

# OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

June 18, 2009

## Meeting Minutes

Operating Engineers Local 701

555 First Street

Gladstone, Oregon 97027

### I. Call to Order

Chair Brad Avakian called the meeting to order at 10:11 a.m.

### II. Introductions

Council members:

Brad Avakian	Oregon Labor Commissioner		
Bob Ferguson	Industrial Employer	Jason Landon	Trades Employer
Paul Hill	Public Member	Ken Fry	Trades Employee
Bob Rogers	Public Member	Nelda Wilson	Trades Employee
John Rozell	Trades Employer		

Staff members:

Stephen Simms	Director, Apprenticeship and Training Division
Karen Dale	Apprenticeship Operations Manager
Maureen Pointer	OSATC Recording Secretary
Paul Joiner	Apprenticeship Preparation Project Manager

Apprenticeship Representatives:

Larry 'Will' Williams	Portland	Tony Cracolice	Eugene
Stacy Ozer	Portland	Beth Farmer	Eugene
Richard Petersen	Portland	Tamara Boyd	Portland

### III. Welcome

Chair Avakian welcomed attendees and thanked the Operating Engineers Local 701 for hosting the meeting. He reported that he would be leaving the meeting early to attend to legislative matters and that Vice Chair Fry would chair the remainder of the meeting in his absence.

### IV. Approval of Meeting Minutes: March 2009 Council, June 2009 Subcommittees

**M/S/C by unanimous voice vote** to approve the minutes as submitted.

### V. Reports

#### A. Rules and Policy Subcommittee

Director Simms reported that Council Member and Subcommittee Chair Mike McFall is on an extended leave of absence and hopes to return by the September 2009 meetings.

The **Affirmative Action Task Force (AATF)** will present Phase II recommendations under Agenda Item VII B. The next full AATF meeting will be held Friday, June 19, 2:30-4:30 pm, IBEW Local 48 Union Hall.

A notice of **revised administrative rules** will be published in July. Public hearings will be held and additional comments accepted. Finalized rules will be presented to Council for approval in September 2009.

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**Selection method and exception issues** were discussed at length by the subcommittee, including:

- o GED certificates and high school diplomas used as minimum qualifications for entry into an apprenticeship program;
- o The use of exceptions in general, and specifically the alternating employer choice selection method.

No recommendations or decisions were made regarding selection criteria, but the subcommittee and Division staff emphasized that changes regarding these two issues could be expected by the end of the year. The Council will continue to solicit input from the apprenticeship community and hopes that future decisions will improve apprenticeship rather than hamper the ability of committees to operate.

The **Kliewer apprentice termination hearing** is scheduled for June 29, 2009. The division is seeking another council member to participate in the hearing in Council Member McFall's absence.

The **Multi-State Reciprocal Committee** will not convene in July but there is interest in holding a meeting in the near future. Mr. Simms hopes to meet with Elizabeth Smith, Washington State Apprenticeship Program Manager and the Washington State Apprenticeship and Training Council Chair to discuss the issues prior to the July 2009 WSATC meeting. Additional information will be forwarded to Council members as soon as possible.

### B. Standards Review Subcommittee

Subcommittee Chair Ken Fry requested that Director Simms give the subcommittee report.

The subcommittee had a lengthy discussion regarding the use of **felony background checks** by committees. Outstanding issues concerning applicant confidentiality and training agent job requirements have been resolved. Revised standards incorporating felony background checks are on the Council agenda for approval (*Agenda Item VII A*).

**Oregon Test, Adjust and Balance JATC** requested a revision to the minimum qualifications in the new standards recommended for approval by the subcommittee. The division recommends approval of the revision. Council Member Fry requested that the item be removed from the Consent Agenda.

**M/S/C by unanimous voice vote** to remove Oregon Test, Adjust & Balance JATC from the Consent Agenda.

#### Late submittal request

- 1173 Freightliner/Western Star Manufacturing Plants JATC  
Committee Name Change  
Dissolution of Standards (2)

#### Standards Review Annotated Agenda Omissions

"Pending Director Approved Wage Update" notes were inadvertently omitted from the June 2009 Amended Annotated Agenda and subsequently were not included in the recommendations for approval. Notes regarding these contingencies have been added to the Consent Agenda.

