

MINUTES

April 19, 2018

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

DEPARTMENT OF LABOR & INDUSTRIES

**Joel Sacks
Director**

**Holiday Inn & Suites Bellingham
4260 Mitchell Way
Bellingham, WA 98226**

9:00 A.M.

**Elizabeth Smith
Secretary of the Council**

**THEY WHO SERVE APPRENTICESHIP
SERVE OUR NATION**

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL (WSATC)

MEMBERS

EMPLOYER REPRESENTATIVES PUBLIC MEMBER EMPLOYEE REPRESENTATIVES

Dave D'Hondt, Chair

Leslie Jones

Mark Riker

Ed Kommers

Jeff Johnson

Ron Storvick

Ed Holmes

SECRETARY

Elizabeth Smith

EX OFFICIO

Jan Yoshiwara, Executive Director
State Board for Community & Technical Colleges

Douglas Howell, State Director
U.S. DOL, Office of Apprenticeship

Eleni Papadakis, Executive Director
Workforce Training and Education Coordinating Board

Dale Peineke, Executive Director
Employment Security Department

LABOR & INDUSTRIES – APPRENTICESHIP SECTION

Jody Robbins	Program Manager	Tumwater
Teri Gardner	Recording Secretary	Tumwater
Elmer Arter	Field Supervisor	Tacoma
Jim Kaltenbaugh	Technical Specialist	Tumwater
Patrick Martin	Compliance Specialist	Tacoma
Shawna Benitez	Office Assistant 3	Tumwater
Kaine Cox	Office Assistant 3	Tumwater
Rose Oram	Grant Manager	Tumwater
Justin Whitaker	Data Compiler 3	Tumwater
Andrea Anderson	Apprenticeship Consultant	Seattle
Brittany Craighead	Apprenticeship Consultant	Tumwater
Evan Hamilton	Apprenticeship Consultant	Tacoma
AhShalla Harris	Apprenticeship Consultant	Kennewick
Sandra Husband	Apprenticeship Consultant	Seattle
Evie Lawry	Apprenticeship Consultant	Spokane
Rachel McAloon	Apprenticeship Consultant	Tumwater
Gary Peterson	Apprenticeship Consultant	Bellingham

Will Henry, Assistant Attorney General for WSATC
Cindy Gaddis, Assistant Attorney General for Labor & Industries

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

April 19, 2018

9:00 AM

MINUTES

MEETING CALLED TO ORDER @ 9:02 am by Chair David D'Hondt. Chair D'Hondt asked for a moment of silence for first year plumbing apprentice Brenden Simmons, who passed away, and Pat Perez, our colleague and friend.

ROLL CALL: Present: David D'Hondt, Ron Storvick, Leslie Jones, Ed Holmes, **Absent:** Jeff Johnson, Ed Kommers and Mark Riker

Roll call was taken; Chair D'Hondt announced that a quorum was not assembled. When votes are taken they will be for recommendations only; the recommendations will be ratified at a special meeting of the council in the near future.

GREETINGS: Pinky Vargas, Mayor Pro-Tem, City of Bellingham welcomed everyone to Bellingham. She spoke about the value of the work that apprentices do, the training and how apprenticeship helps other people bring family-wage jobs to their homes so people have a good quality of life and a good skill to learn with.

MINUTES:

- January 18, 2018 (WSATC Quarterly Meeting) - **M/S/C** recommend approval of minutes.

CERTIFICATES OF MERITORIOUS SERVICE

Name

Organization

Lee Newgent

Washington State Apprenticeship Training Council
– *Previously awarded*

CORRESPONDENCE: Apprenticeship Program Manager, Jody Robbins, 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** recommend approval of correspondence log.

SPECIAL REPORTS:

Regional Pre-Apprenticeship Collaborative (RPAC) – Collaborative Mission, Purpose

- Jon Bersche, Labor Equity Job and Training Advisor for the City of Seattle, stated RPAC is a collaboration of all the industry players involved in the pathway from the community all the way into and through apprenticeship. The collective is working on a system that is not operating in silos but is working together to have sustainable funding and high level rigorous training; providing quality apprenticeship for all apprenticeship programs.
- Karen Dove, Executive Director of ANEW, thanked the council members who attended their meeting on March 30th. Karen said there are 4 key areas to work on; the pre-

apprenticeship tracking system, EEO requirements for apprenticeship programs, pre-apprenticeship training program recognition, and attention to policy change and funding opportunities. Karen highlighted each of the four areas and gave an update on each area.

