

MINUTES

October 19, 2023

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

DEPARTMENT OF LABOR & INDUSTRIES

Joel Sacks
Director

Location:
The Historic Davenport, Autograph Collection
10 South Post Street
Spokane, WA 99201

9:00 A.M.

Celeste Monahan
Secretary of the Council

**THEY WHO SERVE APPRENTICESHIP
SERVE OUR NATION**

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL (WSATC)

EMPLOYER REPRESENTATIVES PUBLIC MEMBER EMPLOYEE REPRESENTATIVES

Shelley Wilson, Vice Chair
David D'Hondt
Ed Kommers

Kenna May

Mark Riker, Chair
April Sims
Brett Wideman

SECRETARY
Celeste Monahan

EX OFFICIO

Paul Francis, Executive Director
State Board for Community and Technical Colleges

Corinna J. Pereira, State Director
U.S. DOL, Office of Apprenticeship

Eleni Papadakis, Executive Director
Workforce Training and Education Coordinating Board

Cami Feek, Commissioner
Department of Employment Security

LABOR & INDUSTRIES – APPRENTICESHIP SECTION

Peter Guzman	Program Manager	Tumwater
Elmer Arter	Apprenticeship Consultant	Tukwila
Olivia Baxter-Hudson	Office Assistant	Tumwater
Christina Chance	Apprenticeship Consultant	Spokane
Kaine Cox	Customer Service Specialist	Tumwater
Brittany Craighead	Compliance Specialist	Tumwater
Rio Frame	Management Analyst	Spokane
Glen Freiberg	Management Analyst	Seattle
Teri Gardner	Recording Secretary	Tumwater
Evan Hamilton	Apprenticeship Consultant	Tacoma
Sandra Husband	Apprenticeship Consultant	Tukwila
Jim Kaltenbaugh	AUR Compliance Specialist	Tumwater
Evie Lawry	Apprenticeship Consultant	Spokane
Patrick Martin	Technical Specialist	Tacoma
Aubre Nelson	Apprenticeship Consultant	Tacoma
Stephanie Patterson	Field Supervisor	Vancouver
Gary Peterson	Apprenticeship Consultant	Bellingham
Jordan Shepherd	Management Analyst	Tumwater
Shawn Snyder	Apprenticeship Consultant	Kennewick
Michelle Stout	Apprenticeship Consultant	Spokane
Kathryn Weber	Office Assistant	Tumwater
Justin Whitaker	Data Consultant	Spokane

Will Henry, Assistant Attorney General for WSATC
Ryan Houser, Assistant Attorney General for Labor & Industries

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL
October 19, 2023
9:00 A.M.
OCTOBER MINUTES

MEETING CALLED TO ORDER @ 9:01a.m. by Chair Riker

ROLL CALL: Present: Mark Riker, Ed Kommers, Brett Wideman, Dave D'Hondt, Aprils Sims, Kenna May; Absent: Shelley Wilson

ANCESTRAL LAND ACKNOWLEDGMENT AND BLESSING: Warren Seyler, Tribal Member, Spokane Tribe of Indians gave the blessing.

GREETING: Dr. Kevin Brockbank, Chancellor, Community Colleges of Spokane thanked everyone for being in Spokane. Dr. Brockbank said their Apprenticeship offerings really are an important part of their workforce development portfolio, as far as transforming lives and giving students opportunities. The Spokane colleges have 19 programs representing 28 different trades in our Apprenticeship area and 2,200 students served and put on a path towards a great career.

MINUTES: August 7, 2023 (WSATC Quarterly Meeting) **M/S/C** to approve.

CERTIFICATES OF MERITORIOUS SERVICE:

Name

Organization

Scott Adams

International Union of Elevator Constructors, Local 19 – National Elevator Industry Education Program

CORRESPONDENCE: Apprenticeship Program Manager, Peter Guzman presented and certified the July 1 – September 30, 2023 Correspondence Log as a true and correct summary of communications sent and received by the Department. The council members approved and moved to accept the Correspondence Log as presented. **M/S/C** to approve.

SPECIAL REPORTS: NONE

REPORTS:

Department of Employment Security

A written report was provided.

Department of Enterprise Services

A written report was provided.

Department of Transportation

A written report was provided.

Office of Superintendent of Public Instruction

A written report was provided.

Oregon State Apprenticeship and Training Council

No report provided.

