

# MINUTES

January 18, 2024

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

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DEPARTMENT OF LABOR & INDUSTRIES

Joel Sacks  
Director

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

9:00 A.M.

Celeste Monahan  
Secretary of the Council

**THEY WHO SERVE APPRENTICESHIP  
SERVE OUR NATION**

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL (WSATC)

EMPLOYER REPRESENTATIVES    PUBLIC MEMBER    EMPLOYEE REPRESENTATIVES

Shelley Wilson, Vice Chair  
David D'Hondt  
Ed Kommers

Kenna May

Mark Riker, Chair  
April Sims  
Brett Wideman

SECRETARY  
Celeste Monahan

EX OFFICIO

*Paul Francis*, Executive Director  
State Board for Community and Technical Colleges

*Corinna J. Pereira*, State Director  
U.S. DOL, Office of Apprenticeship

*Eleni Papadakis*, Executive Director  
Workforce Training and Education Coordinating Board

*Cami Feek*, Commissioner  
Department of Employment Security

LABOR & INDUSTRIES – APPRENTICESHIP SECTION

Peter Guzman	Program Manager	Tumwater
Elmer Arter	Apprenticeship Consultant	Tukwila
Olivia Baxter-Hudson	Office Assistant	Tumwater
Angela Burrell	Management Analyst	Spokane
Christina Chance	Apprenticeship Consultant	Spokane
Kaine Cox	Customer Service Specialist	Tumwater
Brittany Craighead	Compliance Specialist	Tumwater
Rio Frame	Management Analyst	Spokane
Glen Freiberg	Management Analyst	Seattle
Teri Gardner	Recording Secretary	Tumwater
Evan Hamilton	Apprenticeship Consultant	Tacoma
Sandra Husband	Apprenticeship Consultant	Tukwila
Jim Kaltenbaugh	AUR Compliance Specialist	Tumwater
Evie Lawry	Apprenticeship Consultant	Spokane
Patrick Martin	Technical Specialist	Tacoma
Aubre Nelson	Apprenticeship Consultant	Tacoma
Stephanie Oberholtzer	Apprenticeship Consultant	Tumwater
Stephanie Patterson	Field Supervisor	Vancouver
Gary Peterson	Apprenticeship Consultant	Bellingham
Jordan Shepherd	Management Analyst	Tumwater
Shawn Snyder	Apprenticeship Consultant	Kennewick
Michelle Stout	Apprenticeship Consultant	Spokane
Kathryn Weber	Office Assistant	Tumwater
Justin Whitaker	Data Consultant	Spokane

Will Henry, Assistant Attorney General for WSATC  
Ryan Houser, Assistant Attorney General for Labor & Industries

# WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

January 18, 2024

9:00 A.M.

## JANUARY MINUTES

**MEETING CALLED TO ORDER @ 9:01a.m.** by Chair Riker.

**ROLL CALL Present:** Mark Riker, Ed Kommers, Brett Wideman, Dave D’Hondt, April Sims, and Shelley Wilson **Absent:** Kenna May

Chair Riker read a prepared statement: Apprenticeship is a culture this is both collegial and inclusive. We expect all of those interested in attending Apprenticeship public meetings to feel welcome to attend and participate. Towards that end, the State Apprenticeship and Training Council and the Department of labor and Industries will take whatever action is reasonable and necessary under the law to protect anyone’s right to attend and participate in these meetings without concerns for their health or safety. To be clear, we condemn any act or threat of physical violence, harassment, intimidation, or bullying at any public meeting. And I, as Chair, if I notice any of this happening, I will ask you to be escorted from the building. So, please, some of these items can be contentious amongst the various parties. WE will treat each other with respect. And we will advance the issue of Apprenticeship in Washington State. We thank you for your adherence to these principles.

**ANCESTRAL LAND ACKNOWLEDGMENT AND BLESSING:** Hanford McCloud, from the Nisqually Indian Tribe gave the background and history of Thurston and Pierce Counties and the Nisqually Indian Tribe. Hanford also showed his basket weaving skills with the hat he was wearing.

**GREETING:** Joel Sacks, Director of Labor and Industries shared how Apprenticeship fits directly with the organization’s mission. Apprenticeship keeps Washington safe and working. Director Sacks shared apprenticeship makes sure the work that gets done in the state gets done in a safe way that protects the public. He thanked everyone on behalf of the public who can go into buildings and drive on roads, on behalf of employers that have a workforce that can do what needs to get done, thank you for the work you do. Thank you for your partnership.