#### Items Recommended for Contingent Approval

- Oregon Test, Adjust & Balance JATC  
New Standards/New Committee  
Testing, Adjusting, & Balancing Technician – contingencies met

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### Deferred Items *(Discussion under Agenda Item VII A.)*

1004/1053 – felony check Dec 2008/Jan 2009

1065 Oregon Columbia Masons TATC  
Compliance Review (POAA, Apr 2008 – May 2009 - third year)  
Bricklayer/Masonry Restoration – in compliance  
Cement Mason – in compliance

### WSATC Registration Request

1004 NECA-IBEW Electrical JATC  
New Standards  
Renewable Energy Technician

The committee expects to approve Washington employers as training agents in this program. This requires reciprocal registration in Washington under the terms of the reciprocity agreement. ATD will forward the standards to Washington Labor & Industries for WSATC approval on behalf of OSATC and the committee.

## VI. Consent Agenda

### A. Rules and Policy Subcommittee

1. Member Reports
2. OSATC Task Force Reports
  - a. Affirmative Action Task Force – Status Report *(presentation and Council action, Agenda Item VII B)*
  - b. Administrative Rules and Policy Task Force – Administrative Rules Revision Status Report
3. Staff Reports
  - a. Legislative and Budget Update
  - b. Internal Review
  - c. Compliance
  - d. Website
4. Follow-ups from Previous Council Meetings
  - a. Calculation of Average Journey Wage – Discussion *(deferred to September 2009)*
  - b. Selection Methods – Discussion
    - i. Use of Exceptions/Alternating Employer Choice *(tabled to December 2009)*
    - ii. Use of GED and High School Diploma as minimum qualifications and scoring criteria *(deferred to September 2009)*

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- c. Out-of-Work Apprentice Process – Report (*report and discussion, Agenda Item VII B*)
  - d. Electronic Distribution of Information – Discussion
  - e. Kliewer Request for Hearing – Status Report
  - f. Muhoberac Request for Hearing (*hearing testimony and Council action, Agenda Item VII B*)
5. 29 CFR 29 Amendment
6. Multi-State Reciprocal Agreement – Status Report
7. Correspondence
- a. Area I Plumbing JATC - May 19, 2009 letter regarding traveling training agent status (Tapani Plumbing) – Discussion
8. Council and Subcommittee Meeting Dates
9. Good of Apprenticeship
- B. Standards Review Subcommittee
- 1. Staff Reports
    - a. **Late Submission Request**
      - ❖ Freightliner/Western Star Manufacturing Plants JATC  
Committee Name Change  
Dissolution of Standards (2)
    - b. Inactive Standards
  - 2. Follow-Up Reports from Previous Council Meetings
    - a. 1004/1053 – felony check – Dec 2008/Jan 2009 (*Council action, Agenda Item VII A*)
    - b. 1041 OR SW-WA IUOE Local #701 & AGC JATC – selection status – Dec 2008/Jan 2009  
Revised Standards (3) (*Consent Agenda, section 3*)
    - c. 1062 Ad Display Sign Maker/Erector JATC - Mar 2009  
Revised Standards (Sign Maker/Erector) (*contingencies met*)
    - d. 1135 North Coast Industrial Trades JATC - Dec 2008/Jan 2009  
Revised Standards (Industrial Maintenance Millwright) (*contingencies met*)
    - e. 2008 Mid-Willamette Industrial Electrical JATC - Mar 2009  
New Standards (Industrial Maintenance Millwright) (*contingencies met*)
    - f. 2017 Consumers Power JATC - Mar 2009  
Revised Standard (Lineman) (*contingencies met*)

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- g. 3012 Lane County Industrial Maintenance Mechanic JATC - Mar 2008  
Revised Standards (Machinist, Industrial Mobile Equip Mechanic) (*contingencies met*)
- h. 4005 Coos-Curry Electric Cooperative Inc JAC - Mar 2009  
Revised Standards (Outside Electrician) (*contingencies met*)
- i. 6012 Utility Electrical Workers JATC - Dec 2008/Jan 2009  
New Standards (Substation Electrician) (*contingencies met*)
- j. Oregon Test Adjust and Balance Technician JATC - Mar 2009 (*Consent Agenda, section 3*)  
New Committee/Standards (Testing, Adjusting and Balancing Technician)
- k. Pre-Apprenticeship Confirmation

### 3. Committee Submittals

- a. Minimum Guideline Standards – *none*
- b. New Standards/New Committees

~~Oregon Test, Adjust & Balance JATC (removed from Consent Agenda)~~

~~New Standards/New Committee~~

~~❖ Testing, Adjusting, & Balancing Technician~~

- c. New Standards/Current Committees

#### 1004 NECA-IBEW Electrical JATC

**New Standards**

❖ Renewable Energy Technician

#### 6040 Columbia Gorge JATC

**New Standards**

❖ Painter

- d. Committees Submittals - Other

#### 1016 OR & SW-WA Drywall Finishers JATC

**Revised Standards**

❖ Drywall Finisher (Taper)

