

Apprenticeship Section- (360) 902-5320
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Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/default.asp>

DATE: October 11, 2007

TO: Washington State Apprenticeship and Training Council Members
Labor and Industries' Apprenticeship Coordinators
Washington State Apprenticeship Training Directors/Coordinators
Interested Apprenticeship Stakeholders

FROM: Elizabeth Smith, Apprenticeship Program Manager

SUBJECT: **QUARTERLY REPORT FOR 1st (FY) QUARTER 2008
(July - September 2007)**

There were **16,675** active apprentices for the 12-month time period ending September 30, 2007 of which **1,889** were women and **3,956** were minority.

For the time period: (July - September 2007)

- **95** individuals received completion certificates;
- **1962** individuals were registered;
- **2** committees were registered with a total of **2** occupations;
- **0** programs were registered with a total of **0** occupations; and
- **6** occupations were added to **4** existing programs.

As of September 30, 2007 there are:

- **240** registered programs, of which there are:
 - **34** plant programs;
 - **1** OJT program;
 - **103** Group-Joint programs;
 - **68** Individual-Joint programs;
 - **24** Group Non-Joint Programs;
 - **8** Individual Non-Joint programs; and
 - **2** Individual Waiver program

If you break this out to one program equals "one occupation with one committee" then there are currently **562** individual programs active as of September 30, 2007.

General Apprenticeship Activities:

The following committees/programs/occupations were approved at the July 2007 WSATC quarterly meeting.

CITC - HVAC	Heating/Air Conditioning Installer & Servicer	New Occupation
Port Angeles City Light Apprenticeship Committee	Meter electrician	New Occupation
Puget Sound Electrical JATC	Electrician Technician (City of Seattle)	New Occupation
Puget Sound Energy Company Apprenticeship Committee	Hydro Mechanic	New Occupation
Puget Sound Energy Company Apprenticeship Committee	Hydro Electrician	New Occupation
Puget Sound Energy Company Apprenticeship Committee	Combustion Turbine Specialist	New Occupation
Washington Public School Classified Employees Apprenticeship Committee	School Health technician	New Occupation
City of Vancouver Department of Public Works	Maintenance Worker	New Committee
Grays Harbor Fire District #2 JATC	Firefighter	New Committee

Correcting Problems in Prevailing Wage and Registered Apprentices:

Since early March, L&I Apprenticeship staff have hand-checked Prevailing Wage Affidavit submitted which has apprentices listed on it. We are checking various things to include:

- Is the employer an authorized training agent,
- Are the individual's registered,
- Is the Apprentice working in the correct occupations,
- Is the apparent ratio of journey-to-apprentice workers acceptable, etc.

To-date we have checked over 2,100 documents and have found about 350 which require corrections or clarification regarding the use of registered apprentices. This checking also includes checking the status of Oregon based employers and apprentices. These corrections have been distributed to the Apprenticeship Consultant for the program involved, so the Apprenticeship Consultant may contact the program to resolve the concern. The most typical problem found is that the apprentice was working for a training agent that is not listed as an approved training agent in the ARTS system. The Field Audit resolution process was set up as an interim measure to help programs become aware of problems or concerns, and to encourage programs to review and clean up their relevant data records (training agent lists, etc.)

In the future, the department will no longer dispatch the problems found to the Apprenticeship Consultants to resolve as Field Audits, and will instead be sending back Affidavits submitted with incorrect or invalid information.

FUNDING ALERT: GRANTS AVAILABLE FOR WASHINGTON SCHOOLS PARTNERING WITH REGISTERED APPRENTICESHIP PROGRAMS

In 2006, the Washington State Legislature provided funding to OSPI and the Washington State Apprenticeship and Training Council (WSATC) for Apprenticeship Incentive Grants and Apprenticeship Pilot Project Grants. Funds were awarded to 14 schools around the state for start-up and operation of secondary pre-apprenticeship programs.

In 2007, the Legislature authorized a second round of funding for both of these grant opportunities. The grants promote and encourage secondary schools to create partnerships and articulations with registered apprenticeship programs, particularly in the building and construction trades.

