

# **MINUTES**

**January 21, 2016**

## **WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL**

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### **DEPARTMENT OF LABOR & INDUSTRIES**

**Joel Sacks  
Director**

**Labor & Industries  
7273 Linderson Way SW  
Tumwater, WA 98501  
9:00 A.M.**

**Elizabeth Smith  
Secretary of the Council**

**THEY WHO SERVE APPRENTICESHIP  
SERVE OUR NATION**

## MEMBERS

### WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL (WSATC)

#### EMPLOYER REPRESENTATIVES

DAVE D'HONDT

ED KOMMERS, VICE-CHAIR

RON STORVICK

#### PUBLIC MEMBER

LESLIE JONES

#### EMPLOYEE PRESENTATIVES

JEFF JOHNSON

LEE NEWGENT, CHAIR

PAT PEREZ

#### SECRETARY

ELIZABETH SMITH

#### EX OFFICIO

ELENI PAPADAKIS, EXECUTIVE DIRECTOR

Washington State Workforce Training and Education Coordinating Board

DALE PEINEKE, EXECUTIVE DIRECTOR

Employment Security Department

MARTY BROWN, EXECUTIVE DIRECTOR

Washington State Board for Community & Technical Colleges

WILLIAM KOBER, STATE DIRECTOR

U.S. Department of Labor, Office of Apprenticeship

Tim Wilson	Program Manager	Tumwater
Teri Gardner	Recording Secretary	Tumwater
Karla Tuttle	Apprenticeship Consultant	Mt. Vernon
Todd Snider	Apprenticeship Consultant	Seattle
Sandra Husband	Apprenticeship Consultant	Seattle
Patrick Martin	Apprenticeship Consultant	Tacoma
Owen McCurdy	Apprenticeship Consultant	Tacoma
Gary Peterson	Apprenticeship Consultant	Tacoma
Tani Biale	Apprenticeship Consultant	Tumwater
Michael Thurman	Apprenticeship Consultant	Kennewick
Evie Lawry	Apprenticeship Consultant	Spokane
Jody Robbins	Apprenticeship Consultant	Tumwater
Jordan Shepherd	Apprenticeship Consultant	Tumwater

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

**WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL**  
**January 21, 2016**  
**9:00 AM**  
**MINUTES**

**MEETING CALLED TO ORDER @ 9:10a.m.** by Chair Newgent

**ROLL CALL: Present:** Lee Newgent, Ed Kommers, Pat Perez, Dave D’Hondt, Ron Storvick and Leslie Jones. **Absent:** Jeff Johnson

**GREETINGS:** Joel Sacks, Director Labor & Industries welcomed everyone to L & I. Joel spoke about the Results Washington team he is chairing which is focusing on economic vitality. He also spoke about the reemphasis on pre-apprenticeship and expanding the application of the apprenticeship model to different industries, not just the trades.

Joel thanked Tim Wilson for his commitment to apprenticeship, the expansion of apprenticeship and pre-apprenticeship and presented him with a certificate. Secretary Smith also presented Tim with a meritorious award. Tim Wilson is leaving state service at the end of the week and this will be his last of many WSATC meetings.

**MINUTES: M/S/C** to approve October 15, 2015 WSATC Quarterly Meeting

**CERTIFICATES OF MERITORIOUS SERVICE:**

<u>Name</u>	<u>Organization</u>
William Chrisman	Labor & Industries (previously issued)
Tom Hamilton	Washington Construction Teamsters Apprenticeship Committee
Dorothy Murphy	Washington State UBC JATC
Rich Osland	Southeastern Washington/Northeastern Oregon Sheet Metal Workers Apprenticeship Committee
Tim Pearson	Washington State UBC JATC
Doug Wise	Pacific Northwest Ironworkers & Employers Apprenticeship and Training Committee Local #14

**CORRESPONDENCE:** Apprenticeship Program Manager, Tim Wilson, presented and certified the Correspondence Log as a true and correct summary of communications sent and received by the Department during the past quarter. The council approved the Correspondence Log as presented. **M/S/C** to approve.

