

MINUTES

July 23, 2024

COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

DEPARTMENT OF LABOR & INDUSTRIES

Joel Sacks
Director

Location:
Labor & Industries
7273 Linderson Way SW
Tumwater, WA 98501

10:00 A.M.

Celeste Monahan
Secretary of the Council

**THEY WHO SERVE APPRENTICESHIP
SERVE OUR NATION**

COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

July 23, 2024

10:00 AM

MINUTES

MEETING CALLED TO ORDER: @ 10:00a.m. by Chair D'Hondt.

ROLL CALL: Present: Dave D'Hondt, Jeremy Clevenger, Jesse Cote, Karen Dove, Kenna May, Halene Sigmund **Absent:** Brett Wideman

REPORTS:

Joint Retention and Recruitment Committee – No Report Provided.

Compliance Specialist's Report – Brittany Craighhead provided her report. M/S/C to approve and attach to the minutes of this meeting.

UNFINISHED BUSINESS: None

ITEMS FROM THE DEPARTMENT: None

JULY 2024 CRRS AGENDA ITEMS:

NEW STANDARDS: (Permanent Registration)

Region 6b

1. Okanogan County Electric Cooperative Meter Electrician
 - Insufficient data to determine Administrative Compliance.
 - Program to Remain Provisional through the first full Training Cycle.
 - M/S/C to approve.

Region 3b

2. Parkland Light and Water Company JATC
 - In compliance for administrative procedures for the Provisional Year.
 - Recommend program to receive Permanent Registration Status.
 - M/S/C to approve.
3. Woodcreek Provider Services
 - In compliance for administrative procedures for the Provisional Year.
 - Recommend program to receive Permanent Registration Status.
 - M/S/C to approve.

NEW BUSINESS:

Region 4

4. Power Line Clearance and Tree Trimmers Apprenticeship Committee
 - Out of compliance for minority participation for 2023.
 - Out of compliance for female participation for 2023.
 - In compliance for administrative procedures for 2023.
 - M/S/C to approve.

Region 3b

5. Washington Association for Community Health
 - In compliance for minority participation by numbers for 2023.
 - In compliance for female participation by numbers for 2023.
 - In compliance for administrative procedures for 2023.
 - M/S/C to approve.

Region 2a

6. Washington Cement Masons Apprenticeship Committee
 - In compliance for minority participation by numbers for 2023.
 - In compliance for female participation by good faith effort for 2023.
 - Out of compliance for administrative procedures for 2023.
 - M/S/C to approve.
7. Washington Plasterers Apprenticeship Committee
 - In compliance for minority participation by numbers for 2023.
 - Out of compliance for female participation for 2023.
 - Out of compliance for administrative procedures for 2023.
 - M/S/C to approve.

Region 2b

8. Construction Industry Training Council of Washington – Carpenter
(Halene Sigmund Recused Herself)
 - In compliance for minority participation by numbers for 2023.
 - Out of compliance for female participation for 2023.
 - In compliance for administrative procedures for 2023.
 - M/S/C to approve.
9. Construction Industry Training Council of Washington - Construction Electrician
(Halene Sigmund Recused Herself)
 - In compliance for minority participation by good faith effort for 2023.
 - Out of compliance for female participation for 2023.
 - In compliance for administrative procedures for 2023.
 - M/S/C to approve.

10. Construction Industry Training Council of Washington - Construction Equipment Operator (*Halene Sigmund Recused Herself*)
 - In compliance for minority participation by numbers for 2023.
 - In compliance for female participation by good faith effort for 2023.
 - In compliance for administrative procedures for 2023.
 - **M/S/C** to approve.

11. Construction Industry Training Council of Washington – Laborer (*Halene Sigmund Recused Herself*)
 - In compliance for minority participation by numbers for 2023.
 - In compliance for female participation by good faith effort for 2023.
 - In compliance for administrative procedures for 2023.
 - **M/S/C** to approve.

12. Construction Industry Training Council of Washington - LESCT/Residential Wireman (*Halene Sigmund Recused Herself*)
 - In compliance for minority participation by good faith effort for 2023.
 - Out of compliance for female participation for 2023.
 - In compliance for administrative procedures for 2023.
 - **M/S/C** to approve.

