

MINUTES

January 19, 2022

COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

DEPARTMENT OF LABOR & INDUSTRIES

**Joel Sacks
Director**

Location: Zoom

10:00 A.M.

**Celeste Monahan
Secretary of the Council**

**THEY WHO SERVE APPRENTICESHIP
SERVE OUR NATION**

COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

January 19, 2022

10:00 AM

MINUTES

MEETING CALLED TO ORDER @10:01a.m. by Chair D'Hondt

ROLL CALL: Present: Dave D'Hondt, Kenny Branson, Jeremy Clevenger, Jesse Cote, Karen Dove, Kenna May, Steve Harper. Absent: Mark Riker

REPORTS:

Joint Retention and Recruitment Committee

Jason Petrait gave his report.

Compliance Specialist's Report

Brittany Craighead provided her report. **M/S/C** to approve and attach to the minutes of this meeting. Washington Construction Teamsters Apprenticeship Committee Administrative Corrective Action Plan to be closed by the CRRS. **M/S/C** to approve.

UNFINISHED BUSINESS:

1. Ardagh Group Moldmaker Apprenticeship Committee
 - No action to be taken.
 - **M/S/C** to remove from Unfinished Business.

2. Ardagh Group/GMP In-Plant Maintenance Apprenticeship Committee
 - Program to be granted an extension of 60 days from today's date of 1/19/2022 to come into Administrative Compliance as verified by the department.
 - Program will re-appear at the April 2022 CRRS meeting to present a report addressing the concerns around the programs ability to provide RSI to their apprentices.
 - Failure of the program to meet the above requirement shall result in registration sanctions.
 - **M/S/C** to approve.

ITEMS FROM THE DEPARTMENT:

NONE

JANUARY 2022 CRRS AGENDA ITEMS:

NEW STANDARDS: (Permanent Registration)

Region 1b

3. Adhara Apprenticeship Program
 - In compliance for administrative procedures for the Provisional year.
 - Recommend to rescind provisional status.
 - M/S/C to approve.

Region 2b

4. Washington State Controls Specialist Apprenticeship Committee - Associate Controls Specialist
 - In compliance for administrative procedures for the Provisional year.
 - Recommend program to receive permanent registration.
 - M/S/C to approve.

Region 4a

5. Electrical Management Group of Washington
 - In compliance for administrative procedures for the Provisional year.
 - Recommend program to remain provisional through the first full training cycle.
 - M/S/C to approve.
6. DUX Apprenticeship & Fabrication Training
 - In compliance for administrative procedures for the Provisional year.
 - Recommend program to receive permanent registration.
 - M/S/C to approve.

NEW BUSINESS:

NONE

JANUARY 2022 ADMINISTRATIVE REVIEWS:

NONE

DATE AND LOCATION OF NEXT MEETING:

April 20, 2022	Zoom	Department of Labor & Industries
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FUTURE MEETING SITES:

July 20, 2022	Zoom	Department of Labor & Industries
October 19, 2022	Zoom	Department of Labor & Industries
January 18, 2023	Zoom	Department of Labor & Industries

ADJOURNMENT @ 10:42a.m. by Chair D'Hondt.

January 2022 Compliance Review and Retention Sub-Committee

Compliance Specialist Report

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

July 2020:

- **Ardagh Group Moldmaker Apprenticeship Committee #153-** Program submitted timely 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 July 31, 2020.
 - Sponsor was seen at the October 2021 CRRS meeting where they were given a deadline of 60 days (December 27, 2021) to come fully into administrative compliance or face deregistration. ***The sponsor has met this requirement.***
 - Currently the program does not have any active apprentices, However at the committee meeting on Dec 16th they have decided to register a new apprentice in Jan 2022.
 - Based on the issues the employer has had regarding provision of RSI to the apprentices in their other program, the department has concerns on the sponsor's ability to provide consistent RSI to apprentices in this occupation. Issued a show cause letter for the program to appear at the January 2022 CRRS meeting for discussion/recommendations on further actions to be taken.