**MINUTES:** October 19, 2023 (WSATC Quarterly Meeting) M/S/C to approve.

### **CERTIFICATES OF MERITORIOUS SERVICE:**

**Name**

**Organization**

Lance Deyette  
Jeff Roberts

Western Washington Sheet Metal JATC  
Snohomish County P.U.D. Number 1 Apprenticeship Committee

**CORRESPONDENCE:** Apprenticeship Program Manager, Peter Guzman presented and certified the October 1 – December 31, 2023 Correspondence Log as a true and correct summary of communications sent and received by the Department. The council members approved and moved to accept the Correspondence Log as presented. M/S/C to approve.

**SPECIAL REPORTS: NONE**

**REPORTS:**

**Department of Employment Security**

A written report was provided.

**Department of Enterprise Services**

No report was provided.

**Department of Transportation**

No report was provided.

**Office of Superintendent of Public Instruction**

A written report was provided.

**Oregon State Apprenticeship and Training Council**

No report was provided.

**State Board for Community and Technical Colleges**

Dr. Genevieve Howard reported for summer 2023 the apprenticeship head count was at 3,059; a 25 percent increase from the previous summer. On November 28, Governor Inslee visited Renton Technical College to meet with Carpentry apprenticeship and tour the facilities. She also said they are continuing to work on the implementation of the Washington College Grant for apprentices.

**U.S. DOL, Office of Apprenticeship**

No report was provided.

**Washington State Apprenticeship Coordinators Association**

Jeremy Clevenger reported Nick Weathers from Helmets to Hardhats have expended funding and are asking the programs to update their entries on their website to help those veterans for the future. Peter Lahmann from Department of Veterans Affairs reported they are working on language to include veteran spouses in transitional agreements. There was also a discussion about the possibility of doing January meetings on a virtual platform.

**Washington Student Achievement Council**

No report was provided.

**Workforce Training and Education Coordinating Board**

Andrew Lenderman gave some highlights from their 21-22 report. Apprenticeships are the number one outstanding investment in the state of Washington in this report. The employment rate for the 21,500 participants is 92 percent with a median annual earnings of \$104,600 for those who completed the program. The ten-year taxpayer return on investment was \$7.80 to \$1.00.

**Secretary, Washington State Apprenticeship and Training Council**

Celeste Monahan reported the apprenticeship system served 17,525 active apprentices in the fourth quarter. 1,138 of new registrations and 560 completion credentials. Chuck Ames, Michelle Stout and Kyle Wohlenhaus were hired in the last quarter. As of April 2023, about 200 apprentices have requested to be connected to resources as a result of the Apprentice Well-Being Survey.

### **WSATC Childcare in the Trades Subcommittee**

Shana Peschek reported they had a presentation by the Washington State Department of Children, Youth, and Families (DCYF) about the eligibility for childcare subsidies and how to apply and how it is determined. There was a discussion around apprentices going on unemployment and how to secure their slot in childcare; possibly asking for unemployment for a childcare subsidy. Chair Riker asked for a report at a future meeting on what changes have actually been implemented from recommendations.

### **WSATC CTC Policy Review Subcommittee**

No report was provided.

### **WSATC Electrical Subcommittee**

Rob Bartel reported the subcommittee had not met since the last meeting, as there were no urgent matters to address; nor were there any outstanding Council requests for the subcommittee to act on. Rob thanked everyone who participated on the subcommittee.

### **WSATC Industry and Economic Sector Platform Subcommittee**

No report was provided.

### **WSATC Reciprocity Subcommittee**

No report was provided.

### **WSATC Special Subcommittee for Apprenticeship Preparation**

No report was provided.

### **WSATC Tie-Breaker Subcommittee**

No report was provided.

### **WSATC Tribal Liaison Subcommittee**

Christina Riley, commended Hanford McCloud and Wayne Lloyd for coming today. She thanked Member Kommers for providing some mentorship and time to reconfigure what the work from the subcommittee should be. Christina reported over 32 attendees at their last meeting. The U.S. Department of Agriculture attended to make sure resources were available for the Tribes, especially around training.

