

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**

October 22nd, 2015

APPRENTICESHIP COUNCIL MEMBERS PRESENT

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

APPRENTICESHIP COUNCIL MEMBERS ABSENT

Thomas Blanton, Employee Representative
Craig English, Representative for Chancellor of DC Public Schools
Raymond Kibler, Public Representative

APPRENTICESHIP OFFICE STAFF PRESENT

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

COMPANIES/ ORGANIZATIONS/ VISITORS PRESENT

Strategiesfirst, LLC

District Veterans Construction, Inc.

Cap8 Doors and Hardware Construction, LLC

Monarc Construction, Inc. (ABC)

L&M Electric & Plumbing

Creation Iron, LLC

Master Care Flooring

Hybrid Engineering & Construction Groups

American Contracting & Environmental Services, Inc. (ABC)

L.F. Jennings, Inc. (ABC)

Clayton Witt, Department of Employment Services

MINUTES OF OCTOBER 22nd, 2015
D.C. APPRENTICESHIP COUNCIL MEETING

Chairman Frederick Howell called the meeting to order at 4:07pm and asked for roll call. Associate Director of Employer Services, Drew Hubbard took roll call and reported that the meeting had the proper quorum. Chairman Howell asked Apprenticeship Council members to review the District's revised Apprenticeship Regulations and make a motion for acceptance. Mr. Lewis Brown gave a brief overview of the revised regulations, which he had worked and completed in 2011 per the requirement of the Department of Labor to conform to the revised National Apprenticeship Regulations of Title 29 CFR, Part 29. Mr. Brown indicated that there was also a local government procedure that had to take place so that the regulations are officially available for implementation. He also indicated that those companies or entities proposed apprenticeship standards that were sent for review and approval consideration, reflect the contents within the revised regulations. Mr. Brown explained that one of many changes in with the regulations was that DOL is requiring the States' Apprenticeship Registration Agencies to be responsible for determining apprenticeship approval proposed apprenticeship program and not the Apprenticeship Councils. The Apprenticeship Councils would still have a role as an advisory board. However, Mr. Brown was able to convince DOL that the District of Columbia Apprenticeship Council retained its regulatory role and authority to approved proposed apprenticeship programs under the City's mandatory apprenticeship law (DC Law 21-56). The Apprenticeship Office will be responsible for approving apprenticeship programs for federal projects under Davis-Bacon law. Mr. Brown explained other changes to the new regulations such as, transfer of apprentices, different apprenticeship training models, provisional conditions for new sponsors to name a few. If there is no program activity for 1 year the program can be subject to de-registration. Chairman Howell asked if there was anyway the regulations can be highlighted to reflect where the changes occurred or in the future. Mr. Brown replied that going forward he would like to provide a presentation or training period regarding the changes in the regulations and do a side by side comparison of the changes. Director Carroll asked if the new regulations were published in the DC registrar. Mr. Hubbard replied that they had at the time, but this was the initial process, in which the regulations will move forward to Executive Office of Mayor to be published. A motion was made to accept and was accepted unanimously. Director Deborah Carroll stated for the audience that the regulations will be published in the DC register for public comment, and then the public will have the opportunity to comment on the regulations and propose any recommended changes; once feedback is received the final regulations markings will be published in the Regulations after 30 days.