- Gary Schmitt, Sound Transit, Project Labor Agreement Specialist, was not in attendance.

REPORTS:

Department of Enterprise Services, State of Washington

No representative in attendance to give report.

Employment Security Department

A written report was provided and distributed.

Office of Superintendent of Public Instruction

No representative in attendance to give report.

Oregon State Apprenticeship and Training Council

No representative in attendance to give report.

State Board for Community and Technical Colleges

Danny Marshall, representing Jan Yoshiwara, Executive Director for State Board of Community and Technical Colleges provided a written report. Danny reported there have been 17 quarters of consistent growth in Apprenticeship enrollments. Recently there was a collaborative process on how we work with the employers and what employers need to know as we expand. The meeting was very productive.

US DOL Office of Apprenticeship

Doug Howell, Region 6 Multi-State Navigator said WTIA's federally registered program now has over 100 apprentices in 10 occupations. The task force President Trump created continues to meet monthly.

Washington State Apprenticeship Coordinators' Association

Greg Christiansen introduced himself as the new Chair of the Washington State Apprenticeship Coordinators. Greg stated apprenticeship is really picking up across the board; building trades, IT, health care, pre-apprenticeship and youth apprenticeship. On May 2nd a group is meeting with the Governor and will be talking about tuition, employer incentives, accountability and retention.

Washington State Department of Transportation

Jane Rockwell, On-the-Job Support Services program, said WSDOT is actively engaged in partnerships with the Regional Public Owners Group and the Regional Pre-Apprenticeship Collaborative. We gave out several scholarship funds to socially and economically disadvantaged individuals who are pursuing training opportunities in the trades.

Washington Student Achievement Council

No representative in attendance to give report.

Workforce Training and Education Coordinating Board

Mike Brennan, Economic Development and Grant Specialist for the State workforce Board, stated for the last three years they participated in "Make it in Washington" grant. This was

designed specifically to have employers look at their local communities. We also have a program called Upscale/Backfill, working with employers to provide education and training for existing employees to move up in their positions and to look at who in the local area can be trained for backfill.

Secretary, Washington State Apprenticeship and Training Council

Elizabeth Smith, Secretary, introduced Mark Riker, who replaced Lee Newgent, and Ed Holmes, who is fulfilling the remaining portion of Pat Perez' vacant position. Rachel McAloon is the new Apprenticeship Consultant for the Southwest Washington Region and she will also continue to do outreach and education for the near future. The Department is also in the process of hiring a Grant Manager to replace Rose Oram who is retiring spring of 2019. HB1289 is Washington's Fair Chance Act which prohibits employers and apprenticeship sponsors from asking about arrests or convictions before an applicant is determined otherwise qualified for a position. SSB6126 passed and it requires the completion of an apprenticeship program in order to qualify to take the state certification exam for the General Journey level as known as 01 Electrician. Engrossed House bill 1849, apprenticeship utilization on public works steps up the compliance that L&I will be doing. Liz also stated she has taken a new role in the agency as Deputy Director and this will be her last meeting.

WSATC Reciprocity Subcommittee

No report.

WSATC Special Subcommittee for Apprenticeship Preparation

No report.

WSATC Tie-Breaker Subcommittee

No report.

WSATC Tribal Liaison Subcommittee

No report.

WSATC Tuition Issues Subcommittee

No report.

WSATC WAC/RCW Policy Subcommittee

Jody Robbins stated a vote is required for WAC 296-05 draft rules as distributed to WSATC members and posted on the L&I website to move into formal public comment phase of rulemaking. The department will be presenting the final draft rule at the special meeting to be called to ratify the motions here today.

WSATC Compliance Review and Retention Subcommittee (CRRS)

MEETING CALLED TO ORDER @ 10:02am by Jesse Cote

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

REPORTS:

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

NEW STANDARDS: (Permanent Registration)

Region 1

1. Certified Safety Specialist Apprenticeship Program
 - In compliance for administrative procedures for 2017.
 - Program to remain Provisionally Approved. Program to return to the April 2019 CRRS meeting with a completed 2018 Compliance review conducted by the Department.
 - M/S/C to approve.
2. Bucher Aerospace Corporation
 - In compliance for administrative procedures for 2017.
 - Program to receive Permanent Registration approval.
 - M/S/C to approve.