**SPECIAL REPORTS:** Technology Enhancements, Labor & Industries Prevailing Wage Section

- Jim Christensen, Prevailing Wage Manager talked about their improvements for their Web-based systems that serve their customers. Jim spoke about Project Dashboard, the Awarding Agency Portal and the Web-based electronic Certified Payroll System. These new systems substantially improve public access to information about labor compliance and apprenticeship compliance on public works projects through Washington State. Jim asked for and answered questions.

## **REPORTS:**

### **Department of Enterprise Services, State of Washington**

Bill Frare, Assistant Director for Engineering and Architecture congratulated L & I on the PWIA Portal and Project Dashboard. Mr. Frare mentioned DES could help with the completion of the Portal. Bill stated there are 40 active projects and 45 closed projects. A written report was provided and distributed.

### **Employment Security Department**

No representative in attendance to give a report.

### **Office of Superintendent of Public Instruction**

Dennis Wallace asked for volunteers for SkillsUSA State Conference will be held in Tacoma. He also spoke about the CorePlus curriculum enhancements and the trend in K-12 CTE to link students to career and work opportunities post HS – He indicated 67 students went directly into the workforce in the past year.

### **Oregon State Apprenticeship and Training Council**

No representative in attendance to give a report.

### **State Board for Community and Technical Colleges**

Danny Marshall, Program Administrator, Workforce Education stated of the current Apprenticeship Programs they have 20 colleges of the 34 have active Apprenticeship Programs. He also noted they are involved in a multi-year project to bring in a new statewide computer system, ctcLINK. A written report was provided and distributed.

### **US DOL Office of Apprenticeship**

No representative in attendance to give a report.

### **Washington State Apprenticeship Coordinators' Association**

Peter Lahman, Chair of the Washington State Apprenticeship Coordinators' Association delivered the report on the State Coordinators Meeting. Peter also reported on the Eastern and Western Washington Coordinators meetings. A written report was provided and distributed.

### **Washington State Department of Transportation**

A written report was provided and distributed.

### **Washington Student Achievement Council**

No representative in attendance to give a report.

### **Workforce Training and Education Coordinating Board**

Dave Wallace stated they are working on a Joint Concurrent Resolution endorsing the State's Strategic Plan which coincides with the federal adoption of the Workforce Innovation Opportunity Act. The second bill is adapting the current statutes to reflect the change to WIOA Act. The State of Washington was recently awarded a \$100,000 grant from the National Governors Associate to create a policy framework to increase work-based learning for youths with a focus on STEM occupations.

## **REPORTS (continued):**

### **Secretary, Washington State Apprenticeship and Training Council**

Liz Smith, Assistant Director for Fraud Prevention and Labor Standards reported on the Training Agents Compliance Report and the Final Order Status Report. Liz stated the current apprentice count is 10,815 and there will be 96 Compliance Review for 2015. She said the Department is reviewing and proposing possible changes to 29 CRF Part 30. Liz congratulated Todd Snider for his recent appointment as Apprenticeship Field Supervisor. She also introduced Rose Oram, the new Grant Manager. Owen McCurdy has accepted the permanent role of Apprenticeship Consultant 3. Best wishes to Jordan Shepherd as he leaves the Department. Thank you Tim Wilson for the past two and a half years with the Department.

### **WSATC Reciprocity Subcommittee**

No report was given.

### **WSATC Special Subcommittee for Apprenticeship Preparation**

Chair Newgent asked Jon Bersche, City of Seattle to give a report on the Pre-Apprenticeship Regional meeting.

Jon stated on January 27<sup>th</sup> at 8:30a.m. all current Pre-Apprenticeships that are certified by the Council will meet together for a meeting. This is to build a collaborative cooperative pre-apprenticeship to build a pipeline to feed apprenticeships in Seattle and King County.