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

Strategiesfirst, LLC

Mr. Larry Barnes, Apprenticeship Training Representative, presented proposed apprenticeship standards of Strategiesfirst, for the trades of Pipelayer and Operating Engineer and recommended approval. Mr. Barnes provided background information of the company's work projects and violation status. Mr. Barnes also noted that the company had not been cited for any Davis-Bacon, OSHA or Workers Compensation violations within the last three years and had an EMR of 1.0. Current projects the company performed work included Ridge Road Recreation Center, Stanton Road Elementary School and Security Support (private security project) at several locations in the DC area. Mr. Barnes also noted that within the last 5 years, the company had performed work at Fort McNair and Army Corp. of Engineers. Ms. Marcia Richmond, Human Resources Manager, and Mr. Thomas Schrlock, CFO, were present at the meeting to answer Apprenticeship Council members' questions. Director Carroll asked why the company's EMR rating of 1.0 was so high. Mr. Schrlock replied that the EMR had been reduced to 0.978, and did not have an EMR rate until just recently. Chairman Howell asked if this was the company's first application for any apprenticeship program. Mr. Schrlock responded yes. Chairman Howell asked whether any of the company's laborers would be eligible for an apprenticeship if they were looking to bring on an apprentice. Ms. Richmond replied that the company currently has two employees, who are DC residents employed as laborers and both are qualified for apprenticeship. Chairman Howell asked if there were any questions from the Council. Mr. Xanthos asked which projects had the company performed in the District during the last five years including the current year. Mr. Xanthos also asked company officials when did they know about the DC Apprenticeship registration, and the reason they were appearing before the Council. Mr. Schrlock replied that in the last two years the company had performed work on projects in the District but not five years back. He also indicated that since the company has been growing, the decision was to pursue apprenticeship because of the need to expand their workforce. Ms. Violet Carter made a motion to accept the company's proposed apprenticeship standards for approval. Mr. Bill Dean seconded the motion. Motion was carried unanimously.

District Veterans Contracting, Inc.

Mr. Larry Barnes, Apprenticeship Training Representative, presented proposed apprenticeship standards of District Veterans Contracting, Inc. for the trade of Carpentry. Mr. Barnes provided background information of the company's work projects and violation status and recommended approval. The company had not been cited for any Davis-Bacon or Worker Compensation violations and had an EMR rating of 0.85. Mr. Barnes provided information on District government assisted projects the company had performed work, which included renovation of FEMS Engine Co. No. 14, Green Roof Replacement for Merritt Middle School, Bundy

Elementary School and Brookland Middle School. Other government assisted projects the company performed work included; Watkins Elementary School, Houston Elementary School, DYRS Generator Replacement, Wilson Building exterior restoration, Reeves Municipal Center, One Judiciary Square and various private projects. Mr. Larry Gross, Director of Sales and Marketing, was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked whether related instruction for the company's apprentices will take place at the DC Apprenticeship Academy. Mr. Gross responded yes. Ms. Carter asked about the number of DC residents employed with the company. Mr. Gross replied that five (5) DC residents were currently employed, of which three would qualify for apprenticeship. Mr. Leroy Watson asked what prompted the company to come before the DC Apprenticeship Council since they had performed so many projects in the city. Mr. Gross replied that the company had previously applied for apprenticeship earlier in the year, but later mistakenly interpreted the law that would apply to them since the company does not have any tradesmen, but generalists who are considered jacks of all trades. However, the company began to realize that the mandatory apprenticeship law did in fact obligate them to be part of the apprenticeship program. Chairman Howell asked what would be the classification of the 6 journey workers employed with the company. Mr. Gross responded that those workers are considered carpenter journey workers and that apprentices coming on board would be provided with training and education in carpentry. Mr. Watson asks if the company or their subcontractors are accountable for the number of DC residents employed on their projects. Mr. Gross replied both the company and subcontractor are accountable. Mr. Watson also asked the number of DC residents employed on current projects. Mr. Goss responded that a total of eight (8) DC residents were employed. Mr. Hubbard asked if the company self-perform work on all of its current projects. Mr. Gross responded that the company self-performs work on majority of its projects. Mr. Xanthos made a motion to accept the company's proposed apprenticeship standards for approval. Director Carroll seconded the motion. Mr. Watson opposed the motion. Motion was carried unanimously.

