

MINUTES

July 14, 2021

COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

DEPARTMENT OF LABOR & INDUSTRIES

**Joel Sacks
Director**

**Location:
ZOOM MEETING**

10:00 A.M.

**Chris Bowe
Secretary of the Council**

**THEY WHO SERVE APPRENTICESHIP
SERVE OUR NATION**

COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

July 14, 2021

10:00 AM

MINUTES

MEETING CALLED TO ORDER @10:00 a.m. by Chair Riker.

ROLL CALL: Present: Mark Riker, Peter Guzman, Karen Dove, Ron Storvick, James Owens, Kenna May, Kenny Branson, Jesse Cote (*arrived at 10:02a.m.*)

REPORTS:

Joint Retention and Recruitment Committee

Jason Petrait gave his report.

Compliance Specialist's Report

Brittany Craighead provided a report. M/S/C to approve and attach to the minutes of this meeting.

UNFINISHED BUSINESS: NONE

ITEMS FROM THE DEPARTMENT: NONE

JULY 2021 CRRS AGENDA ITEMS:

NEW STANDARDS (Permanent Registration): NONE

NEW BUSINESS:

Region 6a

1. Inland Northwest Associated General Contractors Laborers Apprenticeship Committee
 - In compliance for minority participation by good faith effort for 2020.
 - In compliance for female participation by good faith effort for 2020.
 - In compliance for administrative procedures for 2020.
 - M/S/C to approve.

Region 5

2. UA Sprinkler Fitter Local 669 Joint Apprenticeship and Training Committee
 - In compliance for minority participation by good faith effort for 2020.
 - Out of compliance for female participation for 2020.
 - Out of compliance for administrative procedures for 2020.
 - Program to work with the assigned Apprenticeship Consultant to develop and implement a detailed Corrective Action Plan to address the administrative deficiencies as outlined in the Program Manger's report.
 - Program to submit the Corrective Action Plan to the Department within 60 days.

- Program to submit quarterly progress reports regarding Corrective Action Plan activities to the Department 15 days prior to the quarterly CRRS meetings.
 - **M/S/C** to approve.
3. Western States Boilermakers Apprenticeship Committee
- In compliance for minority participation by good faith effort for 2020.
 - In compliance for female participation by good faith effort for 2020.
 - Out of compliance for administrative procedures for 2020.
 - Program to work with the assigned Apprenticeship Consultant to develop and implement a detailed Corrective Action Plan to address the administrative deficiencies as outlined in the Program Manger’s report.
 - Program to submit the Corrective Action Plan to the Department within 60 days.
 - Program to submit quarterly progress reports regarding Corrective Action Plan activities to the Department 15 days prior to the quarterly CRRS meetings.
 - **M/S/C** to approve.

Region 4

4. ABM Clark County Custodial Apprenticeship Committee
- In compliance for minority participation by numbers for 2020.
 - In compliance for female participation by numbers for 2020.
 - In compliance for administrative procedures for 2020.
 - **M/S/C** to approve.
5. Frontier Apprenticeship & Training
- In compliance for minority participation by numbers for 2020.
 - Out of compliance for female participation for 2020.
 - In compliance for administrative procedures for 2020.
 - **M/S/C** to approve.
6. Weyerhaeuser Company Apprenticeship Committee
- In compliance for minority participation by good faith effort for 2020.
 - Out compliance for female participation by good faith effort for 2020.
 - Out of compliance for administrative procedures for 2020.
 - Program to work with the assigned Apprenticeship Consultant to develop and implement a detailed Corrective Action Plan to address the administrative deficiencies as outlined in the Program Manger’s report.
 - Program to submit the Corrective Action Plan to the Department within 60 days.
 - Program is prohibited from registering new apprentices until successful implementation of the Corrective Action Plan and approval by the CRRS.
 - Program to submit quarterly progress reports regarding Corrective Action Plan activities to the Department 15 days prior to the quarterly CRRS meetings.
 - Failure to provide Corrective Action Plan timely to the Department or failure to administer the Plan as required may result in Deregistration Procedures pursuant to WAC296-05.200.
 - **M/S/C** to approve.

Region 2b

7. Construction Industry Training Council of Washington – Carpenter
 - In compliance for minority participation by numbers for 2020.
 - In compliance for female participation by good faith effort for 2020.
 - In compliance for administrative procedures for 2020.
 - Program to provide reports identifying apprentices registered in 2020 with more than 50% of the Term of Apprenticeship credited through previous experience.
 - Report shall also include RSI provided and reported to the Department for the Apprentices identified.
 - Sponsor committed to submitting the report to the Department within 7 days.
 - **M/S/C** to approve.

8. Construction Industry Training Council of Washington - Construction Electrician
 - In compliance for minority participation by numbers for 2020.
 - Out of compliance for female participation for 2020.
 - In compliance for administrative procedures for 2020.
 - **M/S/C** to approve.