*Pending director approved wage update*

**Affirmative Action Goals & Timetables**

❖ Drywall Finisher

#### 1024 Western-OR SW-WA Painters JATC

**Revised Standards**

❖ Painting and Decorating

*Pending director approved wage update*

**Affirmative Action Goals & Timetables**

❖ Painting and Decorating

#### 1039 City of Portland TAC

**Revised Standards**

❖ Manufacturing Plant Electrician with Instrument Technician

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- 1041 OR SW-WA IUOE #701 & AGC JATC**  
**Revised Standards**  
❖ Heavy Duty Repairer  
❖ Operating Engineer  
❖ Technical Engineer
- 1060 Mid-Valley Sheet Metal Workers JATC**  
**Revised Standards**  
❖ Sheet Metal Worker
- 1062 Advertising Display Sign Maker/Erector JATC**  
**Affirmative Action Goals & Timetables**  
❖ Sign Maker-Erector
- ~~1065 Oregon Columbia Masons TATC (deferred to full Council)  
Compliance Review (POAA, Apr 2008 – May 2009 – third year)  
Bricklayer/Masonry Restoration – in compliance  
Cement Mason – in compliance~~
- 1070 OR SW-WA NW-CA Plumbers JATC**  
**Revised Standards**  
❖ Plumber
- 1071 OR SW-WA NW-CA Steamfitters JATC**  
**Revised Standards**  
❖ Steamfitter & Steamfitter with LEB
- 1081 Boeing Portland JATC**  
**Revised Standards**  
❖ Machinist
- 1082 Tillamook County Outside Electrical JATC**  
**Revised Standards**  
❖ Lineman *Pending director approved wage update*  
❖ Meterman *Pending director approved wage update*
- 1133 Clatskanie PUD JATC**  
**Revised Standards**  
❖ Power Line Construction/Maintenance *Pending director approved wage update*
- 1135 North Coast Industrial Trades JATC**  
**Revised Standards**  
❖ Industrial Maintenance Millwright
- 1173 Freightliner/Western Star Manufacturing Plants JATC**  
❖ **Committee Name Change (to Western Star – IAM 1005 JATC)**  
**Dissolution of Standards**  
❖ Manufacturing Plant Electrician  
❖ Master Maintenance Mechanic

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### 1280 OR Columbia Tile Trades JATC

#### ❖ Affirmative Action Work Plan – initial

#### Affirmative Action Goals & Timetables

- ❖ Tile, Terrazzo, Brick & Tile Finisher
- ❖ Tile Trades Setter

#### Compliance Review (POAA, Jun 2008 – Dec 2008 - first year)

- ❖ Tile, Terrazzo, Brick & Tile Finisher – in compliance
- ❖ Tile Trades Setter – in compliance

### 3001 Central Electrical JATC

#### Revised Standards

- ❖ Inside Electrician
- ❖ Limited Energy Electrician A
- ❖ Limited Residential Electrician

### 3021 Southwestern Oregon Roofers JATC

#### Affirmative Action Goals & Timetables

- ❖ Roofer

### 4011 Roseburg Industrial Electrical JATC

#### Compliance Review (POAA, Jul 2007 - Jun 2008)

- ❖ Limited Maintenance Electrician
- ❖ Manufacturing Plant Electrician

### 5007 Southern Oregon Electrical Utilities JATC

#### Compliance Review (POAA, Month Year – Month Year)

- ❖ Estimator
- ❖ Hydro Journeyman Operator Maintenance
- ❖ Meter Repairer
- ❖ Power Line Construction/Maintenance
- ❖ Substation Electrician

### 7025 Bright Wood Corporation Industrial Electrical JATC

#### Revised Standards

- ❖ Manufacturing Plant Electrician

e. Dissolution of Committees and Standards - *none*

f. Other - *none*

#### 4. Items Requiring Council Ratification

a. Administrative Conversions/Revisions

### 2050 Wright Prototype JATC

#### Administrative Revision (wage schedule)

- ❖ Mold, Tool and Die Maker

Effective 4-1-09

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- b. Administrative Corrections

**6012 Utility Electrical Workers JATC (December 2008/January 2009)**

**Administrative Correction** (curriculum provider name change)

- ❖ Substation Electrician

Effective 4-20-09

**M/S/C** to approve the **Consent Agenda**:

Mr. Ferguson	Yes	Dr. Hill	Yes
Mr. Landon	Yes	Mr. Rogers	Yes
Mr. Rozell	Yes	Ms. Wilson	Yes
Mr. Fry	Yes		

**VII. Subcommittee Items Forwarded to Full Council**

Due to Chair Avakian's need to leave the meeting early, Director Simms requested that the Standards Review Subcommittee items be taken out of order because of the amount of time potentially needed for review of the Rules and Policy Subcommittee items.

