

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**

Department of Employment Services

VINCENT C. GRAY  
MAYOR



F. THOMAS LUPARELLO  
ACTING DIRECTOR

**MINUTES**

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

**JULY 17, 2014**

APPRENTICESHIP COUNCIL MEMBERS PRESENT

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

APPRENTICESHIP COUNCIL MEMBERS ABSENT

William Dean, 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 Acting Executive Secretary  
Larry Barnes, Apprenticeship Training Representative  
Ramon Gillead, Apprenticeship Training Representative  
Alletta Samuels, Apprenticeship Training Representative  
Lewis P. Brown III, Program Analyst

COMPANIES/ORGANIZATIONS/VISITORS PRESENT

Rachna Butani Bhatt, HRGM Corporation  
Carla Welds, HRGM Corporation  
Sean T. Straser, Steamfitters' Local Union #602 JATC  
David A. McCord, IBEW/NECA Local Union #26 JATC  
Sean Myers, IBEW/NECA Local Union #26 JATC  
Johanna Montero, IBEW/NECA Local Union #26 JATC  
Chuck Graham, IBEW/NECA Local Union #26 JATC  
Melvin Cherry, IBEW/NECA Local Union #26 JATC  
Andrew Porter, IBEW/NECA Local Union #26 JATC  
Thang Nguyen, IBEW/NECA Local Union #26 JATC

Jason Roberts, ABC Metro Washington Chapter  
Rick Kumrow, Corman Construction, Inc.  
Eric Marpez, Goldin and Stafford, Inc.  
Brian Mattingly, Goldin and Stafford, Inc.  
Abdul Satar Amini, SRC Contractors, Inc.  
Edwina Trigger, Millennium Pool Services, LLC  
Hantz Lavery, Millennium Pool Services, LLC  
Alfred Graham, Buzz567 of Georgetown, LLC  
John Santanella, Buzz567 of Georgetown, LLC  
Ed Heaton, Bellingham Marine Industries, Inc.  
Mike LaRorque, Bellingham Marine Industries, Inc.  
Cliff Norton, Bellingham Marine Industries, Inc.  
Gina Vaughan, Immortal Beloved  
Kelly Gorsuch, Immortal Beloved  
Jad Boustany, Genesys Impact  
Azfar Naseen, Genesys Impact  
Kyle Goberdhansingh, Pioneer Roofing Systems, Inc.  
Stephen Wann, Pioneer Roofing Systems, Inc.  
Stanley A. Neal, Fresh Air, LLC  
William Hilley, MC Dean  
John Houser, Bennett Group  
Steve Goodwrith, City Construction, LLC

**MINUTES OF JULY 17, 2014  
D.C. APPRENTICESHIP COUNCIL MEETING**

Chairman, Frederick Howell called the meeting to order at 4:08 pm and asked for roll call. Associate Director, Drew Hubbard took roll call and reported that the meeting had a quorum. Chairman Howell asked Apprenticeship Council members to review the minutes of April 24, 2014 meeting and requested a motion. Mr. Thomas Blanton made a motion to accept the minutes as presented. Ms. Violet Carter 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:**

**Bellingham Marine Industries, Inc.**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented Employer Acceptance Agreement of Bellingham Marine Industries, Inc for the trades of carpentry, electrical and plumbing. Mrs. Samuels provided background information of the company's work projects, violation status and workforce. Company had not been cited for any Davis-Bacon, OSHA or Workers' Compensation violations. Mr. Ed Heaton, Mr. Mike LaRoque and Mr. Cliff Norton were present at the meeting to answer Apprenticeship Council members' questions. Mr. Blanton asked how the company planned to keep the potential apprentices employed. Mr. Heaton responded that the company was bidding more work in the area and although they have had work in the area before it had been as a supplier. Mr. Xanthos asked whether the company would allow the apprentices the opportunity to travel with the company and cover their expenses. Mr. Norton responded that they intended to take the apprentices with them to projects outside of the D.C. area and cover the necessary travel expenses as the company does with other employees. Mr. Cox asked whether the company's current workforce is properly represented across the board. Mr. Heaton responded that the workforce is well represented; however, the company does not have

a pool of employees in the DC Metropolitan area. He continued that the company recently hired three (3) minorities, which included one (1) District resident. Mr. Hubbard asked Mr. Heaton if his company would be available to participate at the upcoming career fair on July 30<sup>th</sup> sponsored by DOES. Mr. Heaton responded that the company would attend as long as the date did not conflict with the upcoming career fair planned by the development team at the Wharf project. Mr. Watson made a motion to accept the company's Employer Acceptance Agreement for approval. Mr. Xanthos seconded the motion. Motion was carried unanimously.