### **WSATC WAC/RCW Policy Subcommittee**

April Sims, reported they began reviewing the definition of “supervision” in WAC 296-05-003. At the request of Chair Riker, the subcommittee will expedite its review of the objection process and the definition of “competitor”. Additional priorities for the year are to define “complete application”; “sustainability plan”; “living wage”; and review the Industry Sector Platform submission timelines and deadlines. Chari Riker requested Suzanne Schmidt, State Representative, be an ex-officio member.

### **WSATC Compliance Review and Retention Subcommittee (CRRS)**

Member D’Hondt gave the CRRS report and requested the council exclude CRRS Agenda Items #1-#7 as they are up for permanent approval status. He then asked the council to move to approve the CRRS Minutes dated January 17, 2024 as an attachment to the record of today’s Council meeting. M/S/C to approve.

## WSATC Members

Chair Riker, reported the July meeting would be rescheduled, but an exact date had not been identified. A date would be announced before the April Council meeting.

Chair Riker called a break at 10:02a.m. The meeting reconvened at 10:15a.m. and a roll call was taken.

### UNFINISHED BUSINESS:

1. **4J Electric, Inc.**  
**(Request for Reciprocal Recognition)**  
General Electrician (01) SOC: 47-2111.00 8,000 Hours  
No action taken.
2. **ABC of Washington Electrical Apprenticeship**  
**(Request for New Standards Provisional Registration)**  
General Electrician (01) SOC: 47-2111.00 8,000 Hours  
No action taken.
3. **All Phase U Apprenticeship & Training**  
**(Request for New Standards Provisional Registration)**  
General Electrician (01) SOC: 47-2111.00 8,000 Hours  
No action taken.
4. **Brinderson LLC – Industrial Maintenance Mechanic – Petroleum Refinery**  
**(Request for New Standards Permanent Registration)** Industrial Maintenance Mechanic –  
Petroleum Refinery SOC: 49-9041.00 8,000 Hours  
No action taken.
5. **Express Electric Apprenticeship Academy**  
**(Request for New Standards Provisional Registration)**  
General Electrician (01) SOC: 47-2111.00 8,000 Hours  
M/S/C to approve as mediated.
6. **F.H. Electric Apprenticeship & Training Program**  
**(Request for New Standards Provisional Registration)**  
General Electrician (01) SOC: 47-2111.00 8,000 Hours  
M/S/C to approve as mediated.
7. **IAM/Boeing Joint Apprenticeship Committee** (*Member Wilson recused herself.*)  
**(Request for Revision of Standards)**  
Cover Page: Adding New Occupations:  
Industrial Maintenance Fluid Technician SOC: 47-2152.00 7,360 Hours  
Section II: Minimum Qualifications  
Section IV: Term of Apprenticeship  
Section V: Initial Probationary Period  
Section VII: Apprentice Wages and Wage Progression  
Section VIII: Work Processes  
Section IX: Related/Supplemental Instruction  
Section X: Administrative/Disciplinary Procedures  
No action be taken.

- 8. Lewis Clark Electrical Training Sponsorship  
(Request for New Standards Provisional Registration)**  
General Electrician (01) SOC: 47-2111.00 8,000 Hours  
No action taken.
- 9. Matrix Service Inc.  
(Request for New Standards Permanent Registration)**  
Industrial Maintenance Mechanic - Petroleum Refinery SOC: 49-9041.00 8,000 Hours  
No action taken.
- 10. Northwest Laborers Apprenticeship Committee  
(Request for Revision of Standards).**  
Section II: Minimum Qualifications  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
Section VIII: Work Processes  
Section X: Administrative/Disciplinary Procedures  
Section XIII: Training Director/Coordinator  
Vice-Chair Kommers made mediation available to all parties on January 11 and thanked everyone who participated. **M/S/C** to call an Executive Session for the Council to discuss with legal counsel the matter may result in potential litigation. The Executive Session was called at 12:20p.m. and the meeting reconvened at 12:50p.m. After a lengthy discussion, **M/S/C** to approve as mediated.
- 11. R&S Electric Apprenticeship Training Cooperative  
(Request for New Standards Provisional Registration)**  
General Electrician (01) SOC: 47-2111.00 8,000 Hours  
**M/S/C** to approve as mediated.
- 12. Rob's Electric Inc. Apprenticeship & Training  
(Request for Revision of Standards)**  
Section VIII: Work Processes  
**M/S/C** to call an Executive Session for the Council to discuss with legal counsel the matter may result in potential litigation. The Executive Session was called at 12:20p.m. and the meeting reconvened at 12:50p.m. **M/S/C** to table the request and refer the matter to the Electrical Subcommittee.
- 13. Washington State UBC JATC  
(Request for Revision of Standards)**  
Cover Page: Adding New Occupation:  
Floor Installation SOC: 47-2042.00 8,000 Hours  
Section IV: Term of Apprenticeship  
Section V: Initial Probationary Period  
Section VII: Apprentice Wages and Wage Progression  
Section VIII: Work Processes  
Section XII: Subcommittee  
No action taken.