### **WSATC Tie-Breaker Subcommittee**

No report was given.

### **WSATC Tribal Liaison Subcommittee**

Jody Robbins, Labor & Industries asked the chair to appoint Danny Marshall to the subcommittee. Sherry Barry, Tribal Liaison Co-Chair stated she wants to open the conversation about Apprenticeship Utilization on Tribes' construction projects. She also indicated the committee's work was turning toward a feature article writing project whereby the committee will feature success stories from the Native American community for publication in periodicals throughout Indian country.

### **WSATC Tuition Issues Subcommittee**

No report was given.

### **WSATC WAC/RCW Policy Subcommittee**

Vice-Chair Kommers directed the Department to coordinate a meeting.

### **WSATC Compliance Review and Retention Subcommittee (CRRS)**

MEETING CALLED TO ORDER @ 10:05 a.m. by Pat Perez

**ROLL CALL: Present:** Pat Perez, Peter Guzman, Jesse Cote, and Kathy Swan.

**Absent:** Dave D'Hondt and Leslie Jones

### **Joint Recruitment & Retention Committee (JRRC)**

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

## NEW BUSINESS:

### Provisionally Approved

1. Salon Pure
  - In compliance for administrative procedures for 2015.
  - Recommend to the WSATC permanent registration approval.
  - M/S/C

### Unfinished Business - 2014 Compliance Reviews

2. Washington Public Schools Classified Employees Apprenticeship Committee
  - Report Provided

### WSATC Members

Vice-Chair Kommers stated Assistant Attorney General Scott Middleton will be leaving to pursue a new endeavor in the private sector. The Attorney General's Office has appointed Will Henry to take his place. **Jody Robbins, Technical Specialist, Labor and Industries, gave a report on the Electrical Subcommittee. Jody stated the subcommittee has met twice, working on preliminary assessment of where industry stands on the ratio and supervision questions. The subcommittee will meet in February to discuss the RSI issue that the council has presented.**

## UNFINISHED BUSINESS:

1. **I.E.C. of Washington Apprenticeship and Training Committee (Request for Revision of Standards)**  
Sponsor Statement  
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 (*Variance Request*)  
Section X: Administrative/Disciplinary Procedures  
Section XI: Committee – Responsibilities and Composition  
**Tabled.**
2. **Northeast Electric LLC (Request for New Standards)**  
Outdoor Lighting and Traffic Signal Installer SOC: 47-2111.00 4,000 Hours  
Section VI: Ratio of Apprentices to Journey Level Workers (*Variance Request*)  
**Hearing Scheduled February 24 & 25, 2016.**
3. **Case #2013-02 I.E.C. of Washington Apprenticeship and Training Committee**  
Director Joel Sack's Order Remanding Case

M/S/C to right before adjournment.

## NEW BUSINESS:

**ITEMS FROM THE DEPARTMENT:**

NONE

**APPRENTICESHIP PREPARATION PROGRAM RECOGNITION:**

**A. King County – Pre-Apprenticeship Construction Education**

M/S/C to recognize. Lee Newgent recused himself.

**APPRENTICESHIP PREPARATION PROGRAM CONTINUED RECOGNITION:**

**4. Manufacturing Academy**

M/S/C to re-recognize effective 11-1-15.

**5. Seattle Vocational Institute Pre-Apprenticeship Construction Training Program (SVI-PACT)**

M/S/C to re-recognize.

**NEW STANDARDS: (Provisional Registration)**

**6. P&G Landscaping, Inc.**

Landscape Construction Worker      SOC: 37-3011.00      4,000 Hours

M/S/C to approve.

**7. Washington Technology Industry Association Workforce Institute Apprenticeship Committee**

Database Administrator      SOC: 15-1141.00      2,000 Hours

M/S/C to approve.