- A. Standards Review Subcommittee

**1. 1004 NECA-IBEW Electrical JATC**

**Revised Standards** (*felony background check*)

- ❖ Inside Electrician
- ❖ Renewable Energy Technician (new)
- ❖ Residential Electrician

**M/S/C** to approve **MA 1004** revised standards:

Mr. Ferguson	Yes	Dr. Hill	Yes
Mr. Landon	Yes	Mr. Rogers	Yes
Mr. Rozell	Yes	Ms. Wilson	Yes
Mr. Fry	Yes		

**2. 1053 Limited Energy Technician JATC**

**Revised Standards** (*felony background check*)

- ❖ Limited Energy Technician A

**M/S/C** to approve **MA 1053** revised standards:

Mr. Ferguson	Yes	Dr. Hill	Yes
Mr. Landon	Yes	Mr. Rogers	Yes
Mr. Rozell	Yes	Ms. Wilson	Yes
Mr. Fry	Yes		

Director Simms requested to add the item removed earlier from the Consent Agenda.

**3. Oregon Test, Adjust & Balance JATC**

**New Standards/New Committee**

Testing, Adjusting, & Balancing Technician

**M/S/C** to approve **Oregon Test, Adjust & Balance JATC** new committee and standards:

Mr. Ferguson	Yes	Dr. Hill	Yes
Mr. Landon	Yes	Mr. Rogers	Yes
Mr. Rozell	Yes	Ms. Wilson	Yes

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Mr. Fry Yes

4. **1065 Oregon Columbia Masons TATC**
- **Compliance Review (POAA, Apr 2008 – May 2009 - third year)**
    - ❖ Bricklayer/Masonry Restoration – in compliance
    - ❖ Cement Mason – in compliance

*Committee representatives present: Tiffany Kriesel, Administrator; Tim Mosterdyke, Director of Education – Northwest College of Construction (NWCC)*

*Additional testimony: Chris Davis, Coordinator, Oregon & SW-WA Cement Masons JATC, MA 1015*

The compliance review was deferred to the full Council at the request of MA 1015, who has opposed the MA 1065 program since its approval in December 2005. Although MA 1065 was found in compliance, MA 1015 had not had the opportunity to review or comment on the report.

Background: Due to the issues and concerns raised leading up to the approval of this program, the Council imposed 9 benchmarks in addition to the regular probationary requirements. Compliance reviews of the program were conducted after 6 months, 9 months, 1 year and 2 years. This is the third annual compliance review and if approved the program will complete its probation.

First annual review: The program was found in good faith compliance with two specific issues noted, the lack of adequate rotation of apprentices and lack of female participation. The committee's plan to address the rotation issue was accepted by Council. The response did not address the lack of female participation. Since the program was a relatively new it appears that the Council did not believe that the diversity issue required additional attention at the time.

Second annual review: The program was found to be in compliance although the same two issues were noted. The committee responded that they would take more serious action in reviewing monthly work progress reports (MPRs) and ensuring that training agents rotated the apprentices through the various work processes. Additionally, they would double their efforts to recruit more women and minorities into the program. The Council directed the committee to address the diversity issue before their third annual compliance review.

Objections: The division received a letter dated June 8, 2009 from MA 1015, outlining its concerns about the third annual compliance review. Four issues were noted:

- Progression of apprentices through all work processes
- Disparate impact on women graduating from the program
- Advanced completion of apprentices
- Failure to indenture women

Mr. Davis stated that he believes Council and staff needed to be more aggressive with respect to compliance, especially during the probationary period. He believes that MA 1065 is in violation of their probationary requirements and requested that the Council review the compliance policy and provide more concise guidelines to staff and committees. More importantly, this situation reflects a lack of clarity on the part of the Council as to how it will deal with deficiencies in new programs during the probationary period.

Ms. Kriesel stated that the committee met all 9 of the additional probationary requirements. She noted that the lack of female participation was not due to a lack of effort on the committee's part and described actions they had taken.