State Board for Community and Technical Colleges

Dr. Genevieve Howard reported in spring 2023 they had 17 of the 34 Community and Technical Colleges reporting Apprenticeship enrollment. They had a head count of 7,576 with is a 35 percent increase from the same time the year before. We have collaborated with all apprenticeship colleges to provide the council with the CTC's response to Section 3 of Engrossed Second Substitute Senate Bill 5764 around the establishment of an institution or centralized program.

U.S. DOL, Office of Apprenticeship

Corinna Pereira reported Good Jobs, Great Cities had a big Success Academy and Tacoma Washington was an aware in that initiative and worked very closely with all of us to improve the educational workforce of the City of Tacoma. She also extended congratulations of L&I for the grant award in the State Apprenticeship Expansion, both formula and competitive.

Washington State Apprenticeship Coordinators Association

Andrew Richman gave a recap of the various reports given at their meetings.

Washington Student Achievement Council

No report provided.

Workforce Training and Education Coordinating Board

Donald Smith reported the Workforce Board is leading an effort to create Washington's next workforce plan, called the Talent and Prosperity for All. The plan has three guiding principles: close economic disparities from marginalized populations; provide comprehensive support for individuals experiencing barriers to employment; and manage the system-wide performance metrics and accountability.

Secretary, Washington State Apprenticeship and Training Council

Celeste Monahan gave an update on Apprenticeship Section staffing updates. The Apprentice Well-Being Survey has had 140 apprentices requested to be connected to resources. Celeste reminded everyone of Apprenticeship Week, November 13-19. Applications have been received for councilmember positions, and we hope to make an announcement soon.

WSATC Childcare in the Trades Subcommittee

Shana Peschek reported on a presentation given to their subcommittee about what eligibility is from the Division of Youth and Family Services. Asked the Department and the Council to reaffirm their commitment to this equity-and access issue. Ms. Peschek announced they have a listserv she recommended everyone be added to; minutes from their meetings are sent through it along with periodic resources.

WSATC CTC Policy Review Subcommittee

No report provided.

WSATC Electrical Subcommittee

Chair Riker proposed the following: The Washington State Apprenticeship and Training Council, WATC, recommends a process for granting a temporary limited variance to allow apprentices and trainees to work together for the same employer, as requested, with the following stipulations:

1. A temporary limited variance may be approved from October 19, 2023 until June 30, 2026.
2. The temporary variance may be considered upon written application to the WSATC for the temporary variance.
3. The written application must be employer specific and come from the Apprenticeship Program registered with the WSATC, with whom the employer has a Training Agent Agreement.
4. The WSATC shall consider temporary Variance Requests at their Quarterly Meetings.
5. In case of layoff due to lack of work, trainees shall be laid off before apprentices.
6. The ratio of journey-level workers to apprentice remains 1 to 1.
7. The ratio of journey-level worker to apprentices to trainee shall be 2 journey-level workers to 2 apprentice workers to 1 trainee worker.
8. Apprentices and trainees are allowed to work on the same project.
9. This temporary variance approval expires in its entirety on June 30, 2026.
With an additional caveat, this could apply to a program whether it is in Provisional status or Permanent status. A second caveat asking the Council to explore and Administrative Policy in the future to cover that. **M/S/C** to approve.

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

A written report was provided.

WSATC WAC/RCW Policy Subcommittee

No report provided.

WSATC Compliance Review and Retention Subcommittee (CRRS)

Member D'Hondt gave the CRRS report and requested the council exclude CRRS Agenda Items #1-#3 as they are up for permanent approval status. He then asked the council to move to approve the CRRS Minutes dated October 18, 2023 as an attachment to the record of today's Council meeting. **M/S/C** to approve.

WSATC Members

Chair Riker reported the required report from Senate Bill 5764 was received. Chair Riker made a motion to establish an Industry and Economic Sector Platform Subcommittee. **M/S/C** to approve. The WSATC will be accepting applications for individuals to participate in the initial formation of the Industry and Economic Sector Platforms. The application will be made available through the L&I Apprenticeship Section starting November 1 and will remain open through January 31, 2024. The selection will be made in March in anticipation of the platforms convening for the first time prior to the April 2024 State Apprenticeship and Training Council meeting. Chair Riker tasked the WAC/RCW Policy Subcommittee with evaluating the possibility of adopting a policy defining what constitutes a complete application for a Registered Apprenticeship Program.

Councilmember D'Hondt reported this week is Construction Inclusion Week all across the country. AGC has 90 chapters celebrating the event.

