

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**

Department of Employment Services

MURIEL BOWSER  
MAYOR



DEBORAH A. CARROLL  
DIRECTOR

**MINUTES**

**TWO-HUNDRED-EIGHTY-NINTH MEETING  
DC APPRENTICESHIP COUNCIL  
4058 MINNESOTA AVENUE, NE, SUITE 5201**

**APRIL 2, 2015**

**APPRENTICESHIP COUNCIL MEMBERS PRESENT**

Violet Carter, Employee Representative  
Frederick Howell, Chairperson and Public Representative  
Thomas Blanton, Employee Representative  
Raymond Kibler, Public Representative  
Courtland Cox, Public Representative  
William Dean, Employer Representative  
Deborah A. Carroll, Director of the Department of Employment Services

**APPRENTICESHIP COUNCIL MEMBERS ABSENT**

Leroy Watson, Employee Representative  
John Xanthos, Employer Representative  
Raymond Kibler, Public Representative  
Craig English, Representative for Chancellor of DC Public Schools

**APPRENTICESHIP OFFICE STAFF PRESENT**

Drew Hubbard, Associate Director of Employer Services  
Lewis P. Brown III, Program Analyst  
Larry Barnes, Apprenticeship Training Representative  
Alletta Samuels, Apprenticeship Training Representative  
Carlos Thomas, Program Assistant

## **COMPANIES/ ORGANIZATIONS/ VISITORS PRESENT**

Greg Crew, A&K Energy Conservation Inc. Lisa Williams, CAP8 Doors & Hardware, Inc.  
Ever Diamond, W.H Boyer, Inc.  
David Kane, W.H Boyer, Inc.  
Richard Kohls, DC Line, Inc.  
Joan Kohls, DC Line, Inc-  
Jessica Kohls, DC Line, Inc.  
Donald Kuhl, Certified Roofing Systems  
Danis Salvador, DEN United General  
Rodney Carson, Local 891 Cement Masons  
Nolan Smith, Manna, Inc.  
Marlene Church, Manna, Inc.  
Pedro Alfonso, Dynamic Concepts, Inc.  
Gwen Tharpe, Dynamic Concepts, Inc.  
Joan Samuels, PipeWorks Training & Consulting, Inc.  
Owen Samuels, PipeWorks Training & Consulting, Inc.  
Lisa Johnson, Associated Builders & Contractors, Inc.

### **MINUTES OF APRIL 2, 2015 D.C. APPRENTICESHIP COUNCIL MEETING**

Frederick Howell, Chairman called the meeting to order at 4:15pm, apologized for the delay and asked for roll call. Drew Hubbard, Associate Director took roll call and reported that Mr. Courtland Cox will arrive shortly. Mr. Howell reported that when Mr. Cox arrives the meeting will have the proper quorum. Chairman Howell asked Apprenticeship Council members to review the minutes dated January 29, 2015 and requested a motion. Ms. Violet Carter made a motion to accept the minutes as presented. Mr. William Dean seconded the motion. Motion was carried unanimously.

**The following new apprenticeship standards and Employer Acceptance Agreements were presented to the Apprenticeship Council for approval consideration:**

#### **A&K Energy Conservation, Inc.**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented proposed apprenticeship standards of A&K Energy Conservation, Inc. for the trade of electrician. Mrs. Samuels provided background information of the company's work projects and violation status. Mrs. Samuels noted that the company had been cited for three (3) Davis-Bacon violations and one (1) Workers Compensation claim within the last (3) years and has an EMR of 1.09. A&K Energy

Conversation, Inc. was not currently performing any work in the District of Columbia. Mr. Craig Crew, Senior Project Manager was present at the meeting to answer Apprenticeship Council members' questions. Mr. Cox asked Mr. Crew about accuracy of workforce numbers and current workforce of twelve (12) DC metro area workers. Mr. Crew was asked to give a breakdown of numbers of journey workers and apprentices. Mr. Crew reported that the present workforce consists of four (4) apprentices, six (6) journeyman electricians, and two (2) unskilled workers and that none of the workers were District residents. Mr. Crew was asked if he intended to do work in DC and if he was familiar with DC Law 2-156 or the District's First Source law. Mr. Crew responded that he was not familiar with the laws. Mr. Howell explained the laws and asked Mr. Crew to explain his plans on complying with the laws. Mr. Crew responded that he has a plan in place to comply with the laws. Director Carroll asked Mr. Crew if he was familiar with the Department of Employment Services' (DOES) Business Services Group (BSG) and their services and ability to help with finding qualified District candidates. Mr. Crew responded that he has received some assistance and is aware of resources provided. Mr. Clayton Witt, Program Analyst with the Business Services Group, introduced himself for the record and was asked by Director Carroll to speak with Mr. Crew before he left the meeting, Mr. Witt agreed. Mr. Howell discussed an issue with the workforce site analysis worksheet, needing to correct the number of apprentices. Ms. Carter reiterated that out of the current four (4) present apprentices, that none were DC residents and asked Mr. Crew to provide a timeframe and number of DC apprentices he plans to hire. Mr. Crew stated he hoped to start a project in the next few months and the overall dollar amount of the project is 5 million dollars. Mr. Crew further stated that he has an advertisement out for District of Columbia apprentices and journey workers and committed to hiring a minimum of two (2) DC apprentices. Chairman Howell inquired on the status of the three (3) Davis-Bacon violations. Mr. Crew replied that he assumes they are cured but is not personally involved. Mr. Cox made a motion to accept the company's proposed apprenticeship standards for approval. Director seconded the motion. Motion was carried unanimously.