Region 4b

3. Interfor US Apprenticeship Committee
 - In compliance for administrative procedures for 2017.
 - Program to remain Provisionally Approved. Program to return to the April 2019 CRRS meeting with a completed 2018 Compliance Review conducted by the Department.
 - M/S/C to approve.

UNFINISHED BUSINESS:

NONE

NEW BUSINESS – 2017 COMPLIANCE REVIEWS:

Region 2a

4. Ardagh Group/GMP Maintenance In-Plant Apprenticeship Committee
 - In compliance for minority participation by numbers for 2017.
 - Out of compliance for female participation for 2017.
 - Out of compliance for administrative procedures for 2017.
 - Sponsor to submit to the Department within 60 calendar days a completed 2017 PASA log, and 2017 Recruitment and Outreach Templates.
 - Sponsor shall take necessary action to come into Administrative Compliance within 90 calendar days. Sponsor's actions to include:
 - Submission of updated RSI plan
 - Submission of revised Administrative Corrective Action Plan including remedies for:
 - Apprentices registered significantly longer than the term of Apprenticeship
 - Consistent delivery of RSI to all active apprentices.
 - Timely submission of Apprenticeship Agreements and Change of Status.
 - Timely submission of Probationary Completion dates and Step Upgrade dates.
 - Failure of the Sponsor to take the above noted actions may result in the WSATC implementing Deregistration Procedures.
 - M/S/C to approve.

Region 2b

5. Apprenti
 - In compliance for minority participation by numbers for 2017.
 - In compliance for female participation by numbers for 2017.
 - In compliance for administrative procedures for 2017.
 - M/S/C to approve.

Region 6

6. Evco Sound & Electronics Inc.
- In compliance for minority participation by numbers for 2017.
 - Out of compliance for female participation for 2017.
 - In compliance for administrative procedures 2017.
 - M/S/C to approve.

DATE AND LOCATION OF NEXT MEETING:

July 18, 2018	Tumwater	Department of Labor & Industries
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FUTURE MEETING SITES:

October 17, 2018	Spokane	The Davenport
January 16, 2019	Tumwater	Department of Labor & Industries
April 18, 2019	TBD	TBD

ADJOURNMENT @ 10:19 by Jesse Cote.

WSATC Members

No report.

UNFINISHED BUSINESS:

NONE

NEW BUSINESS:

ITEMS FROM THE DEPARTMENT:

1. **Washington State Firefighters**
Request for Variance to WAC 296-05-323
M/S/C recommend approval.

APPRENTICESHIP PREPARATION PROGRAM RECOGNITION:

2. **Clover Park Technical College - Fundamental Skills in Manufacturing and Engineering**
M/S/C recommend approval.

APPRENTICESHIP PREPARATION PROGRAM CONTINUED RECOGNITION:

3. **Bates Technical College - Trade Occupations Opportunity Learning Center (TOOL Center)**
M/S/C recommend approval for continued recognition.

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 **March 30, 2018** (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)

Region 2b

4. Barber & Beauty Lounge by Consele Apprenticeship

Barber	39-5011.00	2,000 Hours
Hair Designer	39-5012.00	2,000 Hours

M/S/C recommend approval.

5. Marine Industry Training and Education Council (MITEC) Competitive Apprenticeship for Sustainable Success (COMPASS)

Custom Boat Builder (Composite)	47-2031.01	5,370-8,275 Hours
Production Boat Builder (Composite)	47-2031.01	4,100-6,805 Hours
Marine Service Technician	49-3051.00	6,000 Hours

M/S/C recommend approval.

NEW STANDARDS: (Permanent Registration)

Region 1

6. Bucher Aerospace Corporation

Warehouseman	43-4081.03	4,000 Hours
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M/S/C recommend approval for program to receive permanent registration.

7. Certified Safety Specialist Apprenticeship Program

Certified Safety Specialist	29-9011.00	4,500 Hours
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M/S/C recommend program to remain Provisionally Approved. Program to return to April 2019 CRRS meeting with a completed 2018 compliance review conducted by the Department.

Region 4a

8. Interfor US Apprenticeship Committee

Industrial Maintenance Millwright	49-9044.00	7,200 Hours
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M/S/C recommend program to remain Provisionally Approved. Program to return to April 2019 CRRS meeting with a completed 2018 compliance review conducted by the Department.