Apprenticeship Incentive Grants

For fiscal years 2007-2009 WSATC will award up to 10 incentive grants at \$19,000.00 each to school districts (\$9,500/year for two years). These grant monies are provided solely for districts to develop pre-apprenticeship programs. This grant funding amount, \$9,500/year for two years, is greater than the amount in 2006, and the time frame for the grant is longer (Receiving funds Fall 2007 through June 30, 2009). Past recipients of the Apprenticeship Incentive Grant are encouraged to apply for more funding, as well as schools that are interested in receiving funding as a new Apprenticeship Incentive Grant.

Apprenticeship Pilot Project Grants

Additionally, the legislature reauthorized the pre-apprenticeship Pilot Project program to expand student enrollment in pre-apprenticeship programs in both secondary schools and community/technical colleges, particularly those preparing students for entry into building and construction apprenticeships. This will provide funding for existing and additional pilot project opportunities through 2009. (Pilot Projects were defined by legislation, HB 2789, 2006) This continuance will fund four pre-apprenticeship pilot projects at \$20,000.00 per year for two years.

How to apply?

The grant application period will be open from **September 19, 2007 through October 15, 2007** at 5:00 pm on the OSPI i-Grants system.

<https://eds.ospi.k12.wa.us/iGrants/Default.aspx>,

Questions?

If you have general questions about Registered Apprenticeship, please contact the Labor & Industries Office of Apprenticeship at 360-902-5320, or email either:

Elizabeth Smith, SMEL235@LNI.wa.gov or Jody Robbins, ROJO235@LNI.wa.gov

Apprenticeship Rules Under Development

A couple of changes to the WAC rules governing registered apprenticeship are underway. First, a change has been proposed to the rules section that states the criteria for both new and existing apprenticeship programs. The department held a public hearing on September 6, 2007 for the amendments made to Apprenticeship WAC rules, WAC 296-05-316. The amendments are needed in order to be consistent through the section as well as with the Federal Government's definition of need. After reviewing the comments received at the public hearing, the rules will be adopted as proposed.

Additionally, the department filed a separate CR-101 on September 18, 2007 for changes to the rules that would require all new apprenticeship programs and new occupations for existing programs recommended for approval by the Washington State Apprenticeship and Training Council to be given provisional approval for a period of one year. The RCW/WAC subcommittee of the WSATC will meet in the coming months, with the goal of presenting language at the January 2008 WSATC meeting. Anyone with questions about either of these two rules proposals may contact the L&I Office of Apprenticeship at 360-902-5320.

New Staff in Apprenticeship

In September, the L&I apprenticeship team added a new member. Jody Robbins has been hired to fill the Apprenticeship Consultant 4/technical specialist position in the Tumwater office. Jody was most recently the education coordinator for Western Washington Sheet Metal JATC. Prior to that, he was instrumental in creating and implementing the incredibly successful Pathways to Apprenticeship workshops around the state for K - 14 educators throughout the state, as well as working with community colleges to promote apprenticeship training on a local level. He completed an apprenticeship in sheet metal, in addition to completing both a B.S. degree in Secondary Education and a B.A. in Labor Education, and brings years of apprenticeship experience to the position. Jody's phone number is 360.902.6412, and his email address is rojo235@LNI.wa.gov.

Apprenticeship Symposium a Great Success!

On July 17th, the Office of Apprenticeship held a Symposium on Apprenticeship Recruitment and Retention Excellence. This event was a day for Apprenticeship Training Coordinators to learn about and discuss best practices and models of excellence for recruitment, retention, and marketing among registered apprenticeship programs.

Workshops included:

- **Best Practices Now** – The group heard from employers/contractors that do an excellent job promoting construction trades careers to diverse candidates, and then do an excellent job keeping these workers around.

- **Better Retention Through Mentoring** – Mentoring is an excellent way to help your apprentices get oriented and feel comfortable with their surroundings. Find out about innovative mentoring programs, and the results they're achieving.
- **More Effective Recruiting** – Hear from apprenticeship consultants that are doing a great job of recruiting diverse applicants into their organizations.

Over 60 participants attended the event, which went from 9 a.m. to 3 p.m., and the evaluation of the event showed that the event was well-regarded. On the question "Would you recommend this course to another?" 100% of the 25 evaluations answered "Yes."

More workshops and events like this will take place in the future, educating the apprenticeship community on how to better market their programs, recruit excellent candidates, attract a diverse applicant pool, and keep apprentices in the program.

