

GOVERNMENT OF THE DISTRICT OF COLUMBIA

Department of Employment Services

MURIEL BOWSER
MAYOR



DEBORAH A. CARROLL
DIRECTOR

MINUTES

**DC APPRENTICESHIP COUNCIL
4058 MINNESOTA AVENUE, NE, SUITE 5201**

DECEMBER 17TH, 2015

APPRENTICESHIP COUNCIL MEMBERS PRESENT

Frederick Howell, Chairperson and Public Representative
Courtland Cox, Public Representative
Deborah A. Carroll, Director, Department of Employment Services
William Dean, Employer Representative
Leroy Watson, Employee Representative
John Xanthos, Employer Representative
Thomas Blanton, Employee Representative

APPRENTICESHIP COUNCIL MEMBERS ABSENT

Violet Carter, Employee Representative
Craig English, Representative for Chancellor of DC Public Schools
Raymond Kibler, Public Representative

APPRENTICESHIP OFFICE STAFF PRESENT

Drew Hubbard, Associate Director, Employer Services
Larry Barnes, Apprenticeship Training Representative
Ramon Gillead, Apprenticeship Training Representative
Alletta Samuels, Apprenticeship Training Representative
Lewis P. Brown III, Program Analyst
Denise Crews, Program Manager

COMPANIES/ORGANIZATIONS/VISITORS PRESENT

Collaborative Solutions for Communities

**MINUTES OF DECEMBER 17TH, 2015
D.C. APPRENTICESHIP COUNCIL MEETING**

Chairman Frederick Howell called the meeting to order at 4:13 pm and asked for roll call. Program Manager Denise Crews took roll call and reported that the meeting had a quorum. Chairman Howell asked Apprenticeship Council members to review the minutes of October 22, 2015 meeting and requested a motion to approve the minutes. Mr. William Dean made a motion to accept the minutes as written. Mr. Thomas Blanton seconded the motion. Motion was carried unanimously. Chairman Howell also introduced the available wrap-around services that are provided by the Collaborative Solutions for Communities (CSC), a community-based organization that partnered with DOES. These wrap-around services are available for contractors and apprenticeship sponsors to utilize for the success of DC residents completing their apprenticeship and pre-apprenticeship training.

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

M.C. DC Manning Construction DC

Mrs. Alletta Samuels, Apprenticeship Training Representative, presented proposed apprenticeship standards of M.C. DC Manning Construction DC for the trade of brick mason. Mrs. Samuels provided background information of the company's current workforce, work projects and violation status. It was noted that the company had not been cited for any Davis-Bacon or Workers' Compensation violations currently or in the last three (3) years, and had an EMR of 1.0. The company performed work as a subcontractor at GWU Square 77, 600 Mass. Avenue, 660 N. Capital Street, Lab School of Washington, DC and the Wharf-Parcel 11B. Mr. Michael Manning, president and Mr. Loren Glover, representative of the company were at the meeting to answer Apprenticeship Council members' questions. Mr. Manning committed to hiring four (4) new apprentices; all District residents upon approval of his company's apprenticeship standards. Chairman Frederick Howell noted the high number of DC residents already hired with the company. Mr. John Xanthos asked whether Mr. Manning had more than one (1) company based in the District. Mr. Manning responded that there were two (2) companies, with the other company based in Richmond, Virginia. Mr. Dean made a motion to accept the company's proposed apprenticeship standards for approval. Mr. Blanton seconded the motion. Motion was carried unanimously.

Diverse Masonry Corporation

Mr. Ramon Gillead, Apprenticeship Training Representative, presented proposed apprenticeship standards for Diverse Masonry Corporation for the trade of brick mason. Mr. Gillead provided background information of the company's current workforce, work projects and violations status. Company had not been cited for any Davis-Bacon or OSHA violations and had one (1) Workers' Compensation violation within the last three (3) years. Company also had an EMR of .94. It was noted that the company was performing work as a subcontractor at the District Car Barn project and had performed work at Potomac Job Corps and Potomac Job Corps Phase III in the last five (5) years. Mr. Lance McCauley, president and Mrs. McCauley, representative of the company