REVISED STANDARDS

Region 1

9. Ice Floe LLC dba Nichols Brothers Boat Builders

Adding New Occupation:

Marine Quality Assurance Tester	51-9061.00	6,000 Hours
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Section IV: Term of Apprenticeship
 Section V: Initial Probationary Period
 Section VII: Apprentice Wages and Wage Progression
 Section VIII: Work Processes
 Section IX: Related/Supplemental Instruction
 M/S/C recommend approval.

Region 2b

10. Apprenti

Adding New Occupations:

Cloud Operations Specialist 2	15-1151.00	2,000 Hours
Network Operations Developer	15-1143.00	2,000 Hours
Technical Sales Specialist	41-4011.00	2,000 Hours
Software Developer 2	15-1133.00	4,000 Hours

Amending Occupation Names:

Cloud Operations Specialist to Cloud Operations Specialist 1
 Linux Systems Administrator to Systems Administrator
 Software Developer to Software Developer 1

Deleting Occupations:

Database Administrator	15-1141.00	2,000 Hours
Datacenter Technician	15-1199.00	2,000 Hours
Windows Systems Administrator	15-1142.00	2,000 Hours

Section II: Minimum Qualifications
 Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 Section IV: Term of Apprenticeship
 Section V: Initial Probationary Period
 Section VI: Ratio of Apprentices to Journey Level Workers
 Section VII: Apprentice Wages and Wage Progression
 Section VIII: Work Processes
 Section IX: Related/Supplemental Instruction
 Section X: Administrative/Disciplinary Procedures
 Section XI: Sponsor-Responsibilities and Governing Structure
 Section XIII: Training Director/Coordinator
 M/S/C recommend approval.

11. IAM/Boeing Joint Apprenticeship Committee

Section II: Minimum Qualifications
 Section XI: Sponsor-Responsibilities and Governing Structure
 M/S/C recommend approval.

Region 5

12. Washington Construction Teamsters Apprenticeship Committee

Section II: Minimum Qualifications
 Section XI: Sponsor-Responsibilities and Governing Structure
 Section XIII: Training Director/Coordinator
 M/S/C recommend approval.

Region 6

13. Pacific Northwest Ironworkers & Employers Apprenticeship and Training Committee

Local #14

Section II: Minimum Qualifications

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

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

Section XI: Sponsor-Responsibilities and Governing Structure

Section XII: Subcommittee

M/S/C recommend approval.

14. Spokane Heat and Frost Insulators and Allied Workers Apprenticeship Committee

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Section XI: Sponsor-Responsibilities and Governing Structure

M/S/C recommend approval.

15. Vertical Options Elevator Apprenticeship Program

Amending Sponsor Introductory Statement

Section II: Minimum Qualifications

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

Section IX: Related/Supplemental Instruction

M/S/C recommend approval.

CANCELLATION OF APPRENTICESHIP STANDARDS

Region 1

16. Electroimpact, Inc. Plant Apprenticeship Program (*Sponsor Request*)

Machinist 51-4041.00 8,000 Hours

M/S/C recommend approval.

OJT PROGRAM REVIEW: Sponsor Request for Cancellation

Region 3b

17. Washington State Department of Corrections (*Sponsor Request*)

Correctional Officer 33-3012.00 12 Months (2,000 Hours)

M/S/C recommend approval.

RECIPROCAL RECOGNITION REQUESTS:

NONE

ADMINISTRATIVELY APPROVED REVISIONS:

M/S/C recommend approval on items 18-43.