- **Ardagh Group/GMP Maintenance In-Plant Apprenticeship Committee #510-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings letter dated October 28, 2021. (was originally assigned at the July 2020 CRRS meeting) Sponsor has made some progress towards the action items assigned by the CRRS at the October 20th, 2021 meeting, but has not completed all action items.
 - Sponsor was seen at the October 2021 CRRS meeting where they were given a deadline of 60 days (December 27, 2021) to come fully into administrative compliance or face deregistration. ***The sponsor has not met this requirement.***
 - The sponsor did communicate to the Department through their assigned Apprenticeship Consultant that due to increased Covid-19 activity and staffing difficulties they were not able to meet the submission deadlines.
 - Apprenticeship Consultant Husband has worked diligently to assist the sponsor. The program has made some progress, however most of the corrective actions needed to be taken will require the program to submit multiple documents to the department to update their administrative records in ARTS.
 - The department has serious concerns regarding the programs ability to provide RSI to its apprentices. The program has stated that it has issues with their agreed upon provider per their RSI plan to provide the classes on a consistent basis.
 - Issued a show cause letter for the program to appear at the January 2022 CRRS meeting for discussion/recommendations on further actions to be taken.

October 2020

- **Operating Engineers Regional Training Program JATC #58-** Program submitted timely 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, 2020.
 - Program has worked diligently to update all apprentice records including hour reports and step updates.
 - Program has revised their reporting practices to better align with reporting deadlines. And has committed to achieving 100% timely reporting for 4th quarter RSI & 1st half OJT.
 - All Program Committee meeting minutes have been uploaded into ARTS
 - Program continues to work actively with their assigned Apprenticeship Consultant on the CAP activities.

- **Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee #152-** 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, 2020.
 - Program is diligently working towards increasing their female and minority apprentice #s and evaluating recruitment and outreach efforts.
 - Program continues to work actively with their assigned Apprenticeship Consultant on the CAP activities.

- **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, 2020.
 - Program working to update all apprentice records including hour reports and step updates.
 - Program has revised their reporting practices to better align with reporting deadlines.
 - Program has made significant progress on their administrative reporting.
 - Program is diligently working towards increasing their female apprentice #s.

- **Washington Construction Teamsters Apprenticeship Committee #231-** 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, 2020.
 - Program working to update all apprentice records including hour reports and step updates.
 - Program has revised their reporting practices to better align with reporting deadlines.
 - Program has made significant progress on their administrative reporting.
- *It is the Departments recommendation that the Administrative Corrective Action Plan assigned to the Washington Construction Teamsters Apprenticeship Committee be closed by the CRRS.*

- **Peninsula Light Company Apprenticeship Committee #524-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated October 28, 2020.
 - Program has made significant progress towards gaining and maintaining administrative compliance with reporting.
 - Program has 3 active apprentice and continues to monitor and report progress.

January 2021

- **Washington State Controls Specialist Apprenticeship Committee- Controls Programmer #2178 (No CAP was assigned just requested progress reports) -** Program submitted their Quarterly Progress update as requested by CRRS in the Findings letter dated January 28, 2021.
 - Program continues to maintain 2 active apprentices who are on track for completion in 2022.
 - Committee is actively working on assessments/evaluations for awarding credit to create a consistent evaluation process for student applicants.
 - Applications are being accepted with interviews being scheduled with approved Training Agents.

- **Aerospace Joint Apprenticeship Committee #1828-** Program was assigned an Administrative Corrective Action Plan at the January 2021 CRRS meeting. Program did submit the CAP timely to the department. Department reviewed the submitted CAP and determined that it does meet the requirements as listed in the CRRS Findings Letter dated January 28th, 2021.
 - Program has made significant progress towards gaining and maintaining administrative compliance with reporting, including allocating more administrative staff to support the committee's actions and apprentice progression through the ARTs system.
 - Program continues to actively work with the assigned Apprenticeship Consultant on their CAP requirements.

- **Johnson Controls Fire Protection Apprenticeship Committee #1808-** Program was assigned an Equal Employment Opportunity Corrective Action Plan at the January 2021 CRRS meeting. Program submitted timely to the department an EEO Corrective Action Plan.
 - Committee has been reviewing and revising if needed the current Recruitment and Outreach activities.
 - Committee has reached out to active Pre-Apprenticeship Programs on potential partnership opportunities.
 - Committee is actively reaching out to both east and west side partners on recruitment opportunities and outreach events and had appointed a female journey person as a Lead Recruiter.
 - Program is actively recruiting for 2 apprenticeship openings and reaching out to Pre-Apprenticeship partners for assistance.