### **Immortal Beloved**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented proposed apprenticeship standards of Immortal Beloved for the occupation of cosmetology. Mrs. Samuels provided background information of the company's workforce. Mr. Kelly Gorsuch and Ms. Gina Vaughan, Owner and Operation Manager were present at the meeting to answer Apprenticeship Council members' questions. Mr. Xanthos asked about the number of years the company has been at its current location. Mr. Gorsuch responded that the company has been located at its current location since December 2013. Chairman Howell asked where the company plan to have related instruction for apprentices. Mr. Gorsuch responded that the company plan to provide related instruction in-house at their facility. Mr. Hubbard asked if the company would be available to participate at the upcoming career fair on July 30<sup>th</sup> sponsored by DOES. Mr. Gorsuch responded that the company just hired someone new and would not have any open position at this time. Ms. Carter made a motion to accept the company's proposed apprenticeship standards for approval. Mr. Blanton seconded the motion. Motion was carried unanimously.

### **Buzz567 of Georgetown, LLC**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented proposed apprenticeship standards of Buzz567 of Georgetown for the occupation of cosmetology. Mrs. Samuels provided background information on the company's workforce. Mr. John Santanella and Mr. Alfred Graham, Owner and Instructor were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked would the two (2) new pending apprentices have to meet the 500 hour requirement. Mr. Santanella responded that they would. Mr. Xanthos made a motion to accept the company's proposed apprenticeship standards for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

### **Genesys Impact**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of Genesys Impact for the trade of telecommunications technician. Mr. Barnes provided background information of the company's workforce, work projects and violation status. Company had not been cited for any violations on Davis-Bacon, OSHA or workers' compensation. Mr. Jad Boustany, owner of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Xanthos asked was this the company's first apprenticeship program and was they here because of a jobsite requirement. Mr. Boustany responded that it was indeed their first and due to a contract on a District funded project they are required to register an approved apprenticeship program. Mr. Cox asked about the length of the company's program term. Mr. Boustany responded that it would be a four (4) year apprenticeship program. Chairman Howell asked the company why they failed to include their curriculum in their apprenticeship standards, since the company plan to provide in-house related instruction. Mr. Boustany responded that he intended to send his apprentices to Cardozo for related instruction. Chairman Howell suggested that the company make the necessary correction in their standards and Mr. Boustany agreed. Mr. Blanton made a motion to accept the company's proposed apprenticeship standards for

approval, contingent on the change being made to the related instruction. Mr. Watson seconded the motion. Motion was carried unanimously.

### **Bennett Group, Inc.**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of Bennett Group for the trade of carpentry. Mr. Barnes provided background information of the company's workforce, work projects and violation status. Company had not been cited for any violations on Davis-Bacon, OSHA or workers' compensation. Mr. John Houser, President of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Cox asked company officials the reason for not applying for apprenticeship registration sooner, since the company had been in business since 1982. Mr. Houser responded that the company had not self performed work in the carpentry trade until 2007. Chairman Howell asked how many apprentices did the company plan to hire and how much work did they have available. Mr. Houser responded that they plan to hire one (1) apprentice and they had a workload that would last until 2015, but was continuing to bid on other projects. Chairman Howell asked the company why their first percentage for wages to be paid apprentices is lower than the District minimum wage rate. Mr. Houser responded that he would change the percentage to be above District minimum wage rate. Mr. Hubbard asked if the company would be available to participate at the upcoming career fair on July 30<sup>th</sup> sponsored by DOES. Mr. Houser committed to attending the event. Mr. Watson made a motion to accept the company's proposed apprenticeship standards for approval contingent on the change being made to the wages to be paid apprentices. Mr. Xanthos seconded the motion. Motion was carried unanimously.

### **SRC Contractors, Inc.**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of SRC Contractors for the trade of floor layer. Mr. Barnes provided background information of the company's workforce, work projects and violation status. Company had not been cited for any violations on Davis-Bacon, OSHA or workers' compensation. Mr. Abdul Satar Amini, president of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Cox asked Mr. Amini why the company is just coming before the Apprenticeship Council to register an apprenticeship program. Mr. Amini responded that the company had not previously reached the monetary threshold that required the company to have a program, but was excited to establish one now. Mr. Watson made a motion to accept the company's proposed apprenticeship standards for approval. Mr. Blanton seconded the motion. Motion was carried unanimously.