With respect to accelerated graduation, both apprentices had completed 90% of the total OJT hours and were graduated based upon recommendations from their employers. The apprentices had completed 100% of their related classroom training.

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- o Additional discussion took place regarding credit for previous experience and advanced completion. There was consensus among Council members that this is standard practice within non-licensed trades. Minority and female participation and completion rates were also reviewed.

Council Member Rogers noted that no other program has ever been held to this level of scrutiny. He believes the program has given their best efforts to meet the requirements and should be approved.

Chair Avakian asked the director to describe the standard Council needs to use in determining whether the committee fulfilled their probationary requirements.

Director Simms stated that due to the small size of the program and the lack of an adequate sample size, the Council could not make a credible finding regarding adverse impact on female participation. Although the committee failed to meet benchmark #6 - recruitment of an adequate number of women or ethnic minorities to meet their EEO goals, they have demonstrated their ability to operate a satisfactory program as regulated by administrative rule and a good faith attempt to recruit women.

Mr. Simms conceded that the points Mr. Davis raised are valid. The compliance process may need to be reviewed and revised to define disciplinary actions that could be imposed when compliance requirements are not met within an established timeline.

Council Member Fry stated that the committee has been under a microscope for the last three years and commended them for the good job they have done and the progress they have made.

**M/S/C** to approve **MA 1065** POAA Compliance Review without further probation imposed:

Mr. Ferguson	Yes	Dr. Hill	Yes
Mr. Landon	Yes	Mr. Rogers	Yes
Mr. Rozell	Yes	Ms. Wilson	Yes
Mr. Fry	Yes		

Chair Avakian noted that the issues raised are worthy of additional discussion by the Council.

### B. Rules and Policy Subcommittee

#### 1. Out-of-Work Apprentice Process – Report

At the direction of Council, staff surveyed committees regarding the number of out-of-work apprentices and their re-employment procedures. Overall, approximately 15% of apprentices were unemployed at the end of March with the percentage probably increasing since then.

Approximately 50% of the programs use a traditional placement procedure where individuals are placed on the bottom of the out-of-work list, move their way up the list as job opportunities arise, and are eventually dispatched. Procedures vary greatly for the remaining programs. Staff and the subcommittee have expressed concern about the fairness of some of those procedures. The goal is to ensure that apprentices are treated in a fair and consistent manner statewide.

The issue will be discussed further at the September 2009 Rules & Policy Subcommittee meeting.

The increasing number of out-of-work apprentices has prompted at least 3 committees in licensed occupations to contact the division requesting graduation of apprentices with less than the required on-the-job (OJT) hours. Electrical and plumbing board rules state that individuals must accrue the required number of hours. The division has responded that it does not have the authority to permit early graduation without the required hours. The division also believes that early graduation creates under-qualified journey workers, which adds to the problem of high unemployment rates. Early graduation will be on the Oregon Elevator and Electrical Board agenda for discussion in July. Staff requested guidance from the Council regarding the issue.

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Dave Baker, Administrator, Central Electrical JATC (MA 3001) believes that early graduation would be a short term answer with long term consequences to the unemployment problem. Rick Charriere, Chair, Area I Plumbers JATC (MA 1038) concurred with Mr. Baker.

The Council's discussion leads to the conclusion that requiring completion of all OJT hours provides invaluable training time and produces well-skilled journey workers. Exceptions should not be made to reduce those hours.

### 2. **Muhoberac – Hearing** (*taken out of order*)

*Apprentice representatives present: Martin Muhoberac, Apprentice; Jeffrey Price, Attorney*

*Committee representatives present - MA 1229 OR SW-WA IUOE #701 Stationary Engineer JATC: Tamara Fuller, Coordinator; Mike Soderquist, Chair; Tony Moiso, Committee Member and Employer*

#### **Summary of Investigation:**

The division investigated the termination of Mr. Muhoberac's apprenticeship agreement and reported its findings to both parties on April 6, 2009. Based upon the committee's response, a supplemental investigation was conducted on May 25-28, 2009. Mr. Muhoberac's program progress, the committee's actions, the apprentice's response and appeal were reevaluated.

Both investigations indicated that the apprentice was not terminated in accordance with the committee's policies and standards. While inaccurate and late monthly progress reports (MPR) were documented, the division found no evidence supporting the other stated reasons for termination. The division does not believe they could serve as the basis for termination since Mr. Muhoberac had never been cited for these issues.

The supplemental investigation noted additional communication problems between the apprentice, the employer and the committee at the time of termination. Although Mr. Muhoberac was never cited to appear because of attitude issues, it appears that those issues were the basis of his termination.