### **Cap 8 Doors and Hardware, Inc.**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented proposed apprenticeship standards of Cap8 Doors and Hardware, Inc. for the trade of carpentry. Mrs. Samuels provided background information of the company's work projects and violation status. The company had not been cited for any Davis-Bacon or Worker Compensation violations. Ms. Lisa Williams, Owner, was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell addressed a discrepancy between the workforce analysis worksheet that reports zero (0) journey workers and the supplemental sheet that reports three (3) journey workers. Ms. Williams was asked to clarify. Ms. Williams explained the company's structure, which is primarily a doors, locks, and frame supply operation. Ms. Williams plans on expanding the company to in-source the installation work, which is currently being sub-

contracted out. Council members and apprenticeship staff expressed concern over the classification for the trade of carpentry, because the bulk of the work being performed by the company is supply and installation of doors, frames, and locks. Ms. Williams asked how a small business can build capacity, hire in DC, and develop a full apprenticeship program. Mr. Dean suggested that Ms. Williams create her own doors and locks apprenticeship program, because her company's structure does not meet the qualifications to be classified as a full apprenticeship program in the trade of carpentry. Council provided Ms. Williams with information on how to get the program started. Mr. Lewis Brown explained the importance of outlining the details of the craft, what the work process would entail and suggested that his office could provide assistance with the curriculum. After a brief consultation, Mrs. Samuels informed the Apprenticeship Council that the company would like to withdraw their apprenticeship standards for consideration and resubmit for a later date.

### **W.H Bover, Inc.**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of W.H Bover, Inc. for the trade of landscape technician. Mr. Barnes provided background information of the company's work projects and violation status. The company had not been cited for any Davis-Bacon or Worker Compensation violations and has an EMR of .78. Mr. Ever Diamond, President, and Mr. David Kane, Vice President, were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked if the company had started the Ballou High School project. Mr. Diamond responded that the company started a small portion of work in December of last year and that the project was delayed due to the timeframe for landscaping. Mr. Howell asked the amount of the company's contract. Mr. Diamond replied that the contract amount is 1.2 million dollars. Mr. Howell asked how the company plans to meet DC law 2-156 and First Source requirements, given that they currently have no District residents or apprentices. Mr. Diamond replied that he understood the law and requirements. Mr. Howell asked Mr. Diamond what his plans were for meeting the required number of hours for journeymen and apprentices for the project. Mr. Diamond stated that he has worked with Segal Construction on previous projects and that the company has successfully worked with District apprentices and has asked Mr. Barnes for guidance, and is working with him to develop a hiring interview process. Mr. Diamond further stated that the majority of his workforce is Latino provided through the H2B visa program and that he would like to have American workers to decrease his reliance on that program. Director Carroll explained that the courts overturned a decision around the H2B program and DOES can assist the company by providing them with qualified District resident workers. Director Carroll asked how many apprentices the company plans on hiring. Mr. Diamond replied that he would like to hire one (1) District resident apprentice and focus on developing that apprentice. Chairman Howell made a motion to accept the company's proposed apprenticeship standards for approval. Director Carroll seconded the motion. Motion was carried unanimously.