13. Construction Industry Training Council of Washington - Painter – Decorator (*Halene Sigmund Recused Herself*)
 - In compliance for minority participation by numbers for 2023.
 - Out of compliance for female participation for 2023.
 - In compliance for administrative procedures for 2023.
 - **M/S/C** to approve.

14. Construction Industry Training Council of Washington - Scaffold Erector (*Halene Sigmund Recused Herself*)
 - In compliance for minority participation by numbers for 2023.
 - Out of compliance for female participation for 2023.
 - In compliance for administrative procedures for 2023.
 - **M/S/C** to approve.

15. Construction Industry Training Council of Washington - Sheet Metal Worker (*Halene Sigmund Recused Herself*)
 - In compliance for minority participation by numbers for 2023.
 - Out of compliance for female participation for 2023.
 - In compliance for administrative procedures for 2023.
 - **M/S/C** to approve.

Region 1

16. Atarashii Apprentice Program
 - In compliance for minority participation by good faith effort for 2023.
 - In compliance for female participation by numbers for 2023.
 - In compliance for administrative procedures for 2023.
 - M/S/C to approve.

17. Dakota Creek Industries, Inc.
 - In compliance for minority participation by numbers for 2023.
 - In compliance for female participation by numbers for 2023.
 - In compliance for administrative procedures for 2023.
 - M/S/C to approve.

18. Ice Cap Holdings
 - In compliance for minority participation by numbers for 2023.
 - In compliance for female participation by good faith effort for 2023.
 - In compliance for administrative procedures for 2023.
 - M/S/C to approve.

JULY 2024 ADMINISTRATIVE REVIEWS:

In Compliance:

M/S/C to approve items 19 to 28.

19. Aviation Technical Services
20. Chehalis Barber and Company Apprenticeship
21. City of Richland, Energy Services Department, Local Union 77, IBEW Apprenticeship Committee
22. Elmhurst Mutual Power & Light Company Apprenticeship Committee
23. International Union of Operating Engineers Local #280 Apprenticeship Committee
24. Kaas Tailored
25. LOTT Clean Water Alliance Apprenticeship Committee
26. Scot Industries, Inc. Apprenticeship
27. Texture Apprenticeship Program
28. Vasuda Cosmetology Apprenticeship Program

Out of Compliance:

M/S/C to approve items 29-31.

29. City of Seattle, Washington Apprenticeship Committee

30. Grand Coulee Power Office Apprenticeship

31. Port Angeles City Light Apprenticeship Committee

DATE AND LOCATION OF NEXT MEETING:

October 16, 2024

Spokane

Northern Quest Resort & Casino

FUTURE MEETING SITES:

January 15, 2025

Tumwater

Department of Labor & Industries

April 16, 2025

TBD

TBD

July 16, 2025

Tumwater

Department of Labor & Industries

ADJOURNMENT @ 10:36a.m. by Chair D'Hondt.

July 2024 Compliance Review and Retention Sub-Committee

Compliance Specialist Report

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

October 2020

- **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.
 - Committee has been reviewing and revising if needed the current Recruitment and Outreach activities; As well as keeping the recruitment and outreach efforts as a topic at every committee meeting.
 - Currently the program has 5 female apprentices and 15 minorities with 7 veterans.
 - Program has been focused on developing strong partnerships with other organizations and Pre apprentice programs such as the STP and Local TERO offices.

January 2021

- **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.
 - Program is going through management changes and is working to get caught up on current compliance issues with assistance from the department.
 - Program does currently have 1 available apprentice opening.
 - Program is exploring the establishment of a “waiting list” for perspective applicants.

October 2021

- **Evco Sound & Electronics Inc. #43-** Program assigned a Corrective Action Plan to address their deficient Female and minority apprentice #'s at the October 2021 CRRS meeting. Program did submit the CAP timely. Department reviewed the submitted CAP and determined that it does meet the requirements as listed in the CRRS Findings Letter dated October 28, 2021.
 - **Programs submitted Progress report shows a lack of any activities. The department recommends that the program appear before the CRRS in October to get an explanation from them regarding their lack of CAP activities.**

July 2024 Compliance Review and Retention Sub-Committee

Compliance Specialist Report

October 2022

- **Inland Northwest Masonry Apprenticeship Committee #160-** Program submitted a detailed Corrective Action Plan as required by the CRRS. CAP was reviewed by the Department and found to meet the requirements as listed in the CRRS Findings Letter dated October 28, 2022. This is the second CAP that has been assigned to the program since 2020. Program has committed to fulfilling the CAP as stated to the CRRS at the October 2022 Meeting.
 - Program has had only 3 calls from interested females, none submitted applications.
 - Department will discuss reviewing and updating their Recruitment and outreach efforts and assist in connecting them with organizational partners.