were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked if the company was approved as an apprenticeship sponsor in another state. Mr. McCauley replied that the company has an internal apprenticeship program in Virginia that's operated in-house; however, the program is not registered with the State. Mrs. McCauley said that it was an informal program that brings people into the field. Chairman Howell asked about the number of workers employed with the company, who are functioning as apprentices, although the training is not a formal apprenticeship program. Mrs. McCauley responded that three (3) workers are functioning as apprentices. Chairman Howell also asked about the number of new apprentices the company was committed to hiring upon approval of their apprenticeship standards. Mr. McCauley responded that the company would commit to at least ten (10) to fifteen (15) new apprentices to start, based on a new project that was recently awarded. It was also noted that the company was working with the Office of Business Services within DOES for assistance in hiring District residents. Chairman Howell also noted that the company's wage rate for entry level apprentices in the proposed standards is less than DC minimum wage. Mr. McCauley responded that he will make immediate change to the standards. Mr. Blanton asked the related instruction location and provider. Mrs. McCauley responded that apprentices will receive their related instructions from ABC Metro Chapter and Northern Virginia Community College (NOVA). Mr. Blanton indicated his reason for asking the question was because the provider and location for related instructions were not included in the standards. Mr. Howell noted that it was noble of the company to commit to hiring such a large number of apprentices, but asked if the company would commit to one realistic number. Mr. McCauley responded that the company would commit to hiring five (5) apprentices within 6 months.

Mr. Blanton made a motion to accept the company's proposed apprenticeship standards for approval. Mr. John Xanthos seconded the motion contingent, on the change made to the wage rate in the standards. Motion was carried unanimously.

JAS Trucking, Inc.

Mr. Ramon Gillead, Apprenticeship Training Representative, presented proposed apprenticeship standards of JAS Trucking, Inc. for the trade of operating engineers. Mr. Gillead provided background information of the company's current workforce, work projects and violation status. The company had not been cited for any current Davis Bacon violations and had an EMR of 1.5. The company also had one (1) Workers' Compensation violation within the last three (3) years. Ms. Joan Stockett, president of the company was present at the meeting to answer Apprenticeship Council members' questions. The company is currently performing work at the Duke Ellington School of the Arts project. Mr. Blanton asked Ms. Stockett at what point did she become aware that her company needed to have a registered apprenticeship program, since the company had been performing work on the project for some time. Ms. Stockett responded that when the company was initially awarded the contract for the project, that dollar amount was under a half million dollars; however her company was awarded additional work that increased the contract amount. Mr. Watson asked about the Workers' Compensation claim. Ms. Stockett responded that it had been three years since a mechanic was injured in their shop at the time the company's insurance had recently expired. She believes that was the reason the Workers Compensation claim still appeared on her record. Chairman Howell asked if the company was looking to hire any apprentices if her standards were approved. Ms. Stockett answered yes. Mr. Dean made a motion to accept the company's proposed apprenticeship standards for approval. Mr. Xanthos seconded the motion. Motion was carried unanimously.

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

GCS, Incorporated

Mr. Larry Barnes, Apprenticeship Training Representative, presented revised apprenticeship standards of GCS, Incorporated apprenticeship standards for recertification approval for the trade of carpentry. Mr. Barnes provided background information of the company's performance as an apprenticeship sponsor that included information on the number of apprentices accepted and current number of apprentices employed with the company. Mr. Barnes also provided background information of the company's current workforce, work projects and violation status. The company had not been cited for any Davis-Bacon or any current Workers' Compensation violations; however, it was noted that the company had eleven (11) Workers Compensation claims in the last three (3) years. Mr. Jack Copeland, operation manager for the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Xanthos asked if the company had a safety officer on site. Mr. Copeland responded yes. Mr. Watson noted that he would like to have seen more of the five (5) apprentices registered with the company to have completed their apprenticeship, since the program had been registered for five (5) years. Mr. Copeland's responded that he agreed with Mr. Watson's concern, also saying that he had only been with the company for a year but will make every effort to ensure the apprentices graduate. Mr. Copeland also noted that his company arranged for the apprentices to perform work for other subcontractors on the projects to continue their training in the carpentry trade, which raised concerns of Apprenticeship Councilmembers, especially when those subcontractors did not have registered apprenticeship programs. Mr. Cox pointed out to Mr. Copeland that his company does a lot work on District government assisted projects at nearly a half a billion dollars, and therefore, should be able to keep the apprentices employed in their trade area. Mr. Dean suggested that the company's standards be tabled for the next meeting so that GCS can come up with a plan in maintaining steady work for their apprentices in the trade area and graduating the apprentices. Mr. Lewis Brown noted that apprenticeship training agreement is between the sponsor and the apprentice; not another company that does not have a registered apprenticeship program. Mr. Brown also noted that he does not recall any other sponsor that had their apprentices trained by other subcontractors to get their training. Apprenticeship sponsors have the sole responsibility for their apprentices. Mr. Copeland said his company will implement a plan and come back to present at the next Apprenticeship Council meeting. Mr. Copeland requested a withdrawal of his company's apprenticeship standards until the next Council meeting.

Joint Steamfitters Union Local No. 602

Mrs. Alletta Samuels, Apprenticeship Training Representative, presented revised apprenticeship standards of the Joint Steamfitters Union Local No.602 for the trade of steamfitter. Mrs. Samuels provided background information of the local union organization's membership and performance as an apprenticeship sponsor during the past four (4) years. It was noted that over 600 apprentices had graduated during the past four years, and 653 apprentices were currently

active, of which 38 were District residents. Mr. Gary Murdock, Training Director for the union was present at the meeting to answer Apprenticeship Council members' questions. Apprenticeship Council member Mr. Leroy Watson recused himself from participation since he is a member of the Steamfitters Apprenticeship Union's Apprenticeship Committee. Mr. Xanthos noted that out of over 3,000 union members, the thirty-eight (38) D.C. residents make up less than five 5% percent of the membership. Mr. Murdock responded that he believes the number of DC residents, who make up the entire membership of the union is higher, and that the thirty-eight (38) number is for DC apprentices only. Mr. Cox then questioned whether ten (10%) percent of apprentices are District residents and 1.5% of the journey workers are District residents were accurate. Mr. Murdock responded that as far as the percentage for journey workers he could not answer at the time; however, he believed the percentage of DC resident apprentices is about right. Mr. Brown informed Apprenticeship Council members that the union provided pre-apprenticeship training for twenty (20) D.C. residents early in the year, including residents enrolled in DOES' Youth Program. Mr. Brown also noted that the Steamfitters Union had committed to providing another pre-apprenticeship training initiative during FY16 in an effort to increase more District residents as apprentices. Mr. Brown further noted that the union had implemented the Step-Up Apprenticeship program initiative for D.C. residents to transition to regular apprenticeship. Mr. Blanton made a motion to accept the union's apprenticeship standards for recertification approval. Mr. Cox seconded the motion. Motion was carried unanimously.

NECA/IBEW Local No. 26

Mrs. Alletta Samuels, Apprenticeship Training Representative presented revised International Brotherhood of Electrical Workers (IBEW) Union, Local No. 26 Step-Up Apprenticeship initiative as an addendum to its current apprenticeship standards for continued approval for the trade of electrician. Mrs. Samuels provided background information of the union's performance in utilizing the Step-Up initiative during the past six (6) years. During that period, two-hundred sixty one (261) DC residents were accepted/registered as Step-Up apprentices and the ninety (90) residents transitioned to regular apprenticeship by meeting all the eligibility requirements. It was noted that nineteen (19) District residents were currently registered as Step-Up apprentices. The union also recently selected six (6) additional residents to be accepted as Step-Up apprentices. Mr. Charles Graham, Business Manager and Mr. Rhett Roe, Apprenticeship Training Director of the union were present at the meeting to answer Apprenticeship Council members' questions. Mr. Cox stated this was the most successful Step-Up program. Mr. Lewis Brown stated that the union had previously been before the Apprenticeship Council earlier and that Mr. Graham on his own made significant changes in the union's apprenticeship division. Mr. Graham also followed up with a formal meeting with the Apprenticeship Office team to discuss and resolved pending issues on September of 2015. Mr. Howell indicated that he was pleased that the union and Apprenticeship Office had a good dialog and worked through the issues of the Step-Up initiative. Mr. Brown also mentioned that Mr. Graham put together a mentoring team within his organization to work with DC residents to succeed throughout the Step-Up training period to become regular apprentices and graduate to journey-workers in the electrical trade. Mr. Xanthos made a motion to accept the Step-Up Apprenticeship initiative for continued approval. Mr. Cox seconded the motion. Motion was carried unanimously.

