

MINUTES

July 16, 2025

COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

DEPARTMENT OF LABOR & INDUSTRIES

**Joel Sacks
Director**

**Location:
Tumwater**

10:00 A.M.

**Celeste Monahan
Secretary of the Council**

**THEY WHO SERVE APPRENTICESHIP
SERVE OUR NATION**

COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

July 16, 2025

10:00 AM

MINUTES

MEETING CALLED TO ORDER @10:00am by Chair D'Hondt

ROLL CALL: Present: David D'Hondt, Halene Sigmund, Shelley Wilson, Karen Dove, Jesse Cote, Heather Winfrey; **Absent:** Brett Wideman

REPORTS:

Joint Retention and Recruitment Committee – No report provided.

Compliance Specialist's Report – Brittany Craighead provided her report. **M/S/C** to approve and attach to the minutes of this meeting. **M/S/C** to close Corrective Action Plans for Washington State Controls Specialist Apprenticeship Committee – Associate Controls Specialist and Puget Sound Energy Apprenticeship Committee.

UNFINISHED BUSINESS:

ITEMS FROM THE DEPARTMENT:

NONE

JULY 2025 CRRS AGENDA ITEMS:

NEW STANDARDS: (Permanent Registration)

Region 6b

1. All Phase U Apprenticeship & Training (#2274)
 - In compliance for administrative procedures for the Provisional year.
 - Recommend program to receive permanent registration status.
 - **M/S/C** to approve.

Region 6a

2. Okanogan PUD Apprenticeship (#2275)
 - In compliance for administrative procedures for the Provisional year.
 - Recommend program to receive permanent registration status.
 - **M/S/C** to approve.

NEW BUSINESS:

Region 6b

3. Titan Electrical Apprenticeship & Training (#2225)
 - In compliance for minority participation by numbers for 2024.
 - In compliance for female participation by good faith effort for 2024.
 - In compliance for administrative procedures for 2024.
 - M/S/C to approve.
4. Washington Construction Teamsters Apprenticeship Committee (#231)
 - In compliance for minority participation by numbers for 2024.
 - In compliance for female participation by numbers for 2024.
 - In compliance for administrative procedures for 2024.
 - M/S/C to approve.

Region 5

5. Pacific Power & LU 125 JATC (#1185)
 - Out of compliance for minority participation for 2024.
 - In compliance for female participation by numbers for 2024.
 - Out of compliance for administrative procedures for 2024.
 - M/S/C to approve.

Region 4b

6. ABM Clark County Custodial Apprenticeship Committee (#1972)
 - In compliance for minority participation by numbers for 2024.
 - In compliance for female participation by numbers for 2024.
 - In compliance for administrative procedures for 2024.
 - M/S/C to approve.

Region 4C

7. Seattle Area Plumbers, Housing Plumbers, Pipefitters, HVAC-Service Controls Technician/ Refrigeration Mechanics, and Marine Pipefitters Apprenticeship Committee (#115)
(Heather Winfrey Recused Herself)
 - In compliance for minority participation by good faith effort for 2024.
 - Out of compliance for female participation for 2024.
 - In compliance for administrative procedures for 2024.
 - M/S/C to approve.

Region 3

8. Independent Technicians Automotive Committee (ITAC) (#2162)
 - Out of compliance for minority participation for 2024.
 - Out of compliance for female participation for 2024.
 - Out of compliance for administrative procedures for 2024.
 - Program to continue on a Corrective Action Plan working with their Apprenticeship Consultant on the remaining and newly identified Administrative Deficiencies.
 - Program to submit updated RSI plans for all applicable occupations on the Standards to the department within 60 days.
 - Program to submit to the WSATC, a request for revision of standards that accurately identifies their RSI delivery methods for all occupations approved on the standards by the January 2026 Quarterly meeting.
 - Failure to comply will result in further disciplinary actions pursuant to WAC296-05-109.
 - M/S/C to approve.

Region 2b

9. Construction Industry Training Council of Washington - Scaffold Erector (#2223)
(Halene Sigmund Recused Herself)
 - In compliance for minority participation by numbers for 2024.
 - Out of compliance for female participation for 2024.
 - In compliance for administrative procedures for 2024.
 - M/S/C to approve.
10. Puget Sound Energy Apprenticeship Committee (#83)
 - In compliance for minority participation by good faith effort for 2024.
 - Out of compliance for female participation for 2024.
 - In compliance for administrative procedures for 2024.
 - M/S/C to approve.