After the investigation the committee agreed that technical mistakes were made in handling the termination and that they are willing to reinstate Mr. Muhoberac, but under their selection procedure an individual must be employed by a registered training agent prior to becoming an apprentice. The committee felt they would have no place to put Mr. Muhoberac as he is no longer employed by a training agent.

Based upon investigation results, the division believes Mr. Muhoberac was terminated in error as it appears that his employer was at least partially responsible for late MPR submissions. He would not have lost employment had he not been terminated from the program and should be rehired by the employer. The issue of reemployment with his employer is a separate issue from the termination issue.

The committee requested Council review of the investigation and division recommendations pertaining to the termination. Since the apprentice was terminated in July 2008, the subcommittee recommended the matter be placed on the Council agenda to expedite resolution of the issue.

#### **Committee Testimony:**

The committee representatives stated that they first noticed the MPR discrepancies when Mr. Muhoberac's hours were much higher than those for other apprentices and believe that his rerate to 2<sup>nd</sup> period was based upon false hours. When cited to appear, Mr. Muhoberac blamed others instead of taking responsibility for inaccurate and late MPRs. When cited a second time, he still did not take responsibility and made threats and inappropriate comments to committee members.

Council members were provided with copies of documents the committee mailed to Mr. Muhoberac (Exhibit A) and Ms. Fuller reviewed the information with the Council.

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Mr. Tony Moiso, a committee member and Mr. Muhoberac's supervisor disputed several statements in the May 28, 2009 investigation report. He noted that three other apprentices employed by the training agent with the same signing supervisor submit accurate and timely MPRs. As an employer, Kaiser cannot share disciplinary action information with the committee or the Council. He does not understand the relevance between employer discipline and the investigation, and stated that he tries to keep his committee member and employer manager actions as separate as possible.

*Chair Avakian called for a brief recess at 11:50 a.m. (Recording equipment malfunction – tape 2)  
The meeting reconvened at 12:00 p.m. (Recorded on tape 3)*

Due to the recording malfunction, Ms. Fuller summarized her previous testimony for the record.

#### **Apprentice Testimony:**

Mr. David Price, legal counsel for the apprentice, argued that Mr. Muhoberac supported the division's findings and recommendations. He acknowledged MPR mistakes but believed the issue was compounded by failures of committee policy and by the lack of assistance by the employer and the committee. He was terminated prior to being given reasonable opportunity to correct the problems.

Mr. Muhoberac testified that he had difficulties getting his MPRs signed by his supervisor and stated that his employer often forwarded the MPRs to the committee weeks after receiving them, sometimes unsigned. He tried working with the committee to clarify the process as his instructions differed from the committee's policies and procedures. He believes that he was intentionally set up to fail.

#### **Employer testimony:**

Mr. Moiso, speaking as Mr. Muhoberac's supervisor/employer, stated that Mr. Muhoberac's testimony was mostly false. He reiterated that all Kaiser apprentices were given the same instructions and Mr. Muhoberac was the only apprentice who experienced problems. He added that Mr. Muhoberac never requested help until after he was cited with proposed cancellation.

**M/S/C by unanimous voice vote** to support the actions of MA 1229 in **canceling the apprentice Martin Muhoberac** from the stationary engineer apprenticeship program.

*Chair Avakian left the meeting at 12:20 p.m. and Council Member Ken Fry assumed the duties of Chair.*

### **3. Affirmative Action Task Force (AATF) - Presentation**

The Task Force was formed to develop strategies to address long-standing diversity issues in Oregon's registered apprenticeship programs. Phase II work groups have developed action plans to address the issues identified during Phase I. Team members presented their recommendations to Council.

**Cultural Competency:** Bill Kowalczyk, Cindy Regier

**M/S/C by unanimous voice vote** to require all apprenticeship committees registered with the Council to adopt a cultural competency course similar or equivalent to the Wisconsin Transition to Training Program as part of their related instruction curriculum, no later than July 30, 2010.

**Mentoring:** Mary Bunn, Tamara Boyd

**M/S/C by unanimous voice vote** to require every committee registered with the Council to implement at least one of the identified mentoring strategies as a part of its Affirmative Action Plan no later than January 1, 2011.

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**Website Development:** Pat Daniels, Cindy Regier

**M/S/C by unanimous voice vote** to immediately develop an independent Oregon apprenticeship web site, ready to go on-line by September 30, 2009 and authorize the expenditure of \$5,000 to fund initial development of the site.