E.C. Lyons Electric Company

Mr. Larry Barnes, Apprenticeship Training Representative, presented revised apprenticeship standards of E.C. Lyons Electric Company for the trade of electrician. Mr. Barnes provided background information of the company's current workforce, work projects and violation status. He also provided information of the company's performance as an apprenticeship sponsor during the past four (4) years, which included the number of individuals accepted as apprentices and apprentices, who completed apprenticeship training. The company had not been cited for any Davis-Bacon, Workers' Compensation or OSHA violations. Mr. Enrique Lyons, president of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell commended Mr. Lyons on the number of apprentices his company had graduated from his program. Mr. Cox asked Mr. Lyon if his company was a Certified Business Enterprise (CBE). Mr. Lyons responded that he was. Mr. Cox also asked whether the company ever performed any work outside of the housing market such as, commercial or considered it. Mr. Lyons responded that he did not need to move outside the market he's working in. Director Carroll informed Mr. Lyon of available financial assistance for local DC small businesses. Mr. Xanthos made a motion to accept the revised apprenticeship standards for approval. Mr. Watson seconded the motion. Motion was carried unanimously.

Director's Report

Ms. Denise Crews, Program Manager gave update on the Apprenticeship Council's request from the October meeting regarding the status of construction work at the St. Elizabeth campus where C.J. Coakley Company, Inc. is the prime constructor. Ms. Crews indicated that the Office of Employer Services had reached out to officials of C.J. Coakley and was informed that the company is waiting for a response from the Federal government as to what portion of the project will be federal work. Ms. Crews also noted that the Office of Apprenticeship had reached out to reengage those industries that had initially committed to partner with DOES in expanding apprenticeships in pursuit of the American Apprenticeship Initiative (AAI) grant in 2015. The agency still intends to work towards expanding apprenticeship in other industries such as, healthcare, information technology and transportation with the usage of local funding to create more apprenticeship opportunities for District residents. Mr. Dean indicated that he is still committed to partnering with DOES. Ms. Crews noted that the agency's HR office is working towards getting forms completed for Apprenticeship Council members to obtain their ID badges.

Old Business

No old business

New Business

Director Carroll informed Apprenticeship Councilmembers that there was a hearing on Bill 21-287, Youth Apprenticeship Advisory Act and that she testified on the Bill in front of the Committee for Business Consumer & Regulatory Affairs. The Bill was introduced by Council Member Vincent Orange, who is Chairman of the Committee. Director Carroll explained that the

Bill establishes a nine (9) member Youth Advisory Committee in the Department of Employment Services, who must be nominated by the Mayor. The Advisory Committee's purpose is to evaluate the effectiveness of the programs in the District of Columbia and other states and countries. The committee will be required to review and identify ways to implement high school youth apprenticeship programs in the District and through which employers and organizations can obtain grants, tax credits, and other subsidies to support the establishment and operation of high school youth apprenticeship programs. The Committee must target the number of apprenticeship opportunities for youth that the District should reach over the next three years and must report by December 1st of each year to the Council on its findings and recommendations. Director Carroll further noted that the legislation is based on a Maryland model that led to the establishment of the Youth Apprenticeship Advisory Committee.

Mr. Cox expressed an interest for a quarterly report to be given to the Apprenticeship Council members on the outcome of commitments made by contractors on the number of apprentices, including residents they intend to hire. He indicated that wanted to see how of the contractors actually fulfill their commitments.

Adjournment

Chairman Howell entertained a motion for adjournment. Mr. Xanthos made a motion to adjourn the meeting and was seconded by Mr. Blanton. The meeting was adjourned at 7:20 pm.