### **Fresh Air, LLC**

Mr. Ramon Gillead, Apprenticeship Training Representative presented proposed apprenticeship standards of Fresh Air, LLC for the trade of drywall applicator. Mr. Gillead provided background information of the company's current workforce, work projects and violation status. Company had not been cited for any Davis-Bacon, OSHA or Workers' Compensation violations. Mr. Stanley Neal, President of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Blanton asked about the company's graduation rate for apprentices and did the company have enough work to maintain the apprenticeship program. Mr. Neal responded that the company was applying for apprenticeship registration for first time. Mr. Neal also indicated that he believes the company will have enough work to maintain the program for apprentices to graduate. Mr. Hubbard asked if the company would be available to participate for the upcoming career fair on July 30<sup>th</sup> sponsored by DOES. Mr. Neal committed to attend the event. Mr. Blanton made a motion to accept the company's proposed apprenticeship standards for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

### **Pioneer Roofing Systems, Inc.**

Mr. Ramon Gillead, Apprenticeship Training Representative presented proposed apprenticeship standards of Pioneer Roofing Systems, Inc for the trade of roofer. Mr. Gillead provided background information of the company's work projects, violation status. Company had not been cited for any Davis-Bacon, OSHA or Workers' Compensation violations and had an EMR of 1.21. Mr. Stephen Wann, president and Mr. Kyle Goberdhansingh, project manager were present at the meeting to answer Apprenticeship Council members' questions. Mr. Thrower asked the company officials to explain how they had no OSHA violations with such a high EMR. Mr. Wann responded that the company had a previous OSHA issue that continues to affect their current EMR. Mr. Cox asked if this was the company's first apprenticeship program and what is the contract value of their projects. Mr. Wann responded that this was the company's first time applying for apprenticeship registration, although they have been involved in hiring D.C. residents. He further stated that the contract values for District government assisted projects included: \$500,000 for Hearst ES, \$1,000,000 for Stuart-Hobson, \$500,000 for Janney and Payne ES were "time and material" projects. Ms. Carter asked company officials if they were sure no pending Davis-Bacon issues existed. Mr. Wann responded that he did was not aware of any Davis-Bacon issues with the company. Mr. Thrower responded that his office had recently received a complaint about a possible Davis-Bacon issue, but it had yet to fully investigate the issue. Mr. Watson recommended that the company settle their situation prior to approval and asked company officials if they would be willing to withdraw. Mr. Wann requested withdrawal of his proposed apprenticeship standards at that time.

### **Millennium Pool Services, LLC**

Mr. Ramon Gillead, Apprenticeship Training Representative presented proposed apprenticeship standards of Millennium Pool Services for the trade of swimming pool maintenance and construction. Mr. Gillead provided background information of the company's current workforce, work projects and violation status. Company had not been cited for any violations on Davis-Bacon, OSHA or workers' compensation. Mr. Hank Lavery, president and Ms. Edwina Trigger, project manager of the company were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked company officials to explain the type of work the company performed and what would they do for related instruction. Mr. Lavery responded that the company performed mostly service work and only minor construction. He further stated that the related instruction would be done in their office every two (2) weeks and on-line. Chairman Howell asked officials if they would be willing to provide a more detailed outline that shows their related instruction and how the on-line process would work. Mr. Lavery responded that they would have no objections providing that information. Mr. Hubbard asked if the company would be available to participate at the upcoming career fair on July 30<sup>th</sup> sponsored by DOES. Mr. Lavery committed to attending the event. Mr. Blanton made a motion to accept the company's proposed apprenticeship standards for approval, contingent to providing the Apprenticeship Office with a detailed description of their related instruction. Mr. Luperallo seconded the motion. Motion was carried unanimously.

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

### **Goldin & Stafford, Inc.**

Mr. Ramon Gillead, Apprenticeship Training Representative presented revised apprenticeship standards of Goldin & Stafford, Inc apprenticeship for recertification approval for the trade of operating engineer. Mr. Gillead provided background information of the company's performance as an apprenticeship sponsor during the past nine (9) years. Information also included the number of individuals accepted as apprentices and the number of apprentices terminated from the program. Mr. Brian Mattingly, president

was present at the meeting to answer Apprenticeship Council members' questions. Mr. Blanton congratulated the company on the number District resident apprentices the company graduated and asked if the company had looked at Phelps School as a provider for related instruction. Mr. Mattingly responded that they had not looked into Phelps School, but would be glad to entertain that option. Mr. Hubbard asked if the company would be available to participate at the upcoming career fair on July 30<sup>th</sup> sponsored by DOES. Mr. Mattingly responded that the company did not have any current open positions, so they would not want to attend and give residents false hopes. Mr. Blanton made a motion to accept the revised apprenticeship standards for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

