Request)

Laborer SOC: 47-2061.00 6,000 Hours

M/S/C to approve.

4. Daybreak Spa Apprenticeship Program

Manicurist SOC: 39-5092.00 2,000 Hours

M/S/C to approve.

5. Inland Northwest Associated General Contractors Laborers Apprenticeship Committee

Laborer SOC: 47-2061.00 6,000 Hours

Tabled

6. Tranquility Day Spa Apprenticeship Program

Esthetician	SOC: 39-5094.00	2,000 Hours
Manicurist	SOC: 39-5092.00	2,000 Hours

M/S/C to approve.

NEW STANDARDS: (Permanent Registration)

NONE

REVISED STANDARDS

7. Aerospace Joint Apprenticeship Committee

Section IX: Related/Supplemental Instruction (Variance Request)
M/S/C to approve.

8. City of Seattle, Washington Apprenticeship Committee

Section IV: Term of Apprenticeship
Section VII: Apprentice Wages and Wage Progression
Section VIII: Work Processes
Section IX: Related/Supplemental Instruction
Section X: Administrative/Disciplinary Procedures
M/S/C to approve.

9. Construction Industry Training Council of Washington – Residential Wireman/LESCT

Section VIII: Work Processes
M/S/C to approve.

10. IAM/Boeing Joint Apprenticeship Committee

Section IX: Related/Supplemental Instruction (Variance Request)
M/S/C to approve.

11. Inland Empire Roofers and Employers Apprenticeship Committee

Section IX: Related/Supplemental Instruction
Section X: Administrative/Disciplinary Procedures
M/S/C to approve.

12. International Association of Heat and Frost Insulators and Allied Workers Apprenticeship Committee

Section VIII: Work Processes
Section IX: Related/Supplemental Instruction
Section X: Administrative/Disciplinary Procedures
M/S/C to approve.

13. Puget Sound Electrical Joint Apprenticeship and Training Committee

Section II: Minimum Qualifications
Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
Section IX: Related/Supplemental Instruction (Variance Request)
Section X: Administrative/Disciplinary Procedures
M/S/C to approve with language clarifications as entered on the floor

14. SWANQ Apprentice Program

Section I: Geographic Area Covered

Section XI: Committee – Responsibilities and Composition

M/S/C to approve.

15. Washington Cement Masons Apprenticeship Committee

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

Section IX: Related/Supplemental Instruction (Variance Request)

M/S/C to approve.

16. Washington Construction Teamsters Apprenticeship Committee

Coverpage: Change from Teamster to:

Truck Driver, Heavy Construction SOC: 53-3032-01 3,000 Hours

Section VIII: Work Processes

Section IX: Administrative/Disciplinary Procedures

M/S/C to approve.

17. Western States Boilermakers Apprenticeship Committee

Section II: Minimum Qualifications

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve excluding changes to Section II that appear on Page 1 of the revision

18. Western States Operating Engineers Training Institute

Introductory Statement

Section II: Minimum Qualifications

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

19. Western Washington Sheet Metal JATC

Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

20. Wyser Construction Company Inc.

Section II: Minimum Qualifications

Section V: Initial Probationary Period

Section VI: Ratio of apprentices to Journey Level Workers

Section IX: Related/Supplemental Instruction

M/S/C to approve.

CANCELLATION OF APPRENTICESHIP COMMITTEE:

NONE

CANCELLATION OF APPRENTICESHIP STANDARDS:

NONE

OJT PROGRAM REVIEW:

NONE

RECIPROCAL RECOGNITION REQUEST(S):

NONE

ADMINISTRATIVELY APPROVED REVISIONS:

M/S/C to approve items 21 through 69.

21. C & H MAYA Trucking Inc.

Name change throughout standards:

From: C&H MAYA Trucking Inc. to: C&H Trucking Academy/Maya Trucking Inc.