Cap8 Doors & Hardware Construction, LLC

Mr. Larry Barnes, Apprenticeship Training Representative, presented proposed apprenticeship standards of Cap8 Doors & Hardware Construction, LLC for the trade of carpentry. Mr. Barnes provided background information of the company's work projects and violation status and recommended approval. The company had not been cited for any Davis-Bacon or worker compensation violations and has an EMR rating of 1.0. The company performed work at Paul Public Charter School, British International School, Shepard Elementary School and Horace Mann Elementary School. Ms. Lisa Williams, owner of the company and Mr. Todd Gribbons, project manager, were present at the meeting to answer Apprenticeship Council members' questions. Mr. Cox asked about the type of work the company was performing at Paul Public Charter School and British International School. Ms. Williams responded that the company was supplying doors at both projects. Ms. Carter asked about the curriculum in the standards that appeared to be very general and not specific to the trade. Mr. Barnes responded that the company

received direction from a staff member at Cardoza High Apprenticeship Academy where the apprentices will receive their related instruction. Mr. Watson asked about the number of apprentices the company plans to hire. Ms. Williams responded that she planned to hire four (4) apprentices, of which two (2) will be District residents. Mr. Cox asked if new apprentices would be hired at present receive all the required on-the-job and related instruction in the trade and considered journeyman carpenters at the end of their apprenticeship training. Ms. Williams responded yes. Mr. Watson followed-up by questioning whether the company had the aptitude to teach all the skilled tasks in the carpentry trade. Mr. Gribbons responded that he had over 22 years of experience in the carpenter trade and explained all the skilled tasks the company performs. Director Carroll made a motion to accept to accept the company's proposed apprenticeship standards for approval in the trade of carpentry. Mr. Dean seconded the motion. Motion was carried unanimously.

Monarc Construction, Inc.

Mr. Larry Barnes, Apprenticeship Training Representative, presented Monarc Construction, Inc. Employer Acceptance Agreement under the Associated Builders and Contractors, Metro Chapter Apprenticeship Standards for the trades of carpenter and dry-wall applicator. Mr. Barnes informed Apprenticeship Council members that the company had been approved as an individual apprenticeship sponsor with the District in 2001. During that period twelve (12) apprentices had been registered, of which four (4) were DC residents; six (6) apprentices completed their apprenticeship including two (2) District residents. Mr. Barnes also noted that the company had not been cited for any Davis-Bacon violations; however the company had 3 workers compensation claims during the last 3 years and had an EMR of 0.86. The company also performed work on several projects in the District that included the La Casa Supportive Housing and Gales School Structural Stabilization. Mr. John Bellingham, President and Mr. Bryan Kassing, Vice President of the company were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell questioned why the company decided to register its apprenticeship program under the Associated Builders and Contractors apprenticeship standards versus remaining as an individual apprenticeship sponsor. Mr. Bellingham responded that the company was not satisfied with the related instruction that provided by the former DC School of Apprenticeship, which was Phelps Career High School. Mr. Dean noted that Phelps School for Apprenticeship had been closed for a number of years and questioned whether the company had utilized Cardoza High School as a provider and if so, did the company believe Cardoza had an inferior program. Mr. Kassing responded that he believed the company enrolled an apprentice at that school and there was a great improvement. He further indicated that the company is a member of ABC that runs a very good program and they wanted to support the organization. Director Carroll made a motion to accept Monarc Construction Employer Acceptance Agreement. Mr. Xanthos seconded the motion. The motion passed; Mr. Watson opposed the motion.

L&M Electric & Plumbing

Mr. Larry Barnes, Apprenticeship Training Representative, presented proposed apprenticeship standards of L&M Electric & Plumbing Inc. for the trades of Plumbing and Electric. Mr. Barnes provided background information of the company's workforce, work projects and violation status. The company had no current Worker Compensation violation and had an EMR of 0.95. Mr. Barnes noted that the company had no current or pending Davis Bacon issues, but had been cited for Davis Bacon issues during the past three (3) years, which were all resolved. The company performed work at Stuart Hobson Elementary School, Garfield Elementary School, Amidon Bowen Elementary School, Ludlow Taylor Elementary School, John Tyler Elementary School and Stuart Hobson Middle School. Mr. Saul Romero, CEO of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Cox asks about the size of the company's contract amount at Stuart Hobson and Garfield Schools' projects. Mr. Romero responded that the contract amount for both schools was \$650,000 and was for two (2) separate contracts. Mr. Cox also asked whether the company had hired individuals for apprenticeship. Mr. Romero responded that he had two (2) workers currently employed, who are qualified for the electrical trade and plans to hire two (2) additional candidates for the plumbing trade, all DC residents for apprenticeship. All apprentices will receive related instruction at ABC training facility. It was also noted that the company was cited for violating the District government mandatory apprenticeship requirement under DC Law 2-156 that included a monetary fine. Mr. Romero acknowledged his company's delay in establishing a registered apprenticeship program and explained that he initially that process had been completed since he enrolled two (2) employees for related instruction. Mr. Romero also submitted a letter to the Apprenticeship Council explaining the registration delay and was prepared to pay a monetary fine to the city. Mr. Xanthos responded that after reading the company's letter, he interpret that the company accepted liability Mr. Xanthos also expressed interest to see more DC residents hired and given apprenticeship opportunities. Director Carroll made motion to accept L&M Electric & Plumbing's proposed apprenticeship standards for approval. Motion was carried unanimously.

Creation Iron, LLC

Mr. Larry Barnes, Apprenticeship Training Representative, presented proposed apprenticeship standards of Creation Iron, LLC for the trade of ironworker. Mr. Barnes provided background information of the company's workforce, work projects and violation status. Mr. Barnes also noted that the company was initially approved for apprenticeship registration under the Associated Builders and Contractors, Metro Chapter since 2006. During that period, the company registered five (5) apprentices, who were all D.C. residents; four (4) apprentices were terminated from the program for various reasons. Currently, one (1) D.C. resident apprentice is still registered with company. The company had not been cited for any Davis-Bacon or Worker Compensation violations and has an EMR of 085. The company has performed work as a

subcontractor at Dunbar High School, HD Woodson High School, Barry Farms Recreation Center, Ballou High School, Horace Mann Elementary School, Ridge Road Recreation, Stanton Elementary School, K Street Hotel, Watergate Hotel, Mount Pleasant Library, Francis Gregory Library and Corcoran Art Gallery. Mr. Richard Parker, President and CEO of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell the problem with finding and retaining apprentices to complete their apprenticeship training. Mr. Parker responded that the iron worker trade is a dangerous and intimidating trade, which makes a challenge to retain entry level apprentices. He also stated it easy during the first sixty (60) days when apprentices' duties are on the ground, monitor, directing traffic and crane monitoring. Ms. Carter asked why the company wanted to change from ABC to become an individual apprenticeship sponsor. Mr. Parker responded that ABC had not been able to provide his apprentices with required training in the iron worker trade area due to lack of number of apprentices enrolled in the trade. Therefore, most the apprenticeship training is learned on the job. Mr. Parker indicated that ABC did provide books, in which training was done in-house. Mr. Parker also noted that his company paid ABC \$1500.00 per apprentice, in which no training was being provided and tuition was reduced to \$900.00 when company took responsibility of teaching its workers. Mr. Dean asked if any representative from ABC was present. No representative from ABC was present at the meeting. Director Carroll made a motion to accept Creation Iron, LLC proposed apprenticeship standards for approval. Mr. Cox seconded the motion. Motion was carried unanimously.