### **HRGM Corporation**

Ms. Alletta Samuels, Apprenticeship Training Representative presented revised apprenticeship standards of HRGM, Corporation apprenticeship for recertification approval for the trade of roofer. Ms. Samuels provided background information of the company's performance as an apprenticeship sponsor during the past thirty (30) years. Information also included the number of individuals accepted as apprentices and the number of apprentices terminated from the program. Ms. Rachna Butuni Bhatt, director and Ms. Carla Welds, deputy controller were present at the meeting to answer Apprenticeship Council members' questions. Mr. Xanthos asked company officials about the company's scope of work on the Barry Farms project. Ms. Bhatt responded that the company is performing waterproofing and roofing on the project. Mr. Watson asked company officials if there was anything they believe that the Apprenticeship Council could do that would help the company to get apprentices to complete the program. Ms. Bhatt responded that she was not sure, because she had not figured out what was needed but was always open for ideas. Mr. Hubbard asked if the company would be available to participate at the upcoming career fair on July 30<sup>th</sup> sponsored by DOES. Ms. Bhatt responded that she could not commit at the moment, but would let Mr. Hubbard know by Tuesday. Mr. Xanthos made a motion to accept the revised apprenticeship standards for approval. Mr. Luperallo seconded the motion. Motion was carried unanimously.

### **NECA/IBEW Local Union #26 JATC**

Ms. Alletta Samuels, Apprenticeship Training Representative presented revised apprenticeship standards of NECA/IBEW Local Union #26 JATC for recertification approval for the trades of electrician and telecommunication technician. Ms. Samuels provided background information of the union's performance as an apprenticeship sponsor during the past fifty (50) years. Information also included the number of individuals accepted as apprentices and the number of apprentices terminated from the program. Mr. David McCord, Director, Mr. Charles Graham, Business Manager, IBEW Local #26 and Co-Chairman, Mr. Andrew Porter, Executive Director NECA and Ms. Johanna Montero, Attorney were present at the meeting to answer Apprenticeship Council members' questions. Ms. Carter asked what would disqualify candidates for acceptance as apprentices. Mr. McCord responded that most individuals with a felony crime would be a reason; however, the candidates would still be reviewed by the whole JATC committee and can appeal the decision. He further stated that the candidates receive a copy of the background check that explains why they were denied. Several Apprenticeship Council members asked questions about the organization's background check policy and implementation of boot camp as a means of dismissal. Mr. McCord attempted to explain the rationale behind the background check policy and the requirement of the contractors on federal projects. Mr. Thrower explained that the background check was presented and approved the last time the organization came before the Apprenticeship Council. Several Apprenticeship Council members expressed concern about the organization implementation of the boot camp policy without seeking approval. Mr. McCord responded by explaining the decision to switch from tech math to the boot camp curriculum and reasons for termination Step-up apprentices. Ms. Montero explained the legal opinion behind the decision and the previous conversation about boot camp issue with the Apprenticeship Office to come to a resolution. After several minutes of back and forth between Ms. Montero and Mr. Thrower, Mr. Cox asked what documentation did the organization provide or bring with

them to demonstrate compliance. Mr. McCord presented a single document that he said is a copy of what was sent to the Step-up apprentices in question, who terminated with the names blacked out. Mr. Xanthos made a motion to deny approval of IBEW Local No. 26 revised apprenticeship standards until the union takes corrective action by reinstating all Step-up apprentices who were terminated and providing the Apprenticeship Office with verification of its efforts. Mr. Cox seconded the motion. Motion won carried by majority vote, three (3) for, two (2) against, one (1) abstention and one (1) recued herself.

Mr. Thrower asked the organization officials if they wanted an extension from the August 7, 2014 date to August 22, 2014 to provide the information to the Apprenticeship Office. Mr. Graham responded that the organization would like an extension and requested if it could be August 29, 2014 to allow the maximum time. Mr. Cox responded that the extension would be granted; the organization needed to provide a more detailed response to every issue addressed in the letter with supporting documentation. Mr. Porter asked would they please detail the issue(s) outside of the boot camp that required a response. Mr. Thrower responded that both the boot camp and rejecting Step-Up apprentices because of the background check was the major concerns that violated their current approved apprenticeship standards. Mr. Blanton made a motion to recoup lost wages for any affect apprentice due to the boot camp. His motion did not receive a second.