Section VI: Ratio of Apprentices to Journey Level Workers (*variance request*)

Section XI: Sponsor – Responsibilities and Governing Structure

M/S/C to approve.

### **Region 5**

#### **30. Tradesmen Apprenticeship & Comprehensive Training**

Amending Introductory Statement

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

Section VII: Apprentice Wages and Wage Progression

Section X: Administrative/Disciplinary Procedures

Section XI: Sponsor – Responsibilities and Governing Structure

M/S/C approved as amended

### **Region 3b**

#### **31. Health Care Apprenticeship Consortium**

Section II: Minimum Qualifications

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Section XI: Sponsor – Responsibilities and Governing Structure

Section XIII: Training Director/Coordinator

M/S/C to approve.

### **Region 3a**

#### **32. Apprenti**

Cover Page: Adding New Occupation:

CRM Administrator                      SOC: 15-1244.00      2,000 Hours

Section V: Initial Probationary Period

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section XI: Sponsor – Responsibilities and Governing Structure

M/S/C to approve.

#### **33. Southwest Washington Electrical Joint Apprenticeship and Training Committee**

Cover Page: Decreasing Term:

Revise Occupation Residential Wireman Term to Read From: 4,200 Hours To: 4,000 Hours

Amending Introductory Statement

Section II: Minimum Qualifications

Section III: Conduct of Program Under Washington Equal Unemployment Plan

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section IX: Related/Supplemental Instruction

Section XI: Sponsor – Responsibilities and Governing Structure

M/S/C to approve.

**Region 2b**

**34. IAM/Boeing Joint Apprenticeship Committee** (*Shelley Wilson recused herself.*)

Section VIII: Work Processes

Section XI: Sponsor – Responsibilities and Governing Structure

M/S/C to approve.

**35. Rob's Electric Inc. Apprenticeship and Training**

Section VI: Ratio of Apprenticeship to Journey Level Workers (*variance request*)

M/S/C to table the request and refer the matter to the Electrical Subcommittee.

**Region 2a**

**36. Seattle – Puget Sound Meatcutters Apprenticeship Committee**

Cover Page: Adding New Occupation:

Fishmonger, Retail

SOC Code: 51-3021.00

2,000 Hours

Amending Sponsor Introductory Statement

Section I: Geographic Area Covered

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

Section IV: Term of Apprenticeship

Section VI: Ratio of Apprentices to Journey Level Workers (*variance request*)

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Section XI: Sponsor – Responsibilities and Governing Structure

Section XIII: Training Director/Coordinator

M/S/C to approve with 3-year variance.

**37. Washington Cement Masons Apprenticeship Committee**

Cover Page: Amending Occupation Code:

Cement Mason Area 1 From: Soc Code: 47-2051.01 To: Soc Code 47-2051.00

Cement Mason Area 2 From: Soc Code: 47-2051.01 To: Soc Code 47-2051.00

Section II: Minimum Qualifications

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Section XI: Sponsor – Responsibilities and Governing Structure

M/S/C to approve as amended on the floor. M/S/C to approve Northwest Laborers Apprenticeship Committee has standing as a competitor. M/S/C to refer Section IIIA7 & Section VIII to the Office of Administrative Hearings for adjudicate processing.

**Region 1a**

**38. Rockwell Electric, Inc. Apprenticeship and Training**

Section VI: Ratio of Apprentices to Journey Level Worker (*variance request*)

M/S/C to table the request and refer the matter to the Electrical Subcommittee.