Master Care Flooring

Mr. Carlos Thomas, Clerical Assistant, presented proposed apprenticeship standards of Master Care Flooring for the trade of flooring technician. Master Care Flooring is located at 4000 Coolidge Avenue, Suite G, Baltimore, Maryland 21229. Mr. Thomas provided background information of the company's workforce, work project and violation status. It was noted that the company had no Davis Bacon or Worker Compensation violations and has an EMR of .87. The company performed work as subcontractor at KIPP, DC College Prep School, Theodore Roosevelt High School, Ballou High School, Stuart Hobson Elementary School, Barry Farm Recreation Center, Eisenhower Executive Office Building and Dunbar Senior High School projects. Mr. Danny Clark, Project Engineer for the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asks Mr. Clark for an overview on the type of related instruction that the company does with the National Woodflooring Association. Mr. Clark responded that the National Woodflooring Association has a certification course for installation, refinishing, staining, and woodworking. Mr. Clark also indicated that a large percentage of the company's work is installing basketball courts, which utilizes training component for Maplewood flooring. Mr. Cox asks asked about the contract amount of Ballou High School project where company performed work. Mr. Clark replied that the company's contract amount was \$145,000.00. Mr. Cox also asked about the number of District residents employed with the company. Mr. Clark responded one (1) resident

was employed with the company, who does refinishing of floors. Director Carroll asked about the number of apprentices the company plans hire. Mr. Clark responded that the company planned to hire one (1) DC resident apprentice within the next month and a total of three (3) apprentices by the end of 2016. Mr. Watson asked whether the company had a registered apprenticeship program in Maryland since the company was based in Baltimore. Mr. Clark responded no. Mr. Clark indicated that he will reach out to Apprenticeship Office for assistance in recruiting a DC resident apprentice. Mr. Xanthos made motion to accept Master Care Flooring proposed apprenticeship standards of Master Care Flooring for approval. Motion was made unanimously.

Hybrid Engineering & Construction Groups

Mr. Ramon Gillead, Apprenticeship Training Representative, presented proposed apprenticeship standards of Hybrid Engineering & Construction Group for the occupation of operating engineer. Mr. Gillead 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 and had an EMR of 1.0. The company performed work as a subcontractor at Hearst Elementary School, Chuck Brown Memorial, South East Tennis and Learning Center, Barry Farms Recreation Center and Raymond Recreation. Ms. Renee Holmes, Owner of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked Ms. Holmes for background information on the Bryant Center for Adult Education in Fairfax, Virginia where company will use for related instruction. Ms. Holmes responded that the school will be teaching theoretical subjects and soft skills; the actual training on equipment will be taught in house. Mr. Hubbard asked about the types of equipment apprentices will be trained on. Ms. Holmes responded that apprentices will be trained on heavy equipment such as, backhoes, steel-trap excavators, bobcats, etc. The company uses actual equipment not simulators. Chairman Howell asked about the number of DC residents employed with the company. Ms. Holmes responded that nine (9) D.C. residents are employed with the company. Mr. Dean made a motion to accept Hybrid Engineering & Construction Groups proposed apprenticeship standards for approval. Director Carroll seconded the motion. Motion was accepted unanimously.

American Contracting & Environmental Services, Inc.

Mr. Ramon Gillead, Apprenticeship Training Representative, presented Employer Acceptance Agreement of American Contracting & Environmental Services, Inc. under the Associated Builders and Contractors, Metro Chapter Apprenticeship Standards for the trades of pipefitter and carpentry. Mr. Gillead provided background information of the company's workforce, work projects and violation status. The company had not been cited for any Davis-Bacon or Worker Compensation and had an EMR of 0.72. The company performed work as a subcontractor at Blue Plains WWTP, Potomac Point Pumping Station and Poplar Point Pumping Station. Mr.

Joseph Godin, Owner of the company was present at the meeting to answer Apprenticeship Council members' questions. Director Carroll asked the number of apprentices the company planned to hire. Mr. Godin responded that he will hire two (2) DC resident apprentices, one for each trade. Chairman Howell expressed concern with the low number apprentices the company planned to hire with such a large workforce of 104 employees. Mr. Godin responded that through information sessions and advertising the company will be looking to hire more D.C. residents. Chairman Howell responded that this is an area the Council would want to monitor very closely. Director Carroll made a motion to accept American Contracting & Environmental Services, Inc. Employer Acceptance Agreement for approval. Mr. Thomas Blanton seconded the motion. Motion was carried unanimously.