### **City Construction, LLC**

Mr. Larry Barnes, Apprenticeship Training Representative presented revised apprenticeship standards of City Construction for recertification approval for the trade of carpentry. Mr. Barnes provided background information of the company's performance as an apprenticeship sponsor during the past five (5) years. Information also included the number of individuals accepted as apprentices and the number of apprentices terminated from the program. Mr. Steve Goodwrigh, president of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked whether the company had been deregistered previously. Mr. Goodwrigh responded that he had no prior knowledge until it was recently brought to his attention, in which he made an agreement to resolve the company's issue. Mr. Thrower pointed out that the company was required to hire two (2) to three (3) apprentices; two (2) apprentices were hired, but one (1) was no longer with the company. Chairman Howell asked if the company plans to hire an additional apprentice and did the company have enough work to sustain more apprentices. Mr. Goodwrigh responded that he did not want to bring someone on and not have the workload to keep them employed. Ms Carter asked Mr. Goodwrigh if he was sure if the company did not have any pending or current Davis-Bacon issues. Mr. Thrower followed-up by asking whether the company heard from the Department of General Services (DGS) project manager regarding the company's MPD projects and its violations and violations of their subcontractors. Mr. Goodwrigh said he had not received anything to date, but would check and is willing to work with the office to resolve any issues. Mr. Xanthos made a motion to accept the revised apprenticeship standards for approval contingent on all Davis-Bacon issues settled within the next thirty (30) days. Ms. Carter seconded the motion. Motion was carried unanimously.

### **Corman Construction, Incorporated**

Mr. Larry Barnes, Apprenticeship Training Representative presented revised apprenticeship standards of Corman Construction, Incorporated for recertification approval for the trades of rough carpentry and cement masonry. Mr. Barnes provided background information of the company's performance as an apprenticeship sponsor during the past eight (8) years. Information also included the number of individuals accepted as apprentices and the number of apprentices terminated from the program. Mr. Richard Kumrow Jr., Vice-President of Operations was present at the meeting to answer Apprenticeship Council members' questions. Ms. Carter asked Mr. Kumrow why the first percentage of wages to be paid apprentices is lower than the District minimum wage rate. Mr. Kumrow responded that he would change the percentage to be above District minimum wage rate. Mr. Luparello asked what

happen with their five (5) apprentices who were accepted and why no apprentice graduated from the program. Mr. Kumrow responded that the company had only one (1) apprentice, who came close to completing but he left the company one (1) month before he could graduate. He further stated his company would like to participate at DOES jobs fair July 30<sup>th</sup> event. Mr. Watson asked Mr. Kumrow if he understood that not having apprentices on his job sites was a serious problem that the Apprenticeship Council takes seriously. Mr. Kumrow responded that he did understand his company needs to do a better job and is willing to work with Mr. Barnes from the Apprenticeship Office to do what is necessary. Mr. Cox asked why the company had no apprentices at this time. Mr. Kumrow responded that they do highway work and was unable to get apprentices to stay. Mr. Hubbard asked if his company would be willing to bring on two (2) additional apprentices. Ms. Carter made a motion to accept the revised apprenticeship standards for approval. Mr. Luperallo seconded the motion. Motion was carried unanimously.

### **Director's Report**

Mr. Hubbard informed everyone of the roundtable sponsored by Secretary Perez on apprenticeship in the construction industry. He further spoke about the recent National Association of State and Territorial Apprenticeship Directors (NASTAD) annual conference, which included \$100 million grant money coming from US DOL in the fall to assist states to expand apprenticeship in other industries. Mr. Hubbard continued to mention the recent meeting with Phelps High School officials about the use of their heavy equipment simulator and agency's thought about purchasing a simulator. Mr. Thrower spoke about the pre-apprenticeship initiative with a non-union contractor that has provided opportunities for twenty-two (22) Ward eight (8) residents.

### **Old Business**

Mr. Watson thanked Director Luperallo for providing the Apprenticeship Council with badges to enter the building.

### **New Business**

None

### **Adjournment**

Ms. Carter made a motion to adjourn the meeting and seconded by Mr. Cox. Chairman Howell adjourned the meeting at 8:19 pm.

Respectfully submitted,

Jamell A. Thrower  
Acting Executive Secretary