**NEW STANDARDS: (Permanent Registration)**

**Pending Compliance Review Recommendation from CRRS on January 20, 2016**

**8. Salon Pure**

Cosmetologist      SOC: 39-5012.00      3,000 Hours

Esthetician      SOC: 39-5094.00      2,000 Hours

M/S/C to approve.

**REVISED STANDARDS**

**9. Aerospace Joint Apprenticeship Committee**

Adding New Occupation:

Plastic Process Technician      SOC: 51-4061.00      8,000 Hours

Amending Occupation Name to Industrial Maintenance Mechanic

M/S/C to approve.

**10. Community Transit/I.A.M. District 160 Apprenticeship Committee**

Section II: Minimum Qualifications

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

Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

- 11. International Association of Heat and Frost Insulators and Allied Workers Apprenticeship Committee**  
Section II: Minimum Qualification  
Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan  
M/S/C to approve.
- 12. LOTT Clean Water Alliance Wastewater Operator Apprenticeship Committee**  
Section VIII: Work Processes  
M/S/C to approve.
- 13. Ms. JO'Z Town Barber Apprenticeship Program**  
Section I: Geographic Area Covered (Verbiage Only)  
**Tabled.**
- 14. Pierce County Roofers Apprenticeship Committee**  
Section VI: Ratio of Apprentices to Journey Level Workers (*Variance Request*)  
M/S/C to extend the Variance Request to the April 21, 2016 meeting at which time the department will deliver its' report on the variance pilot.
- 15. Power Line Clearance and Tree Trimmers Apprenticeship Committee**  
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  
Section XIII: Training Director/Coordinator  
M/S/C to approve.
- 16. Public Utility District No. 1 of Benton County, IBEW #77 Apprenticeship Committee**  
Section VIII: Work Processes  
Section IX: Related/Supplemental Instruction  
M/S/C to approve.
- 17. Puget Sound Energy Company Apprenticeship Committee**  
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  
Section XIII: Training Director/Coordinator  
**Pulled – sponsor request.**
- 18. Seattle Heat and Frost Insulators and Allied Workers Apprenticeship Committee**  
Amending Occupation Code:  
Asbestos Worker Correcting SOC Code from SOC 47-2061.00 To SOC 47-2132.00  
Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan  
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.

**19. Sprinkler Fitters Apprenticeship Standards**

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 IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

**20. SWANQ Apprentice Program**

Adding New Occupations:

Hair Designer

SOC: 39-5012.00

2,000 Hours

M/S/C to approve along with administratively approve Item #52.

**21. UA (Locals 26, 32, & 598), AWIU (Locals 7, 36, & 82) and Employers**

**Firestop/Containment Worker Apprenticeship Committee**

Sponsor Name Change Throughout Document:

To: Seattle Heat Frost Insulators & Allied Workers & Employers Firestop/Containment Worker Apprenticeship Committee

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

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

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

**22. Washington Association of Community and Migrant Health Centers**

Section VII: Apprentice Wages and Wage Progression

Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

**23. Washington Cement Masons Apprenticeship Committee**

Section II: Minimum Qualifications

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

Section XI: Committee – Responsibilities and Composition

M/S/C to approve.

**24. Washington Plasterers Apprenticeship**

Section II: Minimum Qualifications

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

Section VI: Ratio of Apprentices to Journey Level Workers

Section VIII: Work Processes

Section XI: Committee – Responsibilities and Composition

M/S/C to approve.

**25. Washington Public School Classified Employees Apprenticeship Committee**

Amending Introductory Statement

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.