### **DC Line, Inc.**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of DC Line, Inc. for the trade of pavement marker striper. Mr. Barnes provided background information of the company's work projects and violation status. Company had not been cited for any Davis-Bacon violations and has had five (5) OSHA and has an EMR of 1.34. Mr. Richard Coles, President and Ms. Joan Coles, Office Manager were present at the meeting to answer Apprenticeship Council members' questions. Ms. Cole addressed the issue of the high incidence of OSHA, attributing it to the thermal plaster material used during the striping process which can get excessively hot and increase the risk for accident. Council members also asked for clarification on projects the company had previously completed in DC. Explanation was given between a previous contract for pavement marking and one for striping. Questions also emerged around why this work was seemingly taking so long. Mr. Coles clarified that many of the sidewalk and pavement repair projects were on-going contracts with work continuing as new issues arose. Ms. Coles also noted to the Council that on all of these projects, the company employs thirty (30) total workers, nine (9) of which are DC residents. Ms. Coles further shared that the company has always had the practice of an "informal" apprenticeship program, allowing its new workers to learn from its seasoned staff. The company shared information about two (2) journeymen who have been employed by the company for six (6) years as well as a foreman who has worked with the company for eight (8) years. Director Carroll questioned how many apprentices the company was willing to hire. Mr. Coles responded to a plan to hire one (1) apprentice, citing that because they are a seasonal company with down time in the winter due to temperature restrictions on the work, they wanted to start with one in order to build the program and increase the likelihood of success. A notation was made that because the company had previously held contracts with DC, there was a need to create new ones. Instead, previous contracts numbers would be updated. Director Carroll made a motion to accept the company's proposed apprenticeship standards for approval. Ms. Carter seconded the motion and approved.

### **Certified Roofing Systems and Contracting, Inc.**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed Employer Acceptance Agreement of Certified Roofing System and Contracting, Inc. under the Associated Builders and Contractors Metro Chapter apprenticeship standards for the trade of roofer. Mr. Barnes also provided background information of the company's workforce, work projects and violation status and the company had an EMR of 1.5. Mr. Barnes also noted that the company's Employer Acceptance Agreement was tabled at the last meeting due to misclassification workers on and a DC construction project. Mr. Donald Kuhl, Vice President of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Kuhl informed

Apprenticeship Council members the Davis-Bacon issue had been resolved. Mr. Courtland Cox asked for explanation of the lack of DC residents employed with the company. Mr. Kuhl responded that the company attempted to hire DC residents in the past and was unsuccessful. He explained that he is working with the Apprenticeship Office to hire two (2) apprentices that are DC Residents within a month. Director Carroll made a motion to accept the Employer Acceptance Agreement for approval. Ms. Carter seconded the motion and approved.

**The following modification to apprenticeship standards were presented to the Apprenticeship Council for approval:**

**DEN United General Construction LLC**

Mr. Larry Barnes, Apprenticeship Training Representative presented Employer Acceptance Agreement of DEN United General Construction, LLC for the trade of cement mason under the Associated Builders and Contractors Metro Chapter apprenticeship standards. Mr. Barnes provided background information of the company's workforce, work projects and violation status. Mr. Barnes also noted that the company was initially registered for the trade of bricklayer, but decided to change the trade area to cement mason. Mr. Danis Salvador, Vice President of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Howell asked about the company's wage rate for journey-workers and the company's ability to comply with the City's new minimum wage laws. Mr. Salvador responded that his company would make adjustments for compliance. Mr. Dean made a motion to approve the company's Employer Acceptance for approval, contingent on the wage rate adjustment for journey-workers. Mr. Cox seconded the motion. Motion was carried unanimously.

**The following recertification to apprenticeship standards were presented to the Apprenticeship Council for approval:**

**Operating Plasters and Cement Masons Local number 891**

Mr. Carlos Thomas, Apprenticeship Office Program Assistant presented the Operating Plasterers and Cement Masons Local No. 891 revised apprenticeship standards for recertification approval. Mr. Thomas provided information of the union's current membership, including journey workers and performance as an apprenticeship sponsor during the past four (4) years. Mr. Rodney Carson, representative of the union, was present at the meeting to answer Apprenticeship Council members' questions. Mr. Dean asked about the union's graduation rate of apprentices. Mr. Carson responded that his union had an apprenticeship graduation rate of 80%. Mr. Carson also informed Apprenticeship Councilmembers that the majority of new apprentices the union accepted were DC residents. Mr. Blanton made a motion to accept the union's revised

apprenticeship standards for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

### **Manna, Inc.**

Ms. Alletta Samuels, Apprenticeship Training Representative presented Manna, Inc. revised apprenticeship standards for recertification approval. Ms. Samuels provided background information of the company's current workforce, work projects and violation status. Ms. Samuels also provided information of the company's performance as an apprenticeship sponsor during the past four (4) years. Mr. Norman Smith, representative of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Howell asked about the company's wage rate for journey workers and ability to comply with the City's new minimum wage rate. Mr. Smith responded that the company made the wage adjustment to comply with the new wage rate. Ms. Samuels also pointed out to Mr. Howell that the company added a correction page to their apprenticeship standards, which identified the wage rate change for journey workers. Director Carroll asked about the company's plan to hire new apprentices. Mr. Smith responded that the company is currently at capacity and will not be hiring any new apprentices at the current time. Mr. Dean made a motion to accept the company's revised apprenticeship standards for approval. Director Carroll seconded the motion. Motion was carried unanimously.