UNFINISHED BUSINESS:

1. **ABC of Washington Electrical Apprenticeship
(Request for New Standards Provisional Registration)**
General Electrician (01) SOC: 47-2111.00 8,000 Hours
No action taken.

2. **All Phase U Apprenticeship & Training
(Request for New Standards Provisional Registration)**
General Electrician (01) SOC: 47-2111.00 8,000 Hours
No action to be taken.

3. **Brinderson LLC – Industrial Maintenance Mechanic – Petroleum Refinery
(Request for New Standards Permanent Registration)**
Industrial Maintenance Mechanic – Petroleum Refinery SOC: 49-9041.00 8,000 Hours
No action to be taken.

4. **Construction Industry Training Council of Washington – Glazier
(Request for New Standards Provisional Registration)**
Glazier SOC: 47-2121.00 8,000 Hours
M/S/C to call an Executive Session for the Council to discuss with legal counsel the matter may result in potential litigation. The Executive Session was called at 11:30a.m. and the meeting reconvened at 2:08pm. M/S/C to table the request in anticipation of action during the January 2024 meeting. Member Kommers to mediate a solution between parties

5. **Express Electric Apprenticeship Academy
(Request for New Standards Provisional Registration)**
General Electrician (01) SOC: 47-2111.00 8,000 Hours
Action to be taken during the January 2024 meeting.

6. **Matrix Service Inc.
(Request for New Standards Permanent Registration)**
Industrial Maintenance Mechanic - Petroleum Refinery SOC: 49-9041.00 8,000 Hours
No action to be taken.

7. **Northwest Laborers Apprenticeship Committee
(Request for Revision of Standards)**
Section II: Minimum Qualifications
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
Section VIII: Work Processes
Section X: Administrative/Disciplinary Procedures
Section XIII: Training Director/Coordinator
M/S/C to call an Executive Session for the Council to discuss with legal counsel the matter may result in potential litigation. The Executive Session was called at 11:30a.m. and the meeting reconvened at 2:08pm. M/S/C action to be taken during the January 2024 meeting. Chair Kommers will meet with the parties to mediate a solution.

8. **R&S Electric Apprenticeship Training Cooperative
(Request for New Standards Provisional Registration)**
General Electrician (01) SOC: 47-2111.00 8,000 Hours
No action to be taken.

NEW BUSINESS:

ITEMS FROM THE DEPARTMENT:

9. Apprentice Utilization Report

Chair Riker called a break at 10:15a.m. The meeting reconvened at 10:29a.m. and Chair Riker confirmed all members of the council who were in at the start were present.

APPRENTICESHIP PREPARATION PROGRAM RECOGNITION:

NONE

APPRENTICESHIP PREPARATION PROGRAM CONTINUED RECOGNITION:

10. **Perry Technical Institute Welding Technology Program**
M/S/C to continue recognition.

NEW STANDARDS: (Provisional Registration)

Region 1b

11. **F.H. Electric Apprenticeship & Training Program**
General Electrician (01) 47-2111.00 8,000 Hours
M/S/C to approve IBEW Local 191 has standing as a competitor. M/S/C to hear the matter internally. Member Sims will be the presiding officer.

Region 6b

12. **Lewis Clark Electrical Training Sponsorship**
General Electrician (01) 47-2111.00 8,000 Hours
M/S/C to approve Construction Industry Training Council of Washington – Construction Electrician, IBEW Local 191 and LU 112 – NECA Electrical Apprenticeship Committee have standing as competitors. M/S/C to refer this matter to the Office of Administrative Hearings for adjudicative processing.

NEW STANDARDS: (Permanent Registration)

Region 1a

13. **Dakota Creek Industries, Inc.**
Machinery Assembler 51-2031.00 6,000 Hours
Marine Electrician 47-2111.00 6,000 Hours
Production Welder 51-4121.00 6,000 Hours

Shipfitter/Fabricator 51-2041.00 6,000 Hours
M/S/C to approve.

Region 1b

14. Ena'Vative Hair Studio Apprenticeship Program

Cosmetologist 39-5012.00 3,000 Hours
M/S/C to rescind.

Region 3a

15. Texture Apprenticeship Program

Cosmetologist 39-5012.00 3,000 Hours
M/S/C to approve.