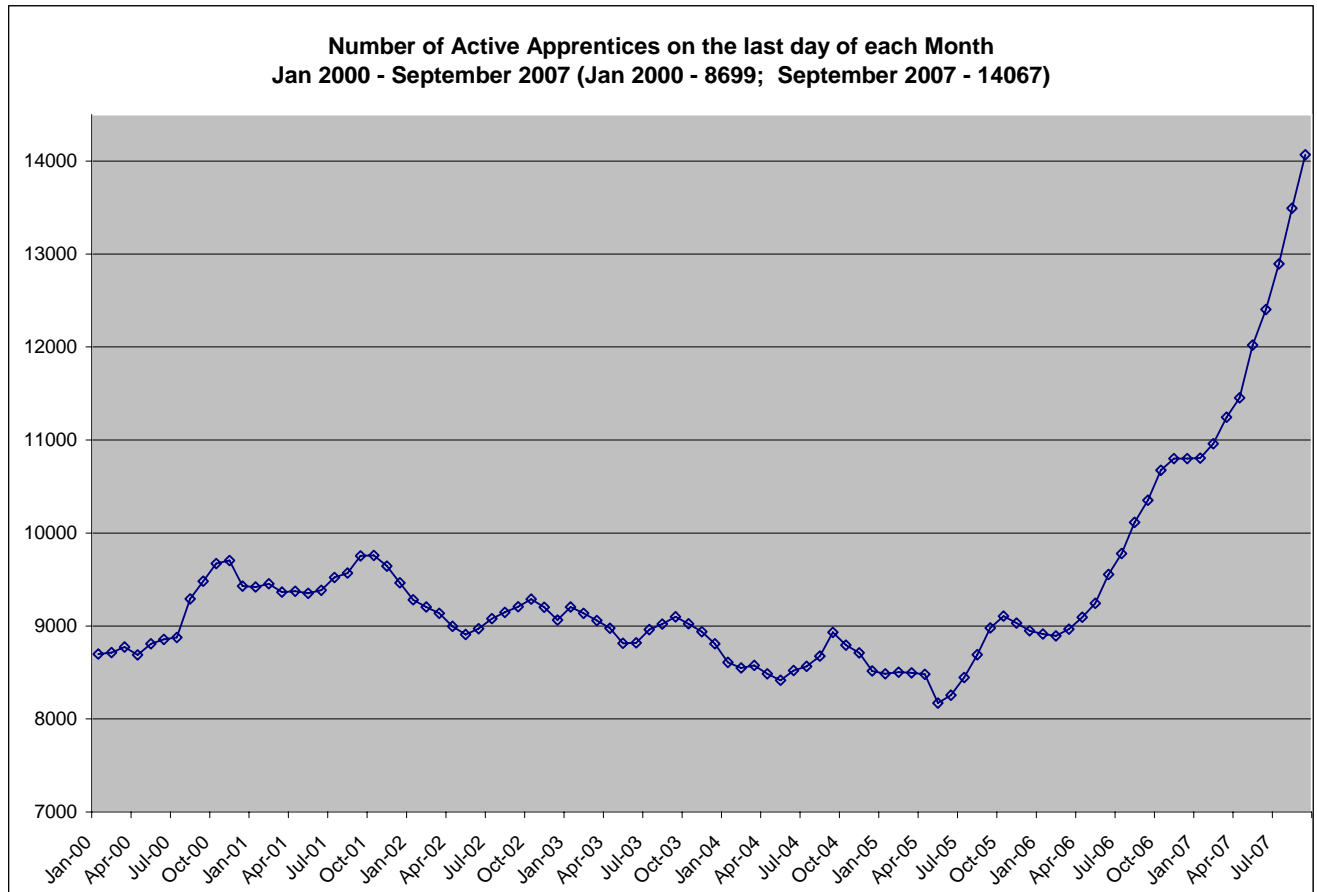
To stay informed about ongoing Apprenticeship events and activities, join the Apprenticeship email listserv: <http://www.lni.wa.gov/Main/Listservs/Apprenticeship.asp>