Region 2a

11. AJAC – Logistics & Operations Apprenticeship Committee (#2254)
 - In compliance for minority participation by good faith effort for 2024.
 - In compliance for female participation by numbers for 2024.
 - In compliance for administrative procedures for 2024.
 - M/S/C to approve.
12. Washington State Meatcutters and Fishmongers Apprenticeship Committee (#89)
 - In compliance for minority participation by good faith effort for 2024.
 - In compliance for female participation by good faith effort for 2024.
 - Out of compliance for administrative procedures for 2024.
 - M/S/C to approve.

JULY 2025 ADMINISTRATIVE REVIEWS:

In Compliance: M/S/C to approve items #13-25.

13. Barber & Beauty Lounge by Consele Apprenticeship (#2157)
14. Benton Rural Electric Association Apprenticeship Committee (#277)
15. Cascade Veterinary Clinics Apprenticeship Program (#2251)
16. Grays Harbor P.U.D. No. 1 Apprenticeship Committee (#175)
17. Lakeview Light & Power and IBEW Local Union #483 (#616)
18. Lifeport Machinist Apprenticeship (#2250)
19. Origin Salon Spa Apprenticeship Program (#1929)
20. Parkland Light and Water Company JATC (#2261)
21. Skamania P.U.D. NO.1 Apprenticeship Committee (#2219)
22. Texture Apprenticeship Program (#2228)
23. Town of Eatonville (#2146)
24. Washington State Controls Specialist Apprenticeship Committee - Associate Controls Specialist (#2175)
25. Workers' Compensation Adjudicator 2 Apprenticeship, Washington State Department of Labor and Industries Joint Apprenticeship and Training Committee (#1358)

Out of Compliance:

26. McCleary Light, Power Lineman Apprenticeship (#513)
 - Out of compliance for administrative procedures for 2024.
27. UFCW367 and Employer Meatcutters Joint Apprenticeship Committee (#92)
 - Out of compliance for administrative procedures for 2024.
 - Program has not registered an apprentice since 09/05/2023.
 - Due to lack of apprentice registration/activity, program has failed to comply with CFR29.29.6 which requires all apprenticeship programs to maintain at least 1 active apprentice.
 - Program to provide a report to the CRRS at the October 2025 meeting on their actions on how they have addressed the deficiencies identified during the Compliance review

to include the lack of an Apprenticeship Committee, as well as the issue of bringing their Training agents into compliance.

- Following review of the report, the CRRS may recommend additional actions to the WSATC.

28. Washington State Controls Specialist Apprenticeship Committee - Controls Programmer (#2178)

- Out of compliance for administrative procedures for the year 2024.
- Program has not registered an apprentice since 06/2021. Last active apprentice completed on 06/2023.
- Due to lack of apprentice registration/activity, program has failed to comply with CFR29.29.6 which requires all apprenticeship programs to maintain at least 1 active apprentice.
- Program to provide a report to the CRRS at the October 2025 meeting on their intentions regarding registration of new apprentices.
- Following review of the report, the CRRS may recommend additional actions to the WSATC.

DATE AND LOCATION OF NEXT MEETING:

October 15, 2025	Spokane	Spokane
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FUTURE MEETING SITES:

January 14, 2026	Zoom	Zoom
April 16, 2026	TBD	TBD
July 15, 2026	Tumwater	Tumwater

ADJOURNMENT @10:48 by Chair D'Hondt

*Chair's recommendation to CRRS to vote: It is the Departments recommendation that the Corrective Action Plans assigned to **Washington State Controls Specialist Apprenticeship Committee- Associate Controls Specialist & Puget Sound Energy Apprenticeship Committee** be closed by the CRRS*

July 2025 Compliance Review and Retention Sub-Committee

Compliance Specialist Report

Corrective Action Plans (CAP) - Updates by Quarter Assigned:

October 2021

- **Evco Sound & Electronics Inc. #43-** Program assigned a Corrective Action Plan to address their deficient Female and minority apprentice #'s at the October 2021 CRRS meeting. Program did submit the CAP timely. Department reviewed the submitted CAP and determined that it does meet the requirements as listed in the CRRS Findings Letter dated October 28, 2021.
 - Program's training director and committee are actively reviewing their Recruitment and Outreach activities and connecting with new partners to expand their applicant pools.
 - Program will be appearing before the CRRS in 2026.