**Outreach:** Kristan Lewis

**M/S/C by unanimous voice vote** to endorse the common brand approach for all Council and division materials and direct the division to collaborate with the work team to develop the brand.

### VIII. Items Requiring No Council Action

A. Follow-Ups from Previous Council Meetings – *none*

### IX. Meritorious Service Awards – *attached*

**M/S/C by unanimous voice vote** to approve.

X. Certificate of Appreciation – *none*

### XI. New Committee Members – *attached*

**M/S/C by unanimous voice vote** to approve.

XII. Honorary Completion – *none*

### XIII. Policy and Staff Briefing

A. General Council - *none*

B. OSATC Member Reports - *none*

C. Commissioner's Report

Budget update: The Bureau's proposed budget includes the loss of approximately 14 positions. Under this plan, the Medford office will close and the division will lose an Apprenticeship Representative and Office Specialist II. The Commissioner is dedicated to saving or reinstating positions when possible and hopes to have a better understanding of how this matter will be addressed by the Legislature within two weeks.

D. Director's Report

Council Member Paul Hill has accepted a position with the Oregon Employment Department. His work focuses on service integration between the Employment Department and community colleges, including the integration of registered apprenticeship with other workforce strategies.

A revised version of the public Council roster was provided to Council members for review. Home phone numbers and addresses have been deleted where requested. Council members were asked to notify Mr. Simms or Ms. Pointer if information is listed incorrectly.

**M/S/C by unanimous voice vote** to hold the September 2009 OSATC meeting at Superior Air, Medford, Oregon as scheduled.

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### XIV. Reports

#### A. Washington State Apprenticeship Council

Ed Madden, Apprenticeship Consultant, Washington State Department of Labor and Industries reported:

- o WSATC meeting, July 16-17, Port Angeles, Red Lion. One new and ten revised reciprocal standards are on the agenda for recognition.
- o Initiative 937 concerning renewable energy was approved by Washington voters in 2006. It contains a provision that would allow energy credits for using registered apprentices on construction sites and for the development of green energy apprenticeship programs.
- o 228 of Washington's 14,252 active registered apprentices are Oregon residents
- o 1,092 apprentices and 357 training agents registered with Oregon are Washington residents.
- o OR SW-WA Apprenticeship Coordinators Group is sponsoring an Introduction to Building Trades program, July 10, Carpenters Training Institute, Portland, OR
- o NASTAD annual meeting, August 10-14, Seattle, WA, Renaissance Hotel
- o Pacific NW Apprenticeship Symposium, August 10, Georgetown Campus, Seattle, WA

#### B. Apprenticeship Training, Employer and Labor Services (OATELS) – U.S. DOL - *none*

#### C. Oregon Building Codes Division - *none*

#### D. Coordinators Group - *none*

### XV. Correspondence – *All correspondence is attached to submissions and in Council packets.*

### XVI. Council and Subcommittee Meeting Dates

Rules & Policy Subcommittee	<b>September 2 at 9:30am, PSOB Rm 1B</b>
Standards Review Subcommittee	<b>September 2 at 1:00pm, PSOB Rm 1B</b>
Council	<b>September 17 at 10:00 am, Superior Air (Medford)</b>

### XVII. Good of Apprenticeship

Rod Belisle, NECA-IBEW Electrical Training Center, announced that Ken Fry was awarded the Meritorious Service Award for 29 years of service to the apprenticeship program and thanked him for everything he has done over the years for the committee, the apprenticeship community, and the Council.

### XVIII. Adjournment

Chair Fry adjourned the meeting at 1:28 p.m.

# OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

June 18, 2009

## Meeting Minutes

### MERITORIOUS SERVICE AWARDS:

<u>MA</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>	<u>YEARS</u>
1018	METRO MFG PLANT ELECTRICIANS JATC	TOM DUNCAN	10
1040	METRO LTD MAINTENANCE ELECTRICIAN JATC	TOM DUNCAN	3
1053	LTD ENERGY TECHNICIANS JATC	KEN FRY	29
1053	LTD ENERGY TECHNICIANS JATC	GENE HEIL	8
1064	OR CUTTING SYSTEMS TECHNICAL JATC	MARK HAMMOND	6
1077	OR & SW-WA SPRINKLER FITTERS JATC	DAVID ASCHBACHER	19
3004	LANE COUNTY INDUSTRIAL ELECTRICAL JATC	DANIEL N KOWITZ	24
5005	ROGUE INDUSTRIAL ELECTRICAL JATC	BOB JOHNSON	17
6019	MID-COLUMBIA OUTSIDE ELECTRICAL JATC	BILL RICHARDSON	10
7001	AREA VII INSIDE ELECTRICAL JATC	OWEN CHRISTY SR	6
7001	AREA VII INSIDE ELECTRICAL JATC	ROGER EMERSON	11
7001	AREA VII INSIDE ELECTRICAL JATC	MIKE BENZ	11+
7024	KLAMATH BASIN INSIDE ELECTRICIAN JATC	GENE GAMBLE	10