New Apprenticeship Consultant in Central Washington

Julie Lindstrom has accepted the position of Apprenticeship Consultant for Central Washington. Julie has served in the position in a temporary capacity since August 2006, and she has done a great job getting up to speed. Her new position was effective September 1st, 2007. Julie is located in the Tri-Cities, at the Kennewick office, and may be contacted at:

Julie Lindstrom, Apprenticeship Consultant

4310 West 24th Avenue
Kennewick, WA 99338- 1992
(509) 735-0119 - Office (509) 735-0121 - Fax
E-mail: LINZ235@LNI.wa.gov



Apprentice numbers continue on the rise (Monthly Active Totals):

This chart shows how the number of Active Apprentices (Last day of each Month) has steadily increased over the last few years.

Since the last low point of February 28, 2006 (**8,895**) there has been an **increase of 58.14%** to a total of **14,067** active apprentices as September 30, 2007. This is an increase of **5,175** active apprentices.

Program News and Related Articles

Helping Habitat for Humanity

Source: *Kathrin Carr-West Sound Technical (WST) Director*

Eric Erickson our Construction Teacher at West Sound Technical Skills Center had helped with Habitat for Humanity with his Construction students last year.

Also, we are just implementing a Sheet Metal program, and Jodi Robbins from the Apprenticeship assisted us in the development of this program. We also had a strong partnership with the Ship yard. They have assisted us with donations and equipment.

Quote from Danny Sawyers, who graduated last year; as he is preparing himself for the Apprenticeship in Construction.

"I learned a lot from Mr. Erickson and feel better prepared to go into the construction field. I am studying for the apprenticeship" This is a picture of the Construction students that were working for the Habitat for Humanity. Mr. Erickson indicated that WST students would be working with Habitat for Humanity this year and would be starting a duplex this mid October.



Mr. Erickson-Construction Teacher for WST and Danny Sawyers- Alumni for WST- Graduate of 2007-Danny Plans to prepare for the Apprenticeship program for WST.

Good intentions have created a 'skills gap'

Source: Friday, September 21, 2007 - President's Perspective by Don Brunell, Association of Washington Business, <http://www.awb.org/>

How often do you hear parents say, "Get a college diploma, it's your ticket to the good life!"

My folks drilled that into our heads, even though both of my parents graduated from technical schools and made a darn good living for our family. They excelled in their vocations, but somehow felt unfulfilled.

Even though my father was a master electrician, he wanted his children to bypass his trade and get a four-year college degree. While he was proud of his work, he never felt it had the same value as an electrical engineer's.

He wasn't alone. Five of my uncles—all electricians—encouraged their children to get college educations, as well. Now, only one of my cousins is an electrician.

The same "college track" message is reinforced in our schools and, too often, success is measured by the number of high school graduates who go to college to become doctors, lawyers and scientists.

Yet, across our state and nation, employers are begging for skilled workers like electricians, plumbers, iron workers, welders and carpenters. As a growing number of these skilled craftspeople retire, employers and unions are scrambling for apprentices to fill the pipeline.

The National Association of Manufacturers calls this the "skills gap," and it's growing wider every day. According to U.S. Department of Labor employment projections, there will be 2.4 million skilled production jobs available for machinists, machine assemblers and technicians in manufacturing alone by the year 2012.

How did this happen, especially when a journeyman electrician in Seattle earns a median hourly wage of \$33.43? After all, \$70,000 a year plus benefits is a good family wage.

This trend away from basic crafts has been going on for generations.

My grandfather, a lifelong hardrock miner in Butte, Mont., encouraged my father to become a craftsman as a way to escape the danger and uncertainty of underground mining. During the Great Depression and after World War II, going to college wasn't an option for most blue-collar families, but going to a trade school was—especially with Uncle Sam footing the bill for discharged veterans.

My father used the GI Bill to become a journeyman electrician. He excelled at his craft, yet he urged his children to go to college rather than follow in his footsteps. In our rush to emphasize college degrees, we've forgotten the contributions made by traditional workers and craftspeople. Without my grandfather's work in the mine, there would have been no copper wire for my dad to install in people's homes. Without electricians, our homes would have no lights, no heat, and no running water.

Parents should encourage their children to consider learning a craft. Craftspeople are in high demand and pay good wages.