- **Western Washington Masonry Trades Apprenticeship Committee #87-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated October 28, 2022. CAP was reviewed by the Department and found to meet the requirements.
 - Program has made significant progress towards becoming administratively compliant with reporting.
 - Program committee is actively reviewing their CAP activities and progress.
 - Program continues to actively work with their Apprenticeship Consultant on standards revisions to bring their program into compliance.

- **City of Richland, Energy Services Department, Local Union 77, IBEW Apprenticeship Committee #281-** Program has worked with their consultant to submit a CAP, however it was untimely.
 - At the time of this report, program failed to provide a progress report on their CAP progress/ activities to the department.
 - **The department will be sending a letter to the committee requesting a response and explanation regarding their failure to follow the CAP requirements as assigned by the CRRS.**

July 2023

- **Northwest Line Construction Industry JATC- #487-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated August 3, 2023. CAP was reviewed by the Department and found to meet the requirements.
 - Program has increased their Scholarship monies approved for Women and minorities to cover 5 apprentices with up to 15,000 per apprentice
 - Program is actively reviewing their current outreach and recruitment efforts and looking for new opportunities.
 - Program is reviewing their current program structure and looking for potential barriers to female recruitment and possible resolutions

July 2024 Compliance Review and Retention Sub-Committee

Compliance Specialist Report

October 2023

- **Puget Sound Energy Apprenticeship Committee- #83-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated October 30, 2023. CAP was reviewed by the Department and found to meet the requirements.
 - Program is actively working with their consultant to address the deficiencies identified in the Program managers report. Including working to submit a revision request to the WSATC to bring their Standards into Compliance.

- **UA Sprinkler Fitters Local 669 JATC- #286-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated October 30, 2023. CAP was reviewed by the Department and found to meet the requirements.
 - Program is actively working with their apprenticeship consultant on getting ARTS reporting up to date and accurate. Program is reviewing their current internal processes and has implemented changes to ensure accurate and timely reporting.
 - Program has recently acquired a new female recruitment officer whose main responsibilities focus on recruitment and outreach efforts.

- **Washington State Controls Specialist Apprenticeship Committee- Associate Controls Specialist- #2175-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated November 7, 2023. CAP was reviewed by the Department and found to meet the requirements.
 - Program is actively working with their apprenticeship consultant on getting ARTS reporting up to date and accurate. Program has developed a new internal process to ensure proper records retention
 - Program has hired additional Admin staff

- **Washington State Controls Specialist Apprenticeship Committee- Associate Controls Specialist- #2175-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated November 7, 2023. CAP was reviewed by the Department and found to meet the requirements.
 - Program is actively working with their apprenticeship consultant on getting ARTS reporting up to date and accurate. Program has developed a new internal process to ensure proper records retention
 - Program has hired additional Admin staff

- **Independent Technicians Automotive Committee (ITAC)-#2162-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated October 30, 2023. CAP was reviewed by the Department and found to meet the requirements.
 - Program is actively working with their apprenticeship consultant on getting ARTS reporting up to date and accurate. Program has developed a new internal process to ensure proper records retention
 - Program has hired additional Admin staff

July 2024 Compliance Review and Retention Sub-Committee

Compliance Specialist Report

- **Weyerhaeuser Longview Lumber Apprenticeship Committee-#1829-** Program has failed to submit a Corrective Action Plan as required by the CRRS in the Findings letter dated October 30, 2023. Department sent an official notice to the program giving them 30 days to either submit the CAP as assigned by the CRRS or Appear before the CRRS at the July 2024 meeting for further action.

Program has failed to respond to the certified letter and an invite has been issued to the program for the July 2024 CRRS meeting.

April 2024

- **Electrical Management Group of Washington-#2214-** Program has submitted a Corrective Action Plan as required by the CRRS in the Findings Letter dated April 25, 2024. CAP was reviewed by the Department and found to meet the requirements.

This concludes my report Mr. Chair.

Brittany Craighead

Brittany Craighead

Apprenticeship Compliance Specialist