

# GOVERNMENT OF THE DISTRICT OF COLUMBIA

## Department of Employment Services

MURIEL BOWSER  
MAYOR



DEBORAH A. CARROLL  
ACTING DIRECTOR

### MINUTES

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

**DECEMBER 4, 2014**

#### APPRENTICESHIP COUNCIL MEMBERS PRESENT

Frederick Howell, Chairperson and Public Representative  
Courtland Cox, Public Representative  
William Dean, Employer Representative  
Violet Carter, Employee Representative  
Leroy Watson, Employee Representative  
Thomas Blanton, Employee Representative  
Thomas Luparello, Representative for the Mayor

#### APPRENTICESHIP COUNCIL MEMBERS ABSENT

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 Employer Services  
Jamell A. Thrower, Program Manager and Executive Secretary  
Lewis P. Brown III, Program Analyst  
Larry Barnes, Apprenticeship Training Representative  
Ramon Gillead, Apprenticeship Training Representative  
Alletta Samuels, Apprenticeship Training Representative  
Carlos Thomas, Program Assistant

#### COMPANIES/ORGANIZATIONS/VISITORS PRESENT

Jason Roberts, ABC Metro Washington Chapter  
Christopher Cuddy, CMC Concrete  
David Pereira, CMC Concrete  
Mark Henckel, Iacoboni Site Specialist, Inc.  
Tina Harrison, Infinity Solutions Inc.  
Gloria Walker, Infinity Solutions Inc.  
Paul Leitert, Christman Mid-Atlantic Constructors  
Delmus Nelson, Nelson's Welding, Inc.  
Avis Merriweather, Nelson's Welding, Inc.

Kurt Sieman, Ruppert Landscaping, Inc.  
Ever Diamond, W.H. Boyer, Inc.  
Tim Ware, Memco Inc.  
Matt Henderson, Memco Inc.  
Todd Gieseeman, R.B. Hinkle Construction, Inc.  
Matt Compton, R.B. Hinkle Construction, Inc.  
Mike Dorment, Worcester Eisenbrandt, Inc.  
Ronald Leonard, U.S. Department of Labor, Office of Apprenticeship  
Freddie Winston, F&L Construction  
Kwame Brown, LKB

### **MINUTES OF DECEMBER 4, 2014 D.C. APPRENTICESHIP COUNCIL MEETING**

Chairman, Frederick Howell called the meeting to order at 4:03 pm and asked for roll call. Program Manager, Jamell A. Thrower took roll call and reported that the meeting had a quorum. Chairman Howell asked Apprenticeship Council members to review the minutes of October 2, 2014 meeting and requested a motion. Mr. Leroy Watson made a motion to accept the minutes as presented. Mr. Thomas Blanton 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:**

#### **CMC Concrete Construction, Inc.**

Mr. Carlos Thomas, Program Assistant presented proposed apprenticeship standards of CMC Concrete Construction, Inc. for the trade of roofer. Mr. Thomas provided background information of the company's work projects, violation status and initial appearance. Company had not been cited for any Worker Compensation violations, has had one (1) Davis-Bacon and has an EMR of 1.22. Mr. David Pereira, Vice-President and Mr. Christopher Cuddy, Vice-President were present at the meeting to answer Apprenticeship Council members' questions. Mr. Cox asked the company officials to explain how they intended to get District resident apprentices and how many did they intend to hire. Mr. Pereira responded that the company is working with ABC to identify candidates. Mr. Cuddy further stated that it depended on the current job requirement to answer how many apprentices they plan to hire immediately but would be willing to bring on two (2) apprentices. Mr. Blanton asked how they budgeted for the cost of their apprenticeship program. Mr. Cuddy responded that they have calculated the cost and have a plan to cover any cost. Mr. Cox made a motion to accept the company's proposed apprenticeship standards for a provisional six (6) month approval, with the conditions that the company hires two (2) District resident apprentices within the next sixty (60) days. Mr. Blanton seconded the motion. Motion was carried unanimously.

#### **Iacoboni Site Specialist, Inc.**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented proposed apprenticeship standards of Iacoboni Site Specialist, Inc. for the trade of heavy equipment operator. Mrs. Samuels provided background information of the company's work projects, violation status. Company had not been cited for any Davis-Bacon or Worker Compensation violations and has an EMR of 1.01. Mr. Mark Henckel, Risk Manager was present at the meeting to answer Apprenticeship Council members'

questions. Mr. Henckel informed the Apprenticeship Council that his company would like to withdraw their apprenticeship standards for consideration and resubmit for a later date.

### **Infinity Solutions, Inc.**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented proposed apprenticeship standards of Infinity Solutions, Inc. for the trade of telecommunication technician. Mrs. Samuels provided background information of the company's work projects, violation status. Company had not been cited for any Davis-Bacon or Worker Compensation violations and has an EMR of 1.0. Ms. Gloria Walker, President and Ms. Tina Harris, Project Manager were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked what exactly would their classroom instruction look like. Ms. Harris responded that they planned to use their supplier for the equipment they install supplemented with other course in warehouse to meet the required hours. Mr. Cox asked how they intended to get some success with District resident apprentices. Ms. Harris responded that they would ensure that all candidates want to be a part of the apprenticeship program and are dependable. She further stated that she believes that working with Mrs. Samuels would help her obtain successful candidates. Chairman Howell asked did they intend to bring on one (1) new apprentice and was their office space correctly notated. Ms. Harris responded that they intended to hire one (1) new apprentice and that was all of the space that they had at the moment. Mr. Dean made a motion to accept the company's proposed apprenticeship standards for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

### **Christman Mid-Atlantic Constructors, LLC**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented proposed apprenticeship standards of Christman Mid-Atlantic Constructors, LLC for the trades of carpentry and cement finisher. Mrs. Samuels provided background information of the company's work projects, violation status. Company had not been cited for any Davis-Bacon or Worker Compensation violations and has an EMR of .68. Mr. Paul Leitert, General Manager was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked did the company have a plan to hire apprentices, especially District residents. Mr. Leitert responded that they planned to promote one employee from within to apprentice who was not a District resident and hire one (1) new District resident. Mr. Cox asked what was the growth size of the company and how did they intend to get District apprentices. Mr. Leitert responded that they do about seven (7) million dollars a year and would prefer to have long term employees. Mr. Cox asked how soon they would anticipate hiring a District resident apprentice. Mr. Leitert responded that they should be able to hire someone within two (2) months. Mr. Cox made a motion to accept the company's proposed apprenticeship standards for a provisional six (6) month approval, with the conditions that the company hires one (1) District resident apprentices within the next sixty (60) days. Mr. Dean seconded the motion. Motion was carried unanimously.

### **Nelson's Welding, Inc.**

Mr. Ramon Gillead, Apprenticeship Training Representative presented proposed apprenticeship standards of Nelson's Welding, Inc. for the trades of welding. Mr. Gillead provided background information of the company's workforce, work projects and violation status. Company had not been cited for any violations of Worker Compensation or Davis-Bacon violations and has an EMR of .94. Mr. Delmus Nelson, President and Ms. Avis Merriweather were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked was this the company's first apprenticeship program. Mr. Nelson responded that it was there company first program. Mr. Cox asked what the definition of a trainee is. Mr. Nelson responded that trainees are laborers that are actively in class. Chairman Howell asked if you are willing to hire an apprentice. Mr. Nelson responded that they plan to hire one (1) new apprentice and promote one (1) existing employee. Mr. Watson asked what type of certification the apprentices will

receive. Mr. Nelson responded they would have the option to receive six (6) different types of certifications from the American Welding Society. Mr. Dean made a motion to accept the company's proposed apprenticeship standards for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

### **Ruppert Landscaping, Inc.**

Mr. Ramon Gillead, Apprenticeship Training Representative presented proposed apprenticeship standards of Ruppert Landscaping, Inc. for the trade of landscape technician. Mr. Gillead provided background information of the company's work projects, violation status. Company had not been cited for any Davis-Bacon or Worker Compensation violations and has an EMR of 1.12. Mr. Kurt Sieman was present at the meeting to answer Apprenticeship Council members' questions. Mr. Sieman informed the Apprenticeship Council that his company would like to withdraw their apprenticeship standards for consideration and resubmit for a later date.

### **WH Boyer, Incorporated**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of WH Boyer, Incorporated for the trade of landscape technician. Mr. Barnes provided background information of the company's workforce, work projects and violation status. Company had not been cited for any Davis-Bacon or Worker compensation violations and has an EMR of .78. Mr. Ever Diamond, Vice-President of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Dean asked what the company plan for offering related instruction was. Mr. Diamond responded that he had contacted Beth Moore of the Construction Trades Academy at Cardozo to offer related instruction. Mr. Thrower asked did the company fully understand that they would need to provide the Apprenticeship Council more than just an agreement to have a conversation but at minimum an outline. Mr. Barnes responded that he instructed the company to contact Beth Moore to establish a direct study base course since his occupation could not find related instruction. Chairman Howell suggest that the company may want withdraw their standards until they can solidify how they will provide related instruction. Mr. Diamond informed the Apprenticeship Council that he would like to withdraw his standards at this time and resubmit at a later date.