18. AREVA Inc.

Sponsor Name Change throughout Document

To: Framatome

Section XI: Sponsor-Responsibilities and Governing Structure

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

Section XI: Sponsor-Responsibilities and Governing Structure

20. Grant County PUD No. 2 Apprenticeship Committee

Section XI: Sponsor-Responsibilities and Governing Structure

Section XIII: Training Director/Coordinator

21. Greater Puget Sound Area Automotive Machinists Apprenticeship Committee

Section XI: Sponsor-Responsibilities and Governing Structure

22. Inland Empire Plumbing and Pipefitting Industry Apprenticeship Training Committee

Section XI: Sponsor-Responsibilities and Governing Structure

Section XIII: Training Director/Coordinator

23. KVA Electric, Inc. JATC

Section IX: Related/Supplemental Instruction

24. Mason County Public Utility District #3 Apprenticeship Committee

Section IX: Related/Supplemental Instruction

Section XI: Sponsor-Responsibilities and Governing Structure

25. Oak Harbor Police Department

Section IX: Related/Supplemental Instruction

26. Operating Engineers Regional Training Program JATC

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

Section VII: Apprentice Wages and Wage Progression

Section XI: Sponsor-Responsibilities and Governing Structure

27. Pacific Northwest Ironworkers and Employers Local #86 Apprenticeship Committee

Section VII: Apprentice Wages and Wage Progression

Section XI: Sponsor-Responsibilities and Governing Structure

28. Puget Sound Electrical Joint Apprenticeship and Training Committee

Section VII: Apprentice Wage and Wage Progression

29. Quincy Foods LLC – Industrial Maintenance

Section XI: Sponsor-Responsibilities and Governing Structure

30. Schweitzer Engineering Laboratories

Section XI: Sponsor-Responsibilities and Governing Structure

- 31. Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee**
Section XI: Sponsor-Responsibilities and Governing Structure
- 32. Seattle Heat and Frost Insulators and Allied Workers Apprenticeship Committee**
Sponsor Name Change throughout Document
To: Heat and Frost Insulator Workers Joint Apprenticeship Training Program
Section XI: Sponsor-Responsibilities and Governing Structure
- 33. Seattle Meatcutters Apprenticeship Committee**
Section XI: Sponsor-Responsibilities and Governing Structure
- 34. SimplexGrinnell Apprenticeship Committee**
Section XIII: Training Director/Coordinator
- 35. Snohomish County P.U.D. Number 1 Apprenticeship Committee**
Section XII: Subcommittee
- 36. Tanner Electric Cooperative Lineman Apprenticeship Committee**
Section XI: Sponsor-Responsibilities and Governing Structure
Section XIII: Training Director/Coordinator
- 37. Washington Association of Community and Migrant Health Centers**
Section IX: Related/Supplemental Instruction
- 38. Washington State Fire Fighters Joint Apprenticeship and Training Committee**
Section XII: Subcommittee
- 39. Washington State UBC JATC**
Section XI: Sponsor-Responsibilities and Governing Structure
Section XII: Subcommittee
- 40. Western Washington Drywall Apprenticeship**
Section XI: Sponsor-Responsibilities and Governing Structure
- 41. Western Washington Painting Apprenticeship**
Section XI: Sponsor-Responsibilities and Governing Structure
- 42. Western Washington Sheet Metal JATC**
Section XI: Sponsor-Responsibilities and Governing Structure
- 43. Western Washington Stationary Engineers Apprenticeship Committee**
Section XI: Sponsor-Responsibilities and Governing Structure

GOOD AND WELFARE

Melinda Nichols representing Intuitive Safety solutions asked the council to offer the program another opportunity to speak at the next council meeting and delivered a copy of the letter Mr. Knight had brought.

PJ Moss and Heather Winfrey, apprenticeship coordinators for Seattle Area Pipe Trades thanked everyone in the room for the moment of silence for Brother Pat Perez and Brenden Simmons.

Brenden's twin sister is a third year apprentice. We helped with the memorial, but due to remodeling, our facility wasn't available. Ryan Brandt, Assistant Training coordinator with Puget Sound Electricians JATC and Clay Tschillard graciously offered their facility, enabling Breann to have a very nice memorial for her brother. Thank you Ryan and Clay.

Greg Christiansen, Pacific Northwest Ironworkers and Alex Kosmides, Northwest Workforce Council talked about the pre-apprenticeship for Ironworkers that was held in Bellingham which was an extreme success. Mr. Kosmides spoke about the 12th Annual Washington Apprenticeship Vocations Education Tour, known as the WAVE Tour that introduces juniors and senior to what they could expect with apprenticeship as a career path.

Shana Peschek spoke about ANEW's Inclusion in Construction Summit, June 15th and Women Building Nations in Seattle in October. The Pacific Northwest Apprenticeship Education conference will be December 4th and 5th.

Tawny Sayers, Northwest Laborers spoke about various outreach events coming up.

DATE AND LOCATION OF NEXT MEETING:

July 19, 2018	Tumwater	Department of Labor & Industries
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FUTURE MEETING SITES:

October 18, 2018	Spokane	The Davenport
January 17, 2019	Tumwater	Department of Labor & Industries
April 18, 2019	TBD	

ADJOURNMENT @ 11:14 by Chair D'Hondt.