October 2022

- **Inland Northwest Masonry Apprenticeship Committee #160-** Program submitted a detailed Corrective Action Plan as required by the CRRS. CAP was reviewed by the Department and found to meet the requirements as listed in the CRRS Findings Letter dated October 28, 2022. This is the second CAP that has been assigned to the program since 2020. Program has committed to fulfilling the CAP as stated to the CRRS at the October 2022 Meeting.
 - At the time of this report, program failed to provide a progress report on their CAP progress/ activities to the department
- **Western Washington Masonry Trades Apprenticeship Committee #87-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated October 28, 2022. CAP was reviewed by the Department and found to meet the requirements.
 - Program has made significant progress towards becoming administratively compliant with reporting.
 - Program committee is actively reviewing their CAP activities and progress.
 - Program continues to actively work with their Apprenticeship Consultant on standards revisions to bring their program into compliance. A revision was submitted for WSATC consideration at the July 2025 meeting following approval by their committee at their March 2025 meeting.

July 2025 Compliance Review and Retention Sub-Committee

Compliance Specialist Report

July 2023

- **Northwest Line Construction Industry JATC- #487-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated August 3, 2023. CAP was reviewed by the Department and found to meet the requirements.
 - Program has increased their Scholarship monies approved for Women and minorities to cover 5 apprentices with up to 15,000 per apprentice
 - Program is actively partnered with Clover Park Tech College to provide VOLTA, an apprenticeship readiness program that targets women and marginalized populations. Target for the first training is summer 2025.
 - Program has hired 2 additional staff to assist with recruitment efforts.
 - Program recently had 4 women graduate from the Prep program and qualify for Assignment, however there is a slowdown in available work assignments with over 60 apprentices currently on the out of work list so registration of the 4 females has been delayed.

October 2023

- **Puget Sound Energy Apprenticeship Committee- #83-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated October 30, 2023. CAP was reviewed by the Department and found to meet the requirements.
 - Program is actively working with their consultant to address the deficiencies identified in the Program managers report.
 - Program is planning on submitting a revision request to the WSATC to bring their standards into compliance at the October 2025 meeting.
 - Program is actively updating their RSI plans in partnership with their L&I Apprenticeship Consultant & WSBCTC.
- **Washington State Controls Specialist Apprenticeship Committee- Associate Controls Specialist- #2175-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated November 7, 2023. CAP was reviewed by the Department and found to meet the requirements.
 - Program is actively working with their apprenticeship consultant on keeping ARTS reporting up to date and accurate.

It is the Departments recommendation that the Corrective Action Plan assigned to the Washington State Controls Specialist Apprenticeship Committee- Associate Controls Specialist be closed by the CRRS.

July 2025 Compliance Review and Retention Sub-Committee

Compliance Specialist Report

- **Independent Technicians Automotive Committee (ITAC)-#2162-** Program has submitted a updated Corrective Action Plan as required by the CRRS in the Findings Letter from the October 2024 CRRS meeting. CAP was reviewed by the Department and found to need revisions so is currently with sponsor for review.
 - At the time of this report, program failed to provide a progress report on their CAP progress/ activities to the department.
- **Weyerhaeuser Longview Lumber Apprenticeship Committee-#1829-** Program has failed to submit a Corrective Action Plan as required by the CRRS in the Findings letter dated October 30, 2023. Department sent multiple official notices to the program giving them 30 days to either submit the CAP as assigned by the CRRS or Appear before the CRRS for further action.
 - At the time of this report, program failed to provide a progress report on their CAP progress/ activities to the department.

April 2024

- **Electrical Management Group of Washington-#2214-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated April 25, 2024. CAP was reviewed by the Department and found to meet the requirements.
 - Program is actively working with their apprenticeship consultant on getting ARTS reporting up to date and accurate, this includes extensive records review and corrections.
 - Program is working on developing relationships with local community outreach partners and expanding to include more specifically targeted event towards Female and Minority audiences.

This concludes my report Mr. Chair.

Brittany Craighead

Brittany Craighead

Apprenticeship Compliance Specialist