L.F. Jennings, Inc.

Mr. Ramon Gillead, Apprenticeship Training Representative presented Employer Acceptance Agreement of L.F. Jennings, Inc. under the Associated Builders and Contractors (ABC), Metro Chapter Apprenticeship Standards for the trades of Form Builder and Brick Mason. Mr. Gillead provided information of the company's workforce, work projects and violation status. The company had not been cited for Davis-Bacon or Worker Compensation violations and had an EMR of 1.27. It was also noted that L.F. Jennings had a registered apprenticeship program with the District that was subsequently deregistered in 2003 due to non-active apprenticeship training for two (2) consecutive years. The company performed work at the Skyland project and was recently selected as a subcontractor for the Dakota Crossing project. Mr. Jeremiah Smith, Director of the company's concrete division was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked whether the company was performing brick or cement masonry work at the Skyland project. Mr. Smith responded that no trade work was being performed on the project at the time. Chairman Howell also asked about the number of D.C. residents currently employed with the company. Mr. Smith responded that three (3) D.C. residents were employed with the company. Director Carroll asked about the number of D.C. residents the company planned to hire. Mr. Smith responded that the company planned to hire five (5) DC residents by February 2016. Chairman Howell expressed concern that the company had a registered apprenticeship program that was deregistered and asked Mr. Smith what his company will do differently if given another opportunity for approval. Mr. Smith responded that during 2003, construction work slowed significantly for the company in the city. Although the company had work in Virginia and Maryland, D.C. residents were employed with company had difficulty getting to the projects due to the distance without transportation. Mr. Smith also indicated that the company had made investment and is willing to spend money to train and retain District residents in its workforce. He further indicated that the company had conducted job fairs jointly with DOES' Business Service Group. Mr. Dean made a motion to accept L.F. Jennings, Inc. proposed apprenticeship standards for approval. Director Carroll seconded the motion. Motion was carried unanimously.

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

W. Concrete, Inc.

Mr. Larry Barnes, Apprenticeship Training Representative presented revised apprenticeship standards for recertification for W. Concrete, Inc. for the trades of Reinforcing Ironworker and Cement Mason. Mr. Barnes provided background information on the company's workforce, work projects and violation status, and performance as an apprenticeship sponsor during the past four (4) years. The company had not been cited for any Davis-Bacon or Worker Compensation violations and had an EMR of 0.79. Mr. Barnes noted that the company had been registered as an apprenticeship sponsor since 2011 and during that period, the company registered a total of seven (7) apprentices, all D.C. residents. Three (3) apprentices were terminated, one (1) apprentice dropped from the program and three (3) apprentices remain active in the program. Mr. Jose Flores, President of the company was present at the meeting to answer Apprenticeship Council members' questions. Director Carroll asked Mr. Flores for the reason the three (3) apprentices were terminated from the program. Mr. Flores responded that the apprentices were terminated due to attendance problems on the job. Chairman Howell asked about the number of DC residents employed with the company. Mr. Flores responded that a total of ten (10) DC residents were employed with the company out of fifty-six (56) journey-workers. Director Carroll directed Mr. Flores to speak with Mr. Clayton Witt of the agency's Business Service Group to assist the company in widening a pool of qualified applicants for apprenticeship. Mr. Blanton made a motion to accept W. Concrete, Inc. revised apprenticeship standards for approval. Mr. Cox seconded the motion. Motion was carried unanimously.

P&D Construction, Inc.

