

# GOVERNMENT OF THE DISTRICT OF COLUMBIA

## Department of Employment Services

VINCENT C. GRAY  
MAYOR



F. THOMAS LUPARELLO  
DIRECTOR

### MINUTES

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

**OCTOBER 2, 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  
Craig English, Representative for Chancellor of DC Public Schools

#### APPRENTICESHIP COUNCIL MEMBERS ABSENT

William Dean, Employer Representative  
Raymond Kibler, Public Representative

#### 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, Administrative Assistant

#### COMPANIES/ORGANIZATIONS/VISITORS PRESENT

David A. McCord, IBEW/NECA Local Union #26 JATC  
William Dave, 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  
Jason Roberts, ABC Metro Washington Chapter  
Jim Simpson, Continental Construction, Inc.  
Frank Chiaramonte, Chiaramonte Construction Company  
Steven Groth, Chiaramonte Construction Company  
Keith Lee, GPEC, LLC  
Julie Anctil, Certified Roofing Systems & Contracting Corporation  
Donald Kuhl, Certified Roofing Systems & Contracting Corporation  
Tamla Kirkland, BellRose Glass & Glazing, LLC  
Louis Jinks, BellRose Glass & Glazing, LLC  
Devroux Paige, Paige Industrial Services, Inc.  
Christopher Cuddy, CMC Concrete  
David Pereira, CMC Concrete  
Corin Carroll, M.C. Dean, Inc.

### **MINUTES OF OCTOBER 2, 2014 D.C. APPRENTICESHIP COUNCIL MEETING**

Chairman, Frederick Howell called the meeting to order at 4:02 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 July 17, 2014 meeting and requested a motion. Ms. Violet Carter made a motion to accept the minutes as presented. Mr. Thomas Luparello 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:**

#### **Paige Industrial Services, Inc.**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of Paige Industrial Services, Inc. for the trades of carpentry and electrical. Mr. Barnes provided background information of the company's workforce, work projects and violation status. Company had not been cited for any violations of OSHA or workers' compensation but had one (1) Davis-Bacon violation. Mr. Devroux Paige, President 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. Mr. Paige responded that they had an approved registered apprenticeship program in the state of Maryland. Ms. Carter asked what the company's current apprentice count is. Mr. Paige responded that they have two (2) electrical and seven (7) carpentry apprentices. Mr. Thrower asked what the company's current workforce was since this was not represented in their workforce site analysis. Mr. Paige responded that they have hired several laborers since they completed the form. Mr. Cox asked would the company be willing to provide clarification of their numbers. Mr. Blanton asked if we could have a as of date on the workforce numbers. Mr. Paige responded that he had no objection providing current numbers. Mr. Xanthos made a motion to accept the company's proposed apprenticeship standards for approval, