

# **MINUTES**

**October 18, 2023**

## **COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE**

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

**Joel Sacks  
Director**

**Location:  
The Historic Davenport, Autograph Collection  
10 South Post Street  
Spokane, WA 99201**

**10:00 A.M.**

**Celeste Monahan  
Secretary of the Council**

**THEY WHO SERVE APPRENTICESHIP  
SERVE OUR NATION**

# COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE

October 18, 2023

10:00 AM

## OCTOBER MINUTES

**MEETING CALLED TO ORDER @ 10:01** by Chair D'Hondt

**ROLL CALL: Present:** Dave D'Hondt, Kenny Branson, Jesse Cote, Kenna May, Mark Riker, Halene Sigmund **Absent:** Jeremy Clevenger, Karen Dove

### REPORTS:

**Joint Retention and Recruitment Committee** – Christina Rupp gave her report.

**Compliance Specialist's Report** – Brittany Craighead provided her report. **M/S/C** to attach to the minutes.

### UNFINISHED BUSINESS:

### ITEMS FROM THE DEPARTMENT:

### OCTOBER 2023 CRRS AGENDA ITEMS:

#### **NEW STANDARDS: (Permanent Registration)**

##### **Region 1a**

1. Dakota Creek Industries, Inc.
  - In compliance for administrative procedures for the Provisional year.
  - Recommend Program to receive Permanent Registration status.
  - **M/S/C** to approve.

##### **Region 1b**

2. Ena'Vative Hair Studio Apprenticeship Program
  - Out of compliance for administrative procedures for the Provisional year.
  - Sponsor failed to attend their Provisional Compliance review and has been unresponsive to the department's attempts to contract the.
  - Recommend Program's provisional status be rescinded due to sponsor's failure to comply with WAC296-05-109(5).
  - **M/S/C** to rescind.

### **Region 3a**

3. Texture Apprenticeship Program
  - In compliance for administrative procedures for the Provisional year
  - Recommend program to receive permanent registration status.
  - M/S/C to approve.

### **NEW BUSINESS:**

### **Region 1a**

4. Western Washington Sheet Metal JATC (*Kenny Branson Recused Himself*)
  - In compliance for minority participation by good faith effort for 2022.
  - In compliance for female participation by good faith effort for 2022.
  - In compliance for administrative procedures for 2022.
  - M/S/C to approve.

### **Region 1b**

5. Firestop and Containment Workers Joint Apprenticeship Training Program
  - In compliance for minority participation by numbers for 2022.
  - Out of compliance for female participation for 2022.
  - In compliance for administrative procedures for 2022.
  - M/S/C to approve.
6. Glaziers, Architectural Metal and Glassworkers Apprenticeship Committee
  - In compliance for minority participation by good faith effort for 2022.
  - Out of compliance for female participation for 2022.
  - In compliance for administrative procedures for 2022.
  - M/S/C to approve.
7. Heat and Frost Insulators Workers Joint Apprenticeship Training Program
  - In compliance for minority participation by numbers for 2022.
  - In compliance for female participation by good faith effort for 2022.
  - In compliance for administrative procedures for 2022.
  - M/S/C to approve.
8. Seattle Area Plumbers, Housing Plumbers, Pipefitters, HVAC-Service Controls Technician/Refrigeration Mechanics, and Marine Pipefitters Apprenticeship Committee
  - In compliance for minority participation by good faith effort for 2022.
  - Out of compliance for female participation for 2022.
  - In compliance for administrative procedures for 2022.
  - M/S/C to approve.

### **Region 2a**

9. International Union of Elevator Constructors, Local 19 - National Elevator Industry Educational Program

- Out of compliance for minority participation for 2022.
  - Out of compliance for female participation for 2022.
  - In compliance for administrative procedures for 2022.
  - **M/S/C to approve.**
10. Pacific Northwest Ironworkers and Employers Local #86 Apprenticeship Committee
- In compliance for minority participation by numbers for 2022.
  - Out of compliance for female participation for 2022.
  - In compliance for administrative procedures for 2022.
  - **M/S/C to approve.**
11. Puget Sound Energy Apprenticeship Committee
- Out of compliance for minority participation for 2022.
  - Out of compliance for female participation for 2022.
  - Out of compliance for administrative procedures for 2022.
  - Program to work with the assigned apprenticeship consultant to create and implement a detailed administrative and EEO corrective action plan (CAP) to address the administrative deficiencies as outlined in the program manager's report as well as review and revise their current recruitment and outreach activities to address their historical issues with recruiting female and minority apprentices.
  - Program to submit the CAP to the department within 60 calendar days from the date of the CRRS findings letter as issued by the department.
  - Program to submit quarterly progress reports detailing their CAP activities and progress. Reports are due to the department 15 days prior to the quarterly CRRS meetings.
  - **M/S/C to approve.**
12. Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee
- In compliance for minority participation by good faith effort for 2022.
  - Out of compliance for female participation for 2022.
  - Out of compliance for administrative procedures for 2022.
  - Program to continue to work with their assigned apprenticeship consultant to correct the reporting deficiencies identified in the program manager's report.
  - **M/S/C to approve.**

**Region 2b**

13. UA Sprinkler Fitters Local 669 Joint Apprenticeship and Training Committee
- Out of compliance for minority participation for 2022.
  - Out of compliance for female participation for 2022.
  - Out of compliance for administrative procedures for 2022.
  - Program to work with the assigned apprenticeship consultant to create and implement a detailed administrative and EEO corrective action plan (CAP) to address the administrative deficiencies as outlined in the program manager's report as well as review and revise their current recruitment and outreach activities to address their historical issues with recruiting female apprentices.
  - Program to submit the CAP to the department within 60 calendar days from the

- date of the CRRS findings letter as issued by the department.
  - Program to submit quarterly progress reports detailing their CAP activities and progress. Reports are due to the department 15 days prior to the quarterly CRRS meetings.
  - Program to submit an updated RSI Plan to the department within 60 calendar days from the date of the CRRS findings letter as issued by the department.
  - M/S/C to approve.
14. Washington State Controls Specialist Apprenticeship Committee - Associate Controls Specialist
- In compliance for minority participation by good faith effort for 2022.
  - In compliance for female participation by good faith effort for 2022.
  - Out of compliance for administrative procedures for 2022.
  - Program to work with the assigned apprenticeship consultant to create and implement a detailed administrative corrective action plan (CAP) to address the administrative deficiencies as outlined in the program manager's report.
  - Program to submit the CAP to the department within 60 calendar days from the date of the CRRS findings letter as issued by the department.
  - Program to submit quarterly progress reports detailing their CAP activities and progress. Reports are due to the department 15 days prior to the quarterly CRRS meetings.
  - M/S/C to approve.

### **Region 3a**

15. Apprenti
- In compliance for minority participation by numbers for 2022.
  - In compliance for female participation by good faith effort for 2022.
  - In compliance for administrative procedures for 2022.
  - M/S/C to approve.
16. Northwest Laborers Apprenticeship Committee
- In compliance for minority participation by numbers for 2022.
  - In compliance for female participation by good faith effort for 2022.
  - In compliance for administrative procedures for 2022.
  - M/S/C to approve.
17. Southwest Washington Electrical Joint Apprenticeship and Training Committee
- In compliance for minority participation by good faith effort for 2022.
  - In compliance for female participation by good faith effort for 2022.
  - Out of compliance for administrative procedures for 2022.
  - Program to continue to work with their assigned apprenticeship consultant to
  - correct the reporting deficiencies identified in the program manager's report.
  - M/S/C to approve.

18. Washington State UBC JATC

- In compliance for minority participation by numbers for 2022.
- Out of compliance for female participation for 2022.
- In compliance for administrative procedures for 2022.
- M/S/C to approve.

**Region 3b**

19. Health Care Apprenticeship Consortium

- In compliance for minority participation by numbers for 2022.
- In compliance for female participation by numbers for 2022.
- Out of compliance for administrative procedures for 2022.
- Program to continue to work with their assigned apprenticeship consultant to correct the reporting deficiencies identified in the program manager's report.
- M/S/C to approve.

20. Independent Technicians Automotive Committee (ITAC)

- Out of compliance for minority participation for 2022.
- In compliance for female participation by good faith effort for 2022.
- Out of compliance for administrative procedures for 2022.
- Program to continue under an Administrative Corrective Action Plan. Program will work with their assigned AC to submit an updated plan to the department within 60 calendar days from the date of the Findings letter issued by the Department.
- Program will be unable to register any new apprentices until this plan is accepted and on file with the Department.
- Program to submit quarterly progress reports detail their CAP activities and progress. Report are due to the department 15 days prior to the quarterly CRRS meetings.
- M/S/C to approve.

**Region 5**

21. Alta Forest Products LLC.

- In compliance for minority participation by numbers for 2022.
- Out of compliance for female participation for 2022
- In compliance for administrative procedures for 2022.
- M/S/C to approve.

**Region 6a**

22. Inland Northwest Chapter Associated General Contractors Carpenters AC

- In compliance for minority participation by good faith effort for 2022.
- Out of compliance for female participation for 2022.
- In compliance for administrative procedures for 2022.
- M/S/C to approve.

## **Region 6b**

### 23. CHAS Health

- In compliance for minority participation by numbers for 2022.
- In compliance for female participation by numbers for 2022.
- In compliance for administrative procedures for 2022.
- M/S/C to approve.

### 24. Inland Empire Electrical Training Trust

- In compliance for minority participation by numbers for 2022.
- In compliance for female participation by good faith effort for 2022.
- In compliance for administrative procedures for 2022.
- M/S/C to approve.

### 25. Inland Empire Roofers, Waterproofers and Employers Apprenticeship Committee

- In compliance for minority participation by numbers for 2022.
- Out of compliance for female participation for 2022.
- In compliance for administrative procedures for 2022.
- M/S/C to approve.

### 26. Pacific Northwest Ironworker & Employers Apprenticeship and Training Committee Local #14

- In compliance for minority participation by numbers for 2022.
- Out of compliance for female participation for 2022.
- In compliance for administrative procedures for 2022.
- M/S/C to approve.

### 27. Spokane Heat and Frost Insulators and Allied Workers Apprenticeship Committee

- In compliance for minority participation by number for 2022.
- Out of compliance for female participation for 2022.
- In compliance for administrative procedures for 2022.
- M/S/C to approve.

### 28. Titan Electrical Apprenticeship & Training

- In compliance for minority participation by numbers for 2022.
- Out of compliance for female participation for 2022.
- In compliance for administrative procedures for 2022.
- M/S/C to approve.

## **OCTOBER 2023 ADMINISTRATIVE REVIEWS:**

M/S/C to approve items 29 – 36.

### **In Compliance:**

### 29. Aries Mechanical Inc. Apprenticeship Committee

### 30. Axiall Corporation, a Westlake Company

31. King County Metro Transit Joint Apprenticeship Committee
32. Pacific County PUD No. 2 Apprenticeship Committee
33. Skamania P.U.D. NO.1 Apprenticeship Committee
34. Vasuda Cosmetology Apprenticeship Program
35. Washington State Controls Specialist Apprenticeship Committee - Controls Programmer
36. Wenatchee School District Apprenticeship Program

**Out of Compliance:**

37. Weyerhaeuser Longview Lumber Apprenticeship Committee
  - Out of compliance for administrative procedures for 2022.
  - Program to work with the assigned apprenticeship consultant to create and implement a detailed administrative corrective action plan (CAP) to address the administrative deficiencies as outlined in the program manager's report.
  - Program to submit the CAP to the department within 60 calendar days from the date of the CRRS findings letters as issued by the department.
  - Program to submit quarterly progress reports detailing their CAP activities and progress. Reports are due to the department 15 days prior to the quarterly CRRS Meetings.
  - Program must submit an updated RSI plan to the department prior to any new apprentice's registration.
  - M/S/C to approve.

**DATE AND LOCATION OF NEXT MEETING:**

January 17, 2024	Tumwater	Department of Labor & Industries
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**FUTURE MEETING SITES:**

April 17, 2024	Bellingham	TBD
July 17, 2024	Tumwater	Department of Labor & Industries
October 16, 2024	Spokane	TBD

**ADJOURNMENT @ 11:41a.m. by Chair D'Hondt.**