Schools must do the same. Teachers should encourage students to become electricians, carpenters and machinists with as much vigor as they persuade them to go to college. The skills that schools teach—math, science, reading, writing, and comprehension—are just as valuable to a machinist reading a blueprint as they are to a surgeon reading an MRI.

While folks like my mom and dad may be well-intentioned, they may be unnecessarily narrowing their children's career options. It's important to remember that people, if they continue to learn, work hard, and perform high-quality work, can be fulfilled professionally and make a good life for their families.

In our view: Workers Wanted

Source: *The Columbian*, Friday, July 27, 2007

It's a good bet that plenty, if not most, Americans first heard the word "apprentice" as children in connection with the Disney animated movie, "Fantasia," in which Mickey Mouse plays an apprentice to a sorcerer, or wizard.

That segment of the movie, with Mickey's brooms running amok as they keep emptying pails of water into a large vat that's overflowing, can be scary to kids. Perhaps it leaves them with a subconscious fear and loathing of the whole idea of apprenticeships. Maybe that's partly why apprenticeships, as an entry to careers in skilled trades, haven't caught on in a bigger way in this country.

But enough of this cheesy, amateur, armchair psychology. Whatever the reasons, as state Rep. Deb Wallace, D-Vancouver, said this week, "Apprenticeship has got to be one of the best-kept secrets there is. ... We're going to educate a lot more people ... and apprenticeship is going to be a big part of that."

Apprenticeships are a system in which young or new workers get less than full pay while learning a skilled trade in a structured way. In Washington, the state Department of Labor & Industries (L&I) plays a part, ensuring that the training includes requisite book learning or classroom work, supervision by an experienced hand (journeyman) and that the skills learned are not obsolete.

What apprenticeships are NOT is a path to a college degree.

As reported by The Columbian's Courtney Sherwood on Tuesday, Wallace spoke recently to the state Apprenticeship and Training Council, which is under L&I.

The specific news Tuesday was that the City of Vancouver's Department of Public Works is joining a state-sanctioned apprenticeship program for maintenance workers. It is the first city department to launch an apprenticeship program, says Brian Carlson, Vancouver's public works director, and will "give us an edge as we recruit and train employees ... (and) help us build partnerships with labor unions and the educational community."

In the eyes of some, apprenticeship programs might be seen as needless government infringement on the hiring process. But, as L&I spokeswoman Elaine Fischer said Thursday, "We oversee the programs to make sure the apprentices meet the requirements so they have the skills recognized for the job." With the documentation that goes with apprenticeships, the worker will have an advantage over job applicants without apprenticeship credentials, she said.

There are 265 different trades under apprenticeship programs in Washington today, Fischer said, many of them in construction, where "we are looking for women" as well as men.

More information: (www.lni.wa.gov/TradesLicensing/Apprenticeship or 360-575-6927). At the pre-apprenticeship level, the Clark County Skills Center (www.cc-sc.com , 360-604-1050) offers high school students training in the skills trades.

“There’s a huge need right now for skilled workers,” Fischer said. “Apprenticeship offers workers a way to get those skills.

Only 29 percent of Americans have a college degree

Source: Julie Yamamoto, September 26, 2007, The Olympian, <http://www.theolympian.com/opinion/story/227366.html>

Along with the crisp air comes another sign of fall - throngs of students going to college. Excitement for them, anxiety for their parents.

But as we pack our students off to college, we must ask an important question: What good is a college degree?

First, there's the question of what a college education ought to mean, and what it really is. College used to be a privilege, but our egalitarian society now believes everyone deserves the opportunity to attend. Thus, our government argues about college loans, and wise parents have investigated ways to set aside the money.

In February 2005, USA Today reported that 64 percent of high school graduates go to college, but the number of Americans with bachelor degrees is only 29 percent. So what happens to that other 35 percent between the time they go and four years later?

Many students simply aren't equipped to attend. They can't foot the bill, or don't have the academic skills. For many, their personal habits interfere with their success. Besides money, college demands maturity and self-discipline. If you don't have those, college can chew you up.

Secondly, there's the question of whether we need college degrees - as individuals or a society. The United States has the largest economy in the world, but less than a third of us have a degree. Yeah, we need educated folk running the country, but we rely just as much on those who ask, "Do you want fries with that?"