Mr. Larry Barnes, Apprenticeship Training Representative presented revised apprenticeship standards for recertification for P&D Contractors, LLC for the trade of Drywall Applicator. Mr. Barnes provided background information of the company's workforce, work projects, violation status and performance as an apprenticeship sponsor. The company had not been cited for any Worker Compensation and had an EMR of 0.79. However, the company had been cited for a Davis-Bacon violation of misclassification of workers and subsequently resolved all issues. P&D Contractors, LLC had been a registered apprenticeship sponsor since 2003. The company registered approximately thirty-two (32) apprentices during that period, most apprentices were D.C. residents. Mr. Sean Juman, President, Mr. Stanley Manuel, Senior Project Manager, and Mr. Franco Osazuma, Comptroller of the company were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked about the current journey-worker's wage rate. Mr. Juman responded \$20.00 per hour. Mr. Cox asked company officials for the number of DC residents employed with the company, who are journey-workers and apprentices. Mr. Juman responded that thirteen (13) journey workers, eight (8) apprentices employed with the company were District residents. Mr. Cox asked if the numbers reflect the drywall trade or expanding business. Mr. Juman responded that the numbers reflected the drywall trade. Mr. Cox asked whether the number of apprentices who resigned were part of the

thirty-two (32) total apprentices. Mr. Juman responded that there was a total thirty-two (32) apprentices; seven (7) apprentices graduated and six (6) apprentices were still employed with the company. Mr. Watson asked what year were the eight (8) DC resident apprentices. Mr. Juman responded that all eight (8) apprentices were in their 1st year apprenticeship. Mr. Dean made motion to accept the revised apprenticeship standards for approval. Mr. Xanthos seconded the motion. Motion was carried unanimously.

Absolute Builders, Inc.

Mr. Ramon Gillead, Apprenticeship Training Representative presented revised apprenticeship standards for recertification for Absolute Builders, Inc., for the trade of Carpenter. Mr. Gillead provided background information of the company's workforce, work projects, violation status and performance as an apprenticeship sponsor during the past four (4) years. The company had not been cited for any violations on Davis-Bacon or Worker Compensation. During the company's program registration nine (9) apprentices were registered, six (6) were D.C. residents; three (3) apprentices were terminated for excessive absences, one (1) apprentice dropped from the program and one (1) apprentice completed the program. Three (3) apprentices remain active in the program. Mr. Tatiana Ramirez, Director of Human Resources and Mr. Bernaro Ahlborn, CEO of the company were present at the meeting to answer Apprenticeship Council members' questions. Director Carroll asked about the provider for required related instruction for apprentices. Ms. Ramirez responded that related instruction would be provided in-house at the company's facility. Director Carroll asked about the company's contract value of the work being done at the Wharf project. Ms. Ramirez responded that the contract value was \$400,000. Chairman Howell asked whether the company planned to hire additional apprentices. Ms. Ramirez responded that the company planned to hire two (2) additional apprentices. Director Carroll made a motion to accept Absolute Builders, Inc. revised apprenticeship standards for approval. Mr. Cox seconded the motion. Motion was carried unanimously.

Atlantic Refinishing & Restoration, Inc.

Mr. Ramon Gillead, Apprenticeship Training Representative presented revised apprenticeship standards for recertification for Atlantic Refinishing & Restoration, Inc. for the trade of Cleaner, Pointer, and Caulker. Mr. Gillead provided information of the company's workforce, work projects, violation status and performance as an apprenticeship sponsor. The company had not been cited for any current Davis-Bacon or Worker Compensation violations. It was noted that the company did have five (5) worker compensation claims during the past three (3) years and an EMR of 1.31. It was noted that the company had been registered as an apprenticeship sponsor since 2010. During that period, five (5) apprentices were registered, four (4) were DC residents. Three (3) apprentices were terminated for cause and two (2) apprentices are still active in the program. Mr. Robert Goldstein, Owner of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell inquired about the

five (5) worker compensation claims. Mr. Goldstein responded that there were two (2) incidents this current year and two (2) incidents in 2011. Mr. Goldstein expressed his wish to hire as many District residents as possible due to the large amount of work the company had in the trade area. Chairman Howell asks how many apprentices the company could bring on, if possible. Mr. Goldstein replied that there will be many projects in the District coming up and would be able to hire as many apprentices as possible. Director Carroll explained the agency's Business Service Group program and how that office staff could assist the company with its hiring needs. Mr. Dean made a motion to accept Atlantic Refinishing & Restoration, Inc. revised standards for recertification approval. Mr. Xanthos seconded the motion. Motion was carried unanimously.