9. Construction Industry Training Council of Washington - Construction Equipment Operator
 - In compliance for minority participation by good faith effort for 2020.
 - In compliance for female participation by good faith effort for 2020.
 - In compliance for administrative procedures for 2020.
 - Program to provide reports identifying apprentices registered in 2020 with more than 50% of the Term of Apprenticeship credited through previous experience.
 - Report shall also include RSI provided and reported to the Department for the Apprentices identified.
 - Sponsor committed to submitting the report to the Department within 7 days.
 - **M/S/C** to approve.

10. Construction Industry Training Council of Washington – HVAC
 - In compliance for minority participating by good faith effort for 2020.
 - Out of compliance for female participation for 2020.
 - In compliance for administrative procedures for 2020.
 - **M/S/C** to approve.

11. Construction Industry Training Council of Washington – Laborer
 - In compliance for minority participation by good faith effort for 2020.
 - In compliance for female participation by good faith effort for 2020.
 - In compliance for administrative procedures for 2020.
 - Program to provide reports identifying apprentices registered in 2020 with more than 50% of the Term of Apprenticeship credited through previous experience.
 - Report shall also include RSI provided and reported to the Department for the Apprentices identified.
 - Sponsor committed to submitting the report to the Department within 7 days.

- **M/S/C** to approve.
12. Construction Industry Training Council of Washington - LESCT/Residential Wireman
 - In compliance for minority participation by numbers for 2020.
 - Out of compliance for female participation for 2020.
 - In compliance for administrative procedures for 2020.
 - **M/S/C** to approve.
 13. Construction Industry Training Council of Washington - Painter - Decorator
 - In compliance for minority participation by numbers for 2020.
 - Out of compliance for female participation for 2020.
 - In compliance for administrative procedures for 2020.
 - **M/S/C** to approve.
 14. Construction Industry Training Council of Washington – Plumber
 - Out of compliance for minority participation for 2020.
 - Out of compliance for female participation for 2020.
 - In compliance for administrative procedures for 2020.
 - Program to work with the assigned Apprenticeship Consultant to develop and implement a detailed Corrective Action Plan to address the recruitment of women and minorities into the program.
 - Program to submit the Corrective Action plan to the Department within 60 days.
 - Program to submit quarterly Progress reports regarding Corrective Action Plan activities to the Department 15 days prior to the quarterly CRRS Meetings.
 - **M/S/C** to approve.
 15. Construction Industry Training Council of Washington - Sheet Metal Worker
 - In compliance for minority participation by numbers for 2020.
 - Out of compliance for female participation for 2020.
 - In compliance for administrative procedures for 2020.
 - Program to work with the assigned Apprenticeship Consultant to develop and implement a detailed Corrective Action Plan to address the recruitment of women into the program.
 - Program to submit the Corrective Action plan to the Department within 60 days.
 - Program to submit quarterly Progress reports regarding Corrective Action Plan activities to the Department 15 days prior to the quarterly CRRS Meetings.
 - Program to provide reports identifying apprentices registered in 2020 with more than 50% of the Term of Apprenticeship credited through previous experience.
 - Report shall also include RSI provided and reported to the Department for the Apprentices identified.
 - Sponsor committed to submitting the report to the Department within 7 days.
 - **M/S/C** to approve.

Region 2a

16. Puget Sound Energy Company Apprenticeship Committee
 - In compliance for minority participation by good faith effort for 2020.
 - Out of compliance for female participation for 2020.

- In compliance for administrative procedures for 2020.
- M/S/C to approve.

Region 1

- Greater Western Washington Pipe Trades Apprenticeship Committee
 - In compliance for minority participation by good faith effort for 2020.
 - Out of compliance for female participation for 2020.
 - Out of compliance for administrative procedures for 2020.
 - Program contact to continue to work with the assigned Apprenticeship Consultant on the current Field Action Plan.
 - M/S/C to approve.
- Ice Cap Holdings
 - In compliance for minority participation by numbers for 2020.
 - Out of compliance for female participation for 2020.
 - In compliance for administrative procedures for 2020.
 - M/S/C to approve.

July 2021 ADMINISTRATIVE REVIEWS:

In Compliance:

M/S/C to approve items 19 through 22.

- City of Seattle, Washington Apprenticeship Committee
- LOTT Clean Water Alliance Apprenticeship Committee
- Orcas Power & Light Cooperative
- Winning Foundations Clinical Skin Care Apprentice Program

Out of Compliance:

- C&R Tractor & Landscaping, Inc. Apprenticeship Program
 - Out of compliance for administrative procedures for 2020.
 - Program to work with the assigned Apprenticeship Consultant to develop and implement a detailed Corrective Action Plan to address the administrative deficiencies as outlined in the Program Manager's report.
 - Program to submit the Corrective action plan to the Department within 60 days.
 - Program is prohibited from registering new apprentices until successful implementation of the Corrective Action Plan and approval by the CRRS.
 - Program to submit Quarterly Progress Reports regarding Correction Action Plan activities to the Department 15 days prior to the Quarterly CRRS meetings.
 - M/S/C to approve.
- Great Rivers Behavioral Health Organization Apprenticeship
 - Out of compliance for administrative procedures for 2020.
 - Program to work with the assigned apprenticeship consultant to develop and implement a detailed corrective action Plan to address the administrative deficiencies as outlined in

the Program Manger's Report.

- Program to submit the Corrective Action Plan to the Department within 60 days.
- Program to submit Quarterly Progress Report regarding Corrective Action Plan activities to the Department 15 days prior to the Quarterly CRRS meetings.
- M/S/C to approve.

25. Lashes & Massage Apprentice Program

- Out of compliance for administrative procedures for 2020.
- M/S/C to approve.

26. Mason County PUD #1 Apprenticeship Committee

- Out of compliance for administrative procedures for 2020.
- Program to continue to work with the assigned Apprenticeship Consultant on the current Field Action Plan.
- M/S/C to approve.

27. Weyerhaeuser Longview Lumber Apprenticeship Committee

- Out of compliance for administrative procedures for 2020.
- Program to continue to work with the assigned Apprenticeship Consultant on the current Field Action Plan.
- M/S/C to approve.

DATE AND LOCATION OF NEXT MEETING:

October 20, 2021	Tumwater	Department of Labor & Industries
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FUTURE MEETING SITES:

January 19, 2022	Tumwater	Department of Labor & Industries
April 19, 2022	TBD	TBD
July 20, 2022	Tumwater	Department of Labor & Industries

Councilmember Storvick announced this would be his last meeting on this subcommittee. He thanked everyone for their time and Chair Riker for his leadership.

ADJOURNMENT @ 11:21a.m. by Chair Riker

July 2021 Compliance Review and Retention Sub-Committee

Compliance Specialist Report

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

April/July 2020:

- **Apprenti #1982-** 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 July 31, 2020.
 - Program has continued to work closely with their assigned Apprenticeship Consultant to meet the tasks and goals identified in their Corrective Action Plan.
 - Progress Reports for Quarters 1 & 2 show timely administrative reporting of RSI and OJT hours as well as step increases and status changes.

- **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.
 - Program has not submitted a progress report on their CAP activities at the time of this report due to the program administrator being out of the office.
 - Currently the program does not have any active apprentices and does not plan to register any in the foreseeable future.
 - Apprenticeship Consultant Husband has worked diligently to assist the sponsor and has reached out multiple times but does not seem to be getting much traction.
 - Recommend issuing of a show cause letter for the program to appear at the October 2021 CRRS meeting.

- **Ardagh Group/GMP Maintenance In-Plant Apprenticeship Committee #510-** Program has not submitted a Corrective Action Plan as required by the CRRS in the Findings letter dated July 31, 2020.
 - 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. Program committed to resuming their work on developing and submitting a Corrective Action Plan in their January 2021 progress report.
 - Program has not submitted a progress report on their CAP activities at the time of this report.
 - Apprenticeship Consultant Husband has worked diligently to assist the sponsor and has reached out multiple times but does not seem to be getting much traction.
 - Recommend issuing of a show cause letter for the program to appear at the October 2021 CRRS meeting.

- **Pierce County Meatcutters Apprenticeship Committee #92-** 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 July 31, 2020.
 - At the time of this report, the progress report for 2nd quarter has not been submitted to the department.

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 working 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 2nd quarter RSI (Due July 10th 2021)
 - All Program Committee meeting minutes have been uploaded into ARTS
 - 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.

- **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.
 - At the time of this report, the progress report for 2nd quarter has not been submitted to the department.

- **Washington State Controls Specialist Apprenticeship Committee- Associate Controls Specialist #2175- (No CAP was assigned, just progress reports requested.)** Program submitted their Quarterly Progress update as requested by CRRS in the Findings letter dated November 10, 2020.
 - Program has maintained 1 active apprentice. Program is actively working on growing their registered Training Agents and anticipates more registration of apprentices within the next 60-90 days.
 - Program continues to partner with outside parties on how to grow the program and how to recruit and reach out to more underserved populations.
 - Committee has approved the addition of two new Training Supervisors.
 - Program is scheduling “Training Agent Workshops” with the goal of educating more potential Training Agents on the benefits of Registered Apprenticeship.

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 1 active apprentice with plans to register another in the next 60-90 days.
 - 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.
 - 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 will be 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 journeyman as a Lead Recruiter.

- **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.
 - At the time of this report the sponsor has not submitted a progress report to the department.

April 2021

- **Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee #66-**
Sponsor did submit the requested progress update timely regarding their actions and progress made towards correcting the administrative deficiencies noted in their 2020 CR Program managers report.
 - Sponsor has continued to make significant progress with Administrative reporting and continues to work with their assigned apprenticeship consultant.
- **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.

This concludes my report Mr. Chair.