### **Memco, Incorporated**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of Memco, Incorporated for the trade of ironworker. Mr. Barnes provided background information of the company's current workforce, work projects and violation status. Company had not been cited for any Davis-Bacon or Worker Compensation violations and has an EMR of 1.11. Mr. Matthew Henderson, President and Mr. Tim Ware, Project Manager of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked what type of accommodation would be made for related instruction and what the process is. Mr. Henderson responded that the company was thinking about doing related instruction on Saturday at their shop. Mr. Ware stated that all related instruction and hands on would be at their shop as it currently is now and that the training would come from standards set by the National Welding Association. Mr. Cox asked if the company understood the First Source requirements and had a plan to meet them on District funded projects. Mr. Henderson responded that they did understand the requirements and would like to withdraw their standards and resubmit at a later date.

### **R.B. Hinkle, Incorporated**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of R.B. Hinkle, Incorporated for the trade of cable installer/repairer. Mr. Barnes provided background information of the company's current workforce, work projects and violation status. Company had not been cited for any Davis-Bacon or Worker Compensation violations and has an EMR of .67. Mr. Todd Gieseman, Director of General Operation and Matt Compton, Vice-President Safety of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Dean asked what the company's plan for related instruction was. Mr. Gieseman responded that related instruction is performed at their location in Sterling, Virginia and they cover transportation. Mr. Compton asked the Apprenticeship Council did their standards need to include that they would be paying for training and transportation cost. Mr. Thrower answered that it would have save confusion had it been included. Chairman Howell asked would they change their standards to reflect paying for transportation to related instruction. Mr. Gieseman agreed to make the change. Mr. Cox asked how many apprentices did they intend to hire. Mr. Gieseman responded that they intended to promote one (1) existing employee and hire three (3) new apprentices. Mr. Gieseman further stated that he intended to have six (6) total apprentices in 2015. Mr. Cox made a motion to accept the company's proposed apprenticeship standards for a provisional six (6) month approval contingent on amending the language to their related instruction, with the conditions that the company hires three (3) District resident apprentices within the next ninety (90) days. Mr. Dean seconded the motion. Motion was carried unanimously.

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

### **Worcester Eisenbrandt, Inc.**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented proposed apprenticeship standards of Worcester Eisenbrandt, Inc. for the trades of historical restoration worker. Mrs. Samuels provided background information of the company's work projects, violation status and their performance as an apprenticeship sponsor. Mr. Mike Dorment, Vice-President of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell wanted to know the difficulty with hiring and the block work that they perform. Mr. Dorment responded that they do have some difficulty and a lot of hands on with the material. Mr. Cox asked what plans the company has to meet the First Source requirements on the Roosevelt High School construction project since they currently have no District residents outside of their apprenticeship program. Mr. Dorment responded that they are currently looking for journey level carpenters to hire and plan to seek the help of DOES in their search. Mr. Dean made a motion to accept the company's proposed apprenticeship standards for approval. Mr. Blanton seconded the motion. Motion was carried unanimously.

### **Public Comment**

Mr. Ronald Leonard, Multi-State Director, U.S. Department of Labor (DOL), Office of Apprenticeship (OA) introduced himself and brought greetings from the National Office. Mr. Leonard continued to speak about the new initiatives from the White House and the goal of increasing the number of registered apprentices. He further spoke about the workgroups sponsored by OA and this area was focused on construction. Mr. Dean spoke on about the fact that those with felonies are not allowed to work on federal projects, which is 53% of the construction work in the area and it would be greatly appreciated if something could be done to relax the requirement for those with minor offenses. Mr. Leonard said he was not familiar with the problem but would take it back and see if anything could be done. Mr. Leonard thanked the Apprenticeship Council for allowing him to speak and offer his assistance.

## **Director's Report**

Mr. Thrower informed everyone about the office recent trip to two (2) correctional institutions to speak with District residents that will be released shortly. He further spoke about recent workers' complaints on two (2) projects, Ballou High School and Brookland Middle School construction projects. In addition, he spoke about one (1) of our apprenticeship sponsor who was cited for failure to properly compensate their employees on multiply District projects.

## **Old Business**

Mr. Thrower asked each member for the five (5) digit number on the back of their ID so that we can have everyone ID card programed to our building.

## **New Business**

Mr. Blanton asked if the Apprenticeship Council could get an annual report of approved sponsors, compliance reviews and quality assessment performed and graduations rates.

## **Adjournment**

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

Respectfully submitted,

Jamell A. Thrower  
Executive Secretary