- 32. Centralia City Light Apprenticeship Committee**  
Section IX: Related/Supplemental Instruction  
Section XI: Committee – Responsibilities and Composition
- 33. Chelan County Public Utility District No. 1 Apprenticeship Committee**  
Section IX: Related/Supplemental Instruction
- 34. City of Ellensburg – GAS**  
Section XI: Committee – Responsibilities and Composition
- 35. City of Sumas Lineman Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 36. Community Transit/I.A.M. District 160 Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 37. Construction Industry Training Council of Washington – Electrical**  
Section XI: Committee – Responsibilities and Composition
- 38. Construction Industry Training Council of Washington – Residential Wireman/LESCT**  
Section XI: Committee – Responsibilities and Composition
- 39. Georgia Pacific and the AWPPW Local #5 Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 40. Glaziers, Architectural Metal & Glass Residential Apprenticeship Committee**  
Section XIII: Training Director/Coordinator
- 41. IAM/Boeing Joint Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 42. International Union of Operating Engineers Local #280 Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator
- 43. Lewis County P.U.D. Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 44. Northwest Independent Contractors Association Committee**  
Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator
- 45. Northwest Washington Electrical Industry Joint Apprenticeship and Training Committee**  
Section VII: Apprentice Wages and Wage Progression
- 46. Pacific County PUD No. 2 Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 47. Peninsula Light Company Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition

- 48. Seattle Area Plumbers, Housing Plumbers, Pipefitters, HVAC/Refrigeration Mechanics, and Marine Pipefitters Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator
- 49. Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 50. Southeastern Washington/Northeastern Oregon Sheet Metal Workers Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 51. Southwest Washington Pipe Trades Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 52. SWANQ Apprentice Program**  
Sponsor Name Change Throughout Document:  
To: Sage Apprentice Program
- 53. Washington Cement Masons Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 54. Washington Construction Teamsters Apprenticeship Committee**  
Section XIII: Training Director/Coordinator
- 55. Washington Plasterers Apprenticeship**  
Section XI: Committee – Responsibilities and Composition
- 56. Washington Public School Classified Employees Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition
- 57. Washington State Fire Fighters Apprenticeship Committee**  
Section XII: Subcommittee
- 58. Washington State UBC JATC**  
Section XII: Subcommittee
- 59. Western States Boilermakers Apprenticeship Committee**  
Section XI: Committee – Responsibilities and Composition  
Section XII: Subcommittee

## **GOOD AND WELFARE**

Chair Newgent opened the floor to the Good and Welfare items.

Melinda Nichols mentioned she is involved in the Tiny House Project which built nineteen houses in Seattle. Most of the houses were built by recognized Pre-Apprenticeship Programs in the State of Washington. Melinda encouraged the councilmembers and everyone in the audience to help if they can.

Micah Stanovsky spoke about Sawhorse Revolution which trains high school kids to be interested in the construction industry.

Tami St. Paul reminded everybody the Washington Women in the Trades event is May 6<sup>th</sup>, 9:00am to 2:00pm at the Seattle Center.

Chair Newgent stated the PACE program is having an Open House at the University of Washington Construction Education Research Center at Magnuson Park on January 26<sup>th</sup> from 4:00pm to 7:00pm.

Program Manager Wilson noted the Pacific Northwest Education Conference is May 24-26, 2016 in Oregon.

### **DATE AND LOCATION OF NEXT MEETING:**

April 21, 2016	Pasco	Red Lion Hotel Pasco
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### **FUTURE MEETING SITES:**

July 21, 2016	Tumwater	Department of Labor & Industries
October 20, 2016	Spokane	TBD
January 19, 2017	Tumwater	Department of Labor & Industries

### **MEETING WENT TO EXECUTIVE SESSION @ 11:51a.m. by Chair Newgent.**

#### **3. Case #2013-02 I.E.C. of Washington Apprenticeship and Training Committee Director Joel Sack's Order Remanding Case**

The meeting reconvened at 1:05p.m.

**ROLL CALL: Present:** Lee Newgent, Ed Kommers, Pat Perez, Dave D'Hondt, Ron Storvick and Leslie Jones. **Absent:** Jeff Johnson.

**M/S** to find that a voluntary corrective Action Plan is not an option and amend the Council's Final Order to include additional findings and conclusions on this point.

**Outcome was a tie vote.** Referred to the Tie Breaker Committee with a request to report back at the April 21, 2016 meeting.

### **ADJOURNMENT @ 1:07p.m. by Chair Newgent.**