- **Pierce County Roofers Joint Apprenticeship Training Committee #116-** Program was assigned an Administrative Corrective Action Plan at the January 2021 CRRS meeting. Program did submit the CAP timely to the department. Department reviewed the submitted CAP and determined that it does meet the requirements as listed in the CRRS Findings Letter dated January 28th, 2021.
 - Program has made significant progress towards gaining and maintaining administrative compliance with reporting.
 - Program continues to actively work with the assigned Apprenticeship Consultant on their CAP requirements.
 - Committee has taken an active interest in the CAP activities as well and monitors the progress closely.

- **Washington State Fire Fighters Joint Apprenticeship and Training Committee #1499-** Following the Sponsors appearance at the April 2021 CRRS meeting, they have submitted a CAP as requested. Department reviewed the submitted CAP and determined that it does meet the requirements as listed in the CRRS Findings Letter dated January 28th, 2021.
 - Program continues to make progress towards meeting administrative compliance.
 - Program has hired a new full time admin to focus solely on records corrections and ARTS updating.
 - Recommend Program to submit a CAP progress report

April 2021

- **Northwest Line Construction Industry JATC #487-** Program was assigned an Administrative Corrective Action Plan at the April 2021 CRRS meeting. Program did submit the CAP timely to the department. Department reviewed the submitted CAP and determined that it does meet the requirements as listed in the CRRS Findings Letter dated April 27th, 2021.
 - Program continues to work closely with their assigned Apprenticeship Consultant on their CAP Activities.
 - Program has hired additional staff to assist in the administrative reporting of the program.
 - Additional training on the ARTS system has been provided to all staff as well as a review of internal procedures to ensure alignment with state apprenticeship requirements.
 - Committee has met and allocated additional scholarship funds to help Women and minority apprentices in the program.

July 2021

- **UA Sprinkler Fitter Local 669 Joint Apprenticeship and Training Committee #286-** Program assigned an Administrative Corrective Action Plan at the July 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 August 3rd, 2021.
 - Program has made significant progress towards gaining and maintaining administrative compliance with reporting.
 - Program continues to actively work with the assigned Apprenticeship Consultant on their CAP requirements.

- **Western States Boilermakers Apprenticeship Committee #246-** Program assigned an Administrative Corrective Action Plan at the July 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 August 30th, 2021.
 - Program has made significant progress towards gaining and maintaining administrative compliance with reporting.
 - Program continues to actively work with the assigned Apprenticeship Consultant on their CAP requirements.

- **Weyerhaeuser Company Apprenticeship Committee #200-** Program assigned an Administrative Corrective Action Plan at the July 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 August 3rd, 2021.
 - Program has made significant progress towards gaining and maintaining administrative compliance with reporting.
 - Program continues to actively work with the assigned Apprenticeship Consultant on their CAP requirements as well as updating their RSI plan.

- **Construction Industry Training Council of Washington – Plumber #636-** Program assigned an EEO Corrective Action Plan at the July 2021 CRRS meeting to address the recruitment of women and minorities. 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 August 3rd, 2021.
 - Program is diligently working towards increasing their female and minority apprentice #s and evaluating recruitment and outreach efforts on a regular/quarterly basis.
 - Program continues to work actively with their assigned Apprenticeship Consultant on the CAP activities.

- **Construction Industry Training Council of Washington - Sheet Metal Worker #637-** Program assigned an EEO Corrective Action Plan at the July 2021 CRRS meeting to address the recruitment of women. 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 August 3rd, 2021.
 - Program is diligently working towards increasing their female and minority apprentice #s and evaluating recruitment and outreach efforts on a regular/quarterly basis.
 - Program continues to work actively with their assigned Apprenticeship Consultant on the CAP activities.

October 2021

- **Firestop and Containment Workers Joint Apprenticeship Training Program #1812-** Program assigned an Administrative Corrective Action Plan 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.

- **Heat and Frost Insulators Workers Joint Apprenticeship Training Program #80-** Program assigned an Administrative Corrective Action Plan 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.
- **Northwest Laborers Apprenticeship Committee #71-** Program assigned an Administrative Corrective Action Plan 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.
- **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.

This concludes my report Mr. Chair.

Brittany Craighead

Brittany Craighead

Apprenticeship Compliance Specialist

Labor and Industries, Washington State