**39. Washington Plasterers Apprenticeship**

Cover Page: Sponsor Name Change Throughout Document:

To: Washington Plasterers Apprenticeship Committee

Amending Introductory Statement

Section II: Minimum Qualifications

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Section XI: Sponsor – Responsibilities and Governing Structure

M/S/C to approve as amended on the floor. M/S/C to approve Northwest Laborers Apprenticeship Committee has standing as a competitor. M/S/C to refer Section IIIA7 & Section VIII to the Office of Administrative Hearings for adjudicate processing.

**40. Western Washington Painting Apprenticeship**

Section VI: Ratio of Apprentices to Journey Level Worker (*variance request*)

M/S/C to approve with changes on the floor.

**CONSENT ITEMS**

**41. City of Ellensburg Energy Services Department**

Section II: Minimum Qualifications

Section XI: Sponsor – Responsibilities and Governing Structure

M/S/C to approve.

**42. Seattle Conservation Corps**

Pre-Apprenticeship Recognition Withdrawal – Sponsor Request

M/S/C to cancel.

**CANCELLATION OF APPRENTICESHIP STANDARDS (*Sponsor Request*)**

NONE

**OJT PROGRAM REVIEW**

NONE

**RECIPROCAL RECOGNITION REQUESTS:**

NONE

**ADMINISTRATIVELY APPROVED REVISIONS:**

M/S/C to approve items 43 to 54.

**43. Axiall Corporation, a Westlake Company**

Section XI: Sponsor – Responsibilities and Governing Structure

44. **Brinderson LLC – Industrial Maintenance Mechanic – Petroleum Refinery**  
Section XI: Sponsor – Responsibilities and Governing Structure
45. **Centralia City Light Apprenticeship Committee**  
Section XI: Sponsor - Responsibilities and Governing Structure
46. **Certified Safety Specialist Apprenticeship Program**  
Section XI: Sponsor - Responsibilities and Governing Structure
47. **Chelan County Public Utility District No. 1 Apprenticeship Committee**  
Section XI: Sponsor – Responsibilities and Governing Structure
48. **International Union of Elevator Constructors – National Elevator Industry Education Program**  
Section XI: Sponsor – Responsibilities and Governing Structure
49. **Lewis County P.U.D. Apprenticeship Committee**  
Section XI: Sponsor – Responsibilities and Governing Structure
50. **Northwest Line Construction Industry JATC**  
Section XI: Sponsor – Responsibilities and Governing Structure
51. **PCA Wallula Apprenticeship Program**  
Section XI: Sponsor – Responsibilities and Governing Structure
52. **Power Line Clearance and Tree Trimmers Apprenticeship Committee**  
Section XI: Sponsor – Responsibilities and Governing Structure
53. **Skamania P.U.D. No. 1 Apprenticeship Committee**  
Section XI: Sponsor – Responsibilities and Governing Structure
54. **Woodcreek Provider Services**  
Section XI: Sponsor – Responsibilities and Governing Structure  
Section XIII: Training Director/Coordinator

M/S/C to adjourn to Executive Session to consider Agenda items 10 and 12, for the opportunity to discuss with counsel some of the legal impacts and potential litigation regarding those matters, and we will reconvene at 12:50a.m.

## **GOOD AND WELFARE**

Melinda Nichols, Low Income Housing Institute Board President, reported legislation was passed to support pre-apprentices and high school students to build Tiny Houses for homeless people. They built 50 Tiny Houses and were paid \$500,000. Forty (40) high schools have been building Tiny Houses.

Council Member D’Hondt thanked Teri Gardner for the books the council has today.

Peter Lahman, Apprenticeship Specialist with Washington Department of Veterans Affairs reported on Helmets to Hardhats, a past program and would like the council to reinstitute the program. Mr. Lahman asked everyone to think of military spouses when working on legislative language.

Chair Riker thanked the L&I staff for making Washington State apprenticeship the best in the nation.

**DATE AND LOCATION OF NEXT MEETING:**

April 18, 2024	Bellingham	TBD
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**FUTURE MEETING SITES:**

July 18, 2024	Tumwater	Department of Labor & Industries
October 17, 2024	Spokane	TBD
January 16, 2025	Tumwater	Department of Labor & Industries

**ADJOURNMENT @ 1:28p.m.**