REVISED STANDARDS:

Region 1a

16. Greater Western Washington Pipe Trades Apprenticeship Committee

Cover Page: Amending Occupation Code

HVAC/Refrigeration Mechanic	From: 49-9021.02 To 49-9021.00
Maintenance Plumber/Steamfitter	From: 47-2152.01 To: 47-2152.00
Marine Pipefitter	From: 47-2152.01 To 47-2152.00
Plumber	From: 47-2152.02 To: 47-2152.00
Residential/Service Plumber	From: 47-2152.02 To: 47-2152.00
Steamfitter	From: 47-2152.01 To: 47-2152.00

Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

17. Rob's Electric Inc. Apprenticeship & Training

Section VI: Ratio of Apprentices to Journey Level Workers (*Variance Request*)

M/S/C to approve.

Section VIII: Work Processes

M/S/C to table the matter and take action at the January 2023 meeting.

18. Rockwell Electric., Inc. Apprenticeship & Training

Section VI: Ratio of Apprenticeship to Journey Level Workers (*Variance Request*)

M/S/C to approve.

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

Section II: Minimum Qualifications

M/S/C to approve.

Region 2a

20. City of Seattle, Washington Apprenticeship Committee

Cover Page: Deleting Occupation

Automotive Sheet Metal	49-3021.00	8,000 Hours
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Amending Sponsor Introductory Statement

Section IV: Term of Apprenticeship
Section V: Initial Probationary Period
Section VI: Ratio of Apprentices to Journey Level Workers
Section VII: Apprentice Wage and Wage Progression
Section VIII: Work Processes
Section IX: Related/Supplemental Instruction
Section X: Administrative/Disciplinary Procedures
M/S/C to approve.

21. Seattle – Puget Sound Meatcutters Apprenticeship Committee

Amending Sponsor Introductory Statement
Section I: Geographic Area Covered
Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
Section IV: Term of Apprenticeship
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
M/S/C to approve.

Region 2b

22. IAM/Boeing Joint Apprenticeship Committee (*Member Kommers recused himself*)

Cover Page: Adding New Occupations:

Flight Line Mechanic 49-3011.00 7,360 Hours

M/S/C to approve Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee, UA Local 26 Plumber & Pipefitters & HAC/R Tech, and Seattle Area Plumbers have standing. M/S/C M/S/C to refer this matter to the Office of Administrative Hearings for adjudicative processing.

Cover Page: Adding New Occupations:

Industrial Maintenance Fluid Technician 47-2152.00 7,360 Hours

Section II: Minimum Qualifications
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
Section X: Administrative/Disciplinary Procedures
M/S/C to approve.

Region 3a

23. Performance Electrical Apprenticeship Committee

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.

24. Washington State UBC JATC

Cover Page: Adding New Occupation:

Floor Installation 47-2042.00 8,000 Hours

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section XII: Subcommittee

M/S/C to approve Cement Masons & Plasterers Local Union 528, Northwest Laborers Apprenticeship Committee, Western Washington Carpet, Linoleum & Soft Tile Layers Apprenticeship Committee have standing. M/S/C to refer this matter to the Office of Administrative Hearings for adjudicative processing.

Region 3b

25. Centralia City Light Apprenticeship Committee

Section VIII: Work Processes

Section XI: Sponsor – Responsibilities and Governing Structure

M/S/C to approve.

26. King County Metro Transit Joint Apprenticeship Committee

Section VIII: Work Processes

M/S/C to approve.

Region 4

27. Aries Mechanical Inc. Apprenticeship Committee

Section I: Geographic Area Covered

M/S/C to approve.

28. Northwest Line Construction Industry JATC

Section II: Minimum Qualifications

M/S/C to approve.

Region 6a

29. Inland Northwest Chapter Associated General Contractors Carpenters AC

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.

30. Vertical Options Elevator Apprenticeship Program

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.

Region 6b

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

Cover Page: Revise Occupation Lineman Term to Read From: 6,453 Hours To: 6,000 Hours

Section IV: Term of Apprenticeship
Section VII: Apprentice Wages and Wage Progression
Section VIII: Work Processes

M/S/C to call an Executive Session for the Council to discuss with legal counsel the matter may result in potential litigation. The Executive Session was called at 11:30a.m. and the meeting reconvened at 2:08pm. **M/S/C** to concur with the Department's recommendation of non-standing for the Laborers. Roll Call Vote: Mark Riker – Nay, Ed Kommers - Aye, Brett Wideman – Nay, Dave D'Hondt – Aye, April Sims – Aye, Kenna May – Aye. **M/S/C** to approve the request.

32. Inland Empire Roofers, Waterproofers & Employers Apprenticeship Committee

Section I: Geographic Area Covered
Section VI: Ratio of Apprentices to Journey Level Workers (*Variance Request*)
Section XI: Sponsor – Responsibilities and Governing Structure
M/S/C to approve.