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## Meeting Minutes

### NEW COMMITTEE MEMBERS:

<u>MA</u>	<u>POS</u>	<u>P/A</u>	<u>E/R</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>
1024	M	P	E	WESTERN-OR SW-WA PAINTERS JATC	MIKE BOKAMPER
1024	M	A	R	WESTERN-OR SW-WA PAINTERS JATC	RAY CLEVINGER
1024	M	P	R	WESTERN-OR SW-WA PAINTERS JATC	KIM HASSELBALCH
1056	M	A	R	AREA I PAINTERS JATC	TORREY HARTLEY
1070	M	P	E	OR SW-WA NW-CA PLUMBERS JATC	LOU CHRISTIAN
1071	M	P	E	OR SW-WA NW-CA STEAMFITTERS JATC	LOU CHRISTIAN
1082	M	A	E	TILLAMOOK COUNTY OUTSIDE ELECTRICAL JATC	ROBERT LIGHTFOOT
1093	M	P	R	SP NEWSPRINT CO - PACIFIC REGION TATC	MITCH JANSEN
1099	M	A	R	LTD ENERGY ELECTRICIAN JATC	BEAU COLLINS
1099	M	A	E	LTD ENERGY ELECTRICIAN JATC	KEN RUTLEDGE
1135	M	A	R	NORTH COAST INDUSTRIAL TRADES JATC	RICK BALDWIN
1144	M	P	E	OREGON LBME JTC	RALPH WILLIAMS
1148	M	P	R	SOLAICX JATC	THOMAS BARKER
1173	M	P	R	FREIGHTLINER/WESTERN STAR TMP JATC	JEFF RUSSELL
1173	M	P	E	FREIGHTLINER/WESTERN STAR TMP JATC	DENNIS KOSKINIEMI
1193	M	P	R	ON SEMICONDUCTOR INC. ELECTRICAL JATC	DENNIS DICKEY
1229	M	A	E	OR SW-WA IUOE #701 STNRY ENGINEER JATC	MICHAEL DETRICK
1277	M	A	E	SHEET METAL JATC	DAVE TRAMMEL
2008	M	P	R	MID-WILLAMETTE IND'L ELECTRICAL JATC	TODD PRENOVEAU
2008	M	P	E	MID-WILLAMETTE IND'L ELECTRICAL JATC	TROY MILLER
2009	M	P	R	MID-WILLAMETTE INDUSTRIAL TATC	LARRY HANNEN
2023	M	P	E	OREGON COLUMBIA LABORERS JATC	WILLIE MILLSAP
2023	M	P	E	OREGON COLUMBIA LABORERS JATC	STEVEN VAUGHN
2023	M	A	E	OREGON COLUMBIA LABORERS JATC	JUSTIN EHLY
2023	M	A	R	OREGON COLUMBIA LABORERS JATC	JASON HALL
4007	M	P	R	DOUGLAS/COOS/CURRY INDUSTRIAL TATC	THOMAS E LILLIE
4007	M	A	E	DOUGLAS/COOS/CURRY INDUSTRIAL TATC	SCOTT SHERADEN SR.
5007	M	A	E	SOUTHERN OR ELECTRICAL UTILITIES JATC	JERED SOEHL
5022	M	A	R	ROGUE VALLEY HVAC/R JATC	RYAN DE SAUTEL
5035	M	P	R	SOUTHERN OREGON AVIATION JATC	GEORGE FRICKE
6019	M	A	E	MID-COLUMBIA OUTSIDE ELECTRICAL JATC	BERNIE PREDEEK
6019	M	A	R	MID-COLUMBIA OUTSIDE ELECTRICAL JATC	GARY LEONARD
6024	C	P	R	SW IDAHO - MALHEUR COUNTY JATC	MAX STITH
6024	M	P	R	SW IDAHO - MALHEUR COUNTY JATC	PAUL BOYER
7001	M	A	E	AREA VII INSIDE ELECTRICAL JATC	TIM OSTER
7013	M	A	E	CENTRAL OREGON SHEET METAL JATC	TIM HANDLEY