Finally, some choose to educate themselves in their pursuit of rewarding jobs and a comfortable life. In Washington State, the average salary for teaching, which requires at least a bachelor's degree, is \$45,722. The starting salary for a power lineman (those good guys who climb power poles to keep our electricity coming) is \$55,000. No college degree necessary, though some training (and risk) is required. That salary increases to \$72,000 for journeymen.

I recently met a man with a PhD in physics. There's an accomplishment, wouldn't you say? A degree in upper level sciences - surely we need more like him! Actually, no, we

don't. After the linear accelerator program died in the 1980s, the market for his skills dried up, and he retrained as a brain surgeon. Because he needed a job.

Sadly, a college degree no longer guarantees a good job. It might not guarantee any job at all. If you plan to get a degree in the arts or humanities (music, foreign language, history, literature), good luck. We could stop issuing degrees in English for 20 years and still have more than enough English majors to go around. (But Newsweek reported that medical schools are now looking for those with liberal arts degrees. Maybe there's hope for us English majors yet!)

So, what good IS a college degree? If you want to be a lawyer, teacher or businessman, it's mandatory. Not just one degree, but many. There's also evidence that college graduates have a better quality of life - they're healthier, happier, more likely to volunteer and vote. But if you're looking to live comfortably with work you find rewarding (be it butcher, baker or candlestick maker), you might not need one.

More than ever, today's students must do their homework.

Julie Yamamoto, an educator and member of The Olympian's Board of Contributors, can be reached at jyam45@yahoo.com.

Apprenticeship need not be 'best kept secret' Government grants security clearance and "need to know" access to all employers



Source: BY ED MADDEN Apprenticeship Consultant for the SW Washington Lower Region
August 3rd, 2007, The Opinion Page Vancouver Business Journal

When folks "discover" registered apprenticeship, it's declared "America's Best Kept Secret!" The National Apprenticeship Act, or The Fitzgerald Act, went into effect July 1, 1937, so this "secret" is celebrating its 70th anniversary. As the regional apprenticeship consultant for the Department of Labor and Industries, I publicly declare the following: It is not now, nor has it ever been, a state secret, government policy, nor an attempt by us to withhold this program from public knowledge or use!

If you want to grow your own occupationally-qualified employees with skills, knowledge and abilities tailor made to your industry specifications, you need to know about the apprenticeship advantage.

Field operations

From July 16 to July 20 at Vancouver's Heathman Lodge, the Washington State Apprenticeship and Training Council and the Department of Labor and Industries hosted a series of symposiums and formal meetings on numerous apprenticeship issues. Representative Deb Wallace of the 17th District and the chairman of the House Higher Education Committee was guest speaker. The city of Vancouver Public Works Department took the first of two steps in sponsoring their own apprenticeship, and their request for an Individual Joint Apprenticeship and Training Committee was approved.

Friday, Aug. 3, the Oregon and Southwest Washington Apprenticeship Coordinators Association hosts an information session in Portland on a variety of building and construction trade programs. The training directors of apprenticeship programs in Washington and Oregon will explain how their program operates, how to apply, their selection process and all the other “secrets and mysteries of the trades.” It is open to interested business parties (call 503-257-1022).

The National Association of State and Territorial Apprenticeship Directors will hold its 57th Conference in Portland Aug. 6-10. This is a partnership of apprenticeship regulators from the US Department of Labor, Office of Apprenticeship and twenty-six states and territories. The Washington Apprenticeship Program Manager, Elizabeth S. Smith and the Oregon Apprenticeship Director, Steve Simms, are featured presenters.

The national Workforce Innovations Conference took place last month in Kansas City, and the 70th anniversary of Apprenticeship was noted with a variety of presentations. A speaker from The National High School Alliance said that schools need to reconnect with real-world experiences. She suggested more career-focused coursework since the majority of students do not pursue a four-year degree.

Boeing Co. Senior Vice President Rick Stephens said the ideal employee does not necessarily need to have a degree and that 70,000 Boeing workers have training or education other than a four-year college degree. In November 1939, Boeing became one of the first Registered Apprenticeship programs in Washington.

The apprenticeship training directors and a team from the Southwest Washington Workforce Development Council and Career and Technical Education directors from Clark College and area high schools will meet to enhance connections and mutual opportunities after the Aug. 3 information session.