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

Cover Page: Change of Term:
Revise Occupation Ironworker Term to read From: 8,000 Hours To: 6,000 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: 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 to approve.

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

Section X: Administrative/Disciplinary Procedures
M/S/C to approve.

CONSENT ITEMS

NONE

CANCELLATION OF APPRENTICESHIP STANDARDS (*Sponsor Request*)

NONE

OJT PROGRAM REVIEW

NONE

RECIPROCAL RECOGNITION REQUESTS:

35. 4J Electric, Inc.

General Electrician (01) 47-2111.00 8,000 Hours

M/S/C to approve Construction Industry Training Council of Washington – Construction Electrician, IBEW Local 191, LU 112 – NECA Electrical Apprenticeship Committee, and Puget Sound Electrical Joint Apprenticeship and Training Committee have standing as competitors.

M/S/C to refer this matter to the Office of Administrative Hearings for adjudicative processing.

ADMINISTRATIVELY APPROVED REVISIONS:

M/S/C to approve items 36 – 53.

36. ABM Clark County Custodial Apprenticeship Committee

Section XI: Sponsor – Responsibilities and Governing Structure

37. Benton Rural Electrical Association Apprenticeship Committee

Section XI: Sponsor – Responsibilities and Governing Structure

Section XIII: Training Director/Coordinator

38. CHAS Health

Section XI: Sponsor – Responsibilities and Governing Structure

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

Section XI: Sponsor – Responsibilities and Governing Structure

40. Clark County P.U.D. No. 1 Apprenticeship Committee

Section XI: Sponsor – Responsibilities and Governing Structure

41. Fix Network Apprenticeship Program

Section XI: Sponsor – Responsibilities and Governing Structure

42. Georgia Pacific and the AWPPW Local #5 Apprenticeship Committee

Section XI: Sponsor – Responsibilities and Governing Structure

43. Grays Harbor PUD No. 1 Apprenticeship Committee

Section XI: Sponsor – Responsibilities and Governing Structure

44. Health Care Apprenticeship Consortium

Section XI: Sponsor – Responsibilities and Governing Structure

Section XIII: Training Director/Coordinator

45. International Union of Operating Engineers Local #280 Apprenticeship Committee

Section XI: Sponsor – Responsibilities and Governing Structure

46. Lifeport Machinist Apprenticeship

Section XI: Sponsor – Responsibilities and Governing Structure

47. Matrix Service, Inc.

Section XI: Sponsor – Responsibilities and Governing Structure

48. Port of Olympia

Section XI: Sponsor – Responsibilities and Governing Structure

49. Skamania P.U.D. No. 1 Apprenticeship Committee

Section XI: Sponsor – Responsibilities and Governing Structure

50. Titan Electrical Apprenticeship & Training

Section XI: Sponsor – Responsibilities and Governing Structure

51. Washington Cement Masons Apprenticeship Committee

Section XI: Sponsor – Responsibilities and Governing Structure

Section XII: Subcommittee

52. Western Washington Painting Apprenticeship

Section XI: Sponsor Responsibilities and Governing Structure

Section XIII: Training Director/Coordinator

53. Western Washington Sheet Metal JATC

Section IX: Related/Supplemental Instruction

Section XI: Sponsor – Responsibilities and Governing Structure

Section XIII: Training Director/Coordinator

M/S/C to adjourn to Executive Session to consider Agenda items 4, 7 and 31, for the opportunity to discuss with counsel some of the legal impacts and potential litigation regarding those matters, and we will reconvene at 1:30p.m.

GOOD AND WELFARE

Timothy Rockwell said in his opinion the WSATC has allowed an environment of bullying and intimidation towards the Apprenticeship programs. Tim would like to improve and expand Apprenticeship and urged the Council to create more inclusion and equitable environment for everyone.

Kyle Johnson said the unions and CITC continue to bully and intimidate small independent contractors. He asked the committee to help provide fair and equal opportunity.

Chair Riker thanked the Department staff for all of their work putting this meeting together. He said even with some of the challenges we hear in Washington State, it is still the best model in the country.

DATE AND LOCATION OF NEXT MEETING:

January 18, 2024	Tumwater	Department of Labor & Industries
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FUTURE MEETING SITES:

April 18, 2024	Bellingham	TBD
July 18, 2024	Tumwater	Department of Labor & Industries
October 17, 2024	Spokane	TBD

ADJOURNMENT @ 2:08p.m. by Chair Riker.