Public Comment

No public comment.

Director's Report

Drew Hubbard, Associate Director, Employer Services, presented the Director's report. Mr. Hubbard provided feedback to the Council regarding H&S Solutions regarding their conditional approval due to existing Davis Bacon issues. OAIT has scheduled a quality assessment on 10/29/2015 with H&S Solutions, not just to look at discrete projects but the whole program and will report their findings to the Council at the next meeting. Denise Crews was introduced as the new Program Manager for Office of Apprenticeship, Information and Training. Mr. Hubbard also informed the Council of OAIT's participation in National Apprenticeship Week which will take place during the week of November 2nd :

- Monday, November, 2nd - The kick off - A Proclamation from Mayor Bowser that declares National Apprenticeship Week in District of Columbia will be announced.
- Wednesday, November 4th - IDEA Public Charter School Ribbon Cutting ceremony, Open House & Reception (formerly housed at Cardoza). Mayor Bowser and Deputy Mayor Snowden are invited. Looking at that as the new training facility for a lot of the programs where they are going to do related instruction and promote just that facility.
- Thursday, November 5th - Phelps High School Career Day & Open House with Guest Speaker – Deputy Secretary Lu, Department of Labor. OAIT had a series of meetings to explain Apprenticeship as an equal career path to students. Invitations have been sent to as many apprenticeship sponsors to participate and have tables at the facility. Councilmembers will also be sent an agenda and invitations to all events. ATRs and apprenticeship staff will do orientations and apprenticeship information sessions at each of the AJC's throughout the week to share apprenticeship opportunities to District residents.

OAIT is still exploring new pre-apprenticeship initiatives partnerships with sister District agencies; currently preparing the Motion Picture Television Agency (MOTA) to have their

apprenticeship program come before the council for approval. Also, since our last Council meeting there have been some very productive meetings with DCRA who are, looking to establish an apprenticeship program for trade of Building Inspector. The proposed DCRA program would be modeled after an existing apprenticeship program in Washington State. We are working with them now to set parameters of the program. OAIT is in the preliminary stage, but have met with the Department of Energy & Environment (DOEE), regarding the possibility of establishing an apprenticeship program in green infrastructure. Cool Roofs as an apprenticeship was the preliminary discussion but that particular type of training did not meet the apprenticeable requirements, so the discussion has expanded to related all the related environmental and green infrastructure type jobs. Last week, OAIT presented to the DOEE team that represents solar paneling, river & stream restoration and we are exploring jurisdictions that have programs that have infrastructure jobs and other green jobs.

Old Business

Chairman Howell asked members to review and approve the extensive minutes from the June 18th meeting. Chairman Howell entertained a motion to obtain an acceptance on the minutes. The motion to accept the minutes was carried unanimously. Chairman Cox stated there was an article regarding Terry McAuliffe, Governor of Virginia, signed an executive order that directs \$400,000 to expand apprenticeship training in State of Virginia. Any updated information on CJ Coakley entering an agreement out at St. Elizabeth's. Drew Hubbard will inquire about CJ Coakley entering an agreement at St. Elizabeth and provide an update. Mr. Blanton requested that DC Apprenticeship Council meetings be held regularly on the last Thursday of each month (bi-monthly). Drew Hubbard replied that the DC Apprenticeship Council meeting will go back to the regular schedule which would be the last Thursday of every other month.

New Business

No

Adjournment

Chairman Howell entertained a Motion to adjourn, and seconded by Director Carroll. The meeting adjourned at 7:33pm.