### **Dynamic Concepts, Inc.**

Mr. Larry Barnes, Apprenticeship Training Representative presented revised apprenticeship standards for Dynamic Concept, Inc. for recertification approval. Mr. Barnes provided background information of the company's current workforce, work projects and violation status. Mr. Barnes also provided information of the company performance as an apprenticeship sponsor during the past four (4) years and the company's request to add the trade of natural gas utility pipe installer. Mr. Pedro Alfonso, president of the company and Ms. Gwen Tharpe, human service manager for the company were present at the meeting to answer Apprenticeship Council members' questions. Ms. Carter asked whether current apprentices were still working the telecommunications technician trade area. Mr. Alfonso responded that the apprentices, who are DC residents, are still employed in the trade area. Director Carroll made a motion to accept the company's revised apprenticeship standards for approval. Mr. Blanton seconded the motion. Motion was carried unanimously.

### **PipeWorks Training & Consulting, Inc. .**

Ms. Alletta Samuels, Apprenticeship Training Representative presented the Pipe Works Training & Consulting, Inc. request for approval to be a provider for apprenticeship related instruction in

the trade of pipe-layer. Ms. Samuels provided background information of the company's training facility, prior training activities and curriculum. Ms. Joan Samuels, president of the company, was present at the meeting to answer Apprenticeship Council members' questions. Mr. Dean asked about the location of the company's training facility. Ms. Samuels responded that the training facility was located on Rhode Island Avenue, NE. Director Carroll asked if the company was a non-profit entity. Ms. Samuels responded that the company was not non-profit. Director Carroll also asked whether the company worked with the Fatherhood program. Ms. Samuels responded no. Mr. Brown indicated that the pipe-layer had been approved for several companies during the past several years and the proposed training facility could be ideal for those sponsors to enroll their apprentices for the required apprenticeship related instruction. Director Carroll made a motion to approve the company's training facility as a provider for apprenticeship related instruction. Mr. Dean seconded the motion. Motion was carried unanimously.

### **Public Comment**

No public comment.

### **Director's Report**

Drew Hubbard, Associate Director, Employer Services, provided information on the ITA utilization with training providers under the new federal legislation, Workforce Innovation Opportunity Act (WIOA). One of the positive changes is that written into federal law all apprenticeship sponsors will automatically go into DOES' eligibility provider list. Apprenticeship sponsors will also be able to use some of the funding to support related instruction, which can relieve the cost for smaller companies. Mr. Hubbard updated Apprenticeship Council members on the last stage on DOES' application of the DOL apprenticeship grant, to expand apprenticeship beyond the construction trades into non-traditional sectors such as healthcare, IT and other high-skilled sectors. The agency was successful in getting several companies to agree to become apprenticeship sponsors in those new skilled sectors. The grant is due April 30, 2015 and awards should be announced by late summer or early fall of 2015.

Mr. Hubbard announced that the Eastern Seaboard Apprenticeship Conference (ESAC) 71<sup>st</sup> will be hosted in the District of Columbia on May 26, 2015 at the Westin Hotel.

Mr. Hubbard gave an update on the DC Apprenticeship Office monitoring activities on District government assisted construction projects. The office investigated and successfully resolved a major Davis-Bacon violation at Roosevelt High School construction project in which an electrical contractor misclassified workers and falsified fringe benefits owed to workers. DOES decided to place a complaint. The DC Apprenticeship Office also investigated Pioneer Roofing who is performing work at Stuart Hobson Middle School construction project and determined

that the company misclassified workers in violation of Davis-Bacon law. The company is facing \$100,000.00 in monetary restitution to affected workers.

Mr. Hubbard informed Apprenticeship Council members of the launching of Mayor Muriel Bowser DC LEAP Academy for youth that will be an “earn while they learn” initiative. This initiative can be tied to apprenticeship and the Department of Public Works automotive program.

**Old Business**

None

**New Business**

None

**Adjournment**

Ms. Carter made a motion to adjourn the meeting and seconded by Mr. Dean. Chairman Howell adjourned the meeting at 6:25 P.M.