Code words and technical terms

There are many options for registered apprenticeship. The City of Vancouver is an individual employer with agreements with several unions, so this is a labor-management sponsor called “individual joint.” If a group of employers or employer association sponsors a program, and they do not have an agreement with a union, it’s called a “group non-joint” program. Group programs select participating employers as “training agents” that provide the paid on-the-job training of apprentices.

Operatives exposed

I’m leaking to the press the names of the nine sponsors and 228 training agents in Clark County using this system and method of privately funded post-secondary education to employ, train and educate apprentices in 92 occupations and earn nationally recognized credentials. Visit www.vbjusa.com and click on Opinion to see the names of those local companies that are paving the way for registered apprentices.

Recruitment and deployment

Registered apprenticeship need not be America's best kept secret. For more information, contact Ed Madden at madf235@lni.wa.gov to learn more.

**Excerpts from the Governor's remarks at Washington Teamsters
Joint Council of Teamsters No. 28, Semi-Annual Meeting
Coast Wenatchee Center Hotel**

September 16, 2007

We extended apprenticeship programs to state public works projects, DOT projects, and, this year, to school construction projects.

We created a "Running Start for the Trades" program to help high school students better connect with apprenticeship training programs.

Students like Ricardo Rodriguez, who went straight out of the New Market Skills Center in Tumwater last year to a building and trades apprenticeship.

Mr. Rodriguez says he hated traditional high school, and all he knew how to do was, as he put it, "flip burgers."

Now he's a builder. He's learning a family wage trade, and as he puts it: "Making money at the same time."

Then there's Jonathan Villanova. He was pretty good at trigonometry at the New Market School, but he learned that trigonometry *actually mattered* during his two years at the school, where he connected weekly with a construction team working on a new building nearby.

That experience really grabbed Mr. Villanova. In June, he became a building and trades apprentice, and with a Running Start scholarship, he was able to buy the tools and equipment he needed to work as a carpenter's apprentice.

We added 300 additional spots for apprenticeship programs at our community colleges.

My top three priorities going into the next session and beyond are also critical to your members -- jobs, education, and health care.

The reason for this agenda is so basic -- We cannot grow our economy if we don't have skilled workers; we cannot educate students if they are not healthy and safe; and we cannot move our state forward without investing in our future.

We are making this agenda happen, and in very innovative ways. I talked about health care, but we did a lot for education and the economy too.

Education – We fundamentally changed the debate about education. We are making investments that really do something. We’re not just throwing money at old problems.

We are creating a nimble education system from early childhood to post-graduate that will stay relevant to our current and future economy.

We’ve enrolled thousands more college students -- including those who aren’t going for bachelor degrees -- to fill high-demand fields, such as engineering, nursing, and nursing assistants.

I’ve been on very productive trade missions to keep our great products – from software to Kenworth trucks and apples -- flowing out of Washington to the global economy.

We have organized our job-creation efforts so that we work with local Economic Development Councils and learn from them what is needed and how we get there, rather than dictating a plan from Olympia.

Construction Carnival Introduces High School Students to the Trades

Excerpted from the July 2007 Snohomish County Business Journal

Source: Construction Connections, Vol 2 Number 4

On June 14, 2007, the Snohomish County Workforce Development Council hosted its first Construction Carnival at Naval Station, Everett’s community site in north Marysville. Students from area school districts were in attendance, despite the rainy weather.

The event was based on a carnival theme, complete with hamburgers, hot dogs, and ice cream, as well as hands-on activities, and even a ride in a truck-mounted boom-and-bucket. Students had the opportunity to shape sheet metal into tool caddies, install house siding, tape drywall, connect sprinkler systems, and try out some power tools. The list of event sponsors and exhibitors was extensive. Included were: the Snohomish County Construction Careers Partnership, Edmonds Community College, Habitat for Humanity, Brightwater Treatment Facility, Master Builders Education Foundation, and the Construction Industry Training Council (CITC).

Apprenticeship programs represented at the event included glaziers, architectural metal and glassworkers, electricians, boilermakers, carpenters, sprinkler fitters, operating engineers, ironworkers, painters, drywall finishers, floor coverers, stripers, plumbers, pipe fitters, cement masons, millwrights and plasterers.