22. Chelan County Public Utility District No. 1. Apprenticeship Committee

Section XI: Committee – Responsibilities and Composition

23. City of Seattle, Washington Apprenticeship Committee

Section XII: Subcommittee

24. City of Tacoma – Water Division Apprenticeship Committee

Section XI: Committee – Responsibilities and Composition

25. Columbia Rural Electric Association Apprenticeship Committee

Section XIII: Training Director/Coordinator

26. Construction Industry Training Council of Washington - Painter

Section XI: Committee – Responsibilities and Composition

27. C-Tran/Machinist Local #1432 Apprenticeship Committee

Section XI: Committee – Responsibilities and Composition

28. Dimensional Communications

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

29. Eastern Washington and Northern Idaho Painters and Allied Trades Apprenticeship

Section VII: Apprentice Wages and Wage Progression

Section XIII: Training Director/Coordinator

30. Franklin P.U.D. – Local 77 IBEW Apprenticeship Committee

Section XI: Committee – Responsibilities and Composition

31. Grays Harbor P.U.D. No. 1 Apprenticeship Committee

Section XI: Committee – Responsibilities and Composition

32. Hampton Lumber Mills Washington Operations – Randle

Section XI: Committee – Responsibilities and Composition

33. Inland Empire Fire Protection Apprenticeship Committee

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

Section IX: Related/Supplemental Instruction

34. Inland Empire Roofers and Employers Apprenticeship Committee

Section XI: Committee – Responsibilities and Composition

- 35. Northwest Washington Electrical Industry Joint Apprenticeship and Training Committee**
Section XI: Committee – Responsibilities and Composition
- 36. Puget Sound Energy Company Apprenticeship Committee**
Section XI: Committee – Responsibilities and Composition
Section XII: Subcommittee
- 37. Richart Weatherization Apprenticeship Committee**
Section XI: Committee – Responsibilities and Composition
- 38. Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee**
Section IX: Related/Supplemental Instruction
Section XI: Committee – Responsibilities and Composition
- 39. Southeastern Washington/Northeastern Oregon Sheet Metal Workers Apprenticeship Committee**
Section XI: Committee – Responsibilities and Composition
- 40. Southwest Washington Electrical Joint Apprenticeship and Training Committee**
Section XI: Committee – Responsibilities and Composition
- 41. Southwest Washington Pipe Trades Apprenticeship Committee**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 42. Terra Dynamics Inc.**
Section XI: Committee – Responsibilities and Composition
- 43. Washington State Fire Fighters Apprenticeship Committee**
Section XII: Subcommittee
- 44. Washington State UBC JATC**
Section XI: Committee – Responsibilities and Composition
Section XII: Subcommittee
- 45. West Sound Pipe Trades Apprenticeship Committee**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 46. Weyerhaeuser Company Apprenticeship Committee**
Section XI: Committee – Responsibilities and Composition
- 47. Weyerhaeuser Longview Lumber Apprenticeship Committee**
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, thanked the Council for looking into the Teamster issue.

Tawny Sayers, Apprenticeship Coordinator, Northwest Laborers, encouraged participation and her brothers and sisters in the trades to send their future leaders to the Women Building the Nation Conference May 1st-3rd in Los Angeles California.

DATE AND LOCATION OF NEXT MEETING:

April 16, 2015 Bellingham Lakeway Inn & Convention Center

FUTURE MEETING SITES:

July 16, 2015 Tumwater Department of Labor & Industries
October 15, 2015 Spokane Red Lion at the Park - Spokane
January 14, 2016 Tumwater Department of Labor & Industries

ADJOURNMENT

HEARINGS:

- Case 2014-22 – Apprentice Appeal – Power Line Clearance & Tree Trimmers
Apprenticeship Committee
- Case 2014-23 – Sponsor Appeal - Seattle Heat and Frost Insulators and Allied Workers
Apprenticeship Committee
- Case 2014-26 – Sponsor Appeal - Puget Sound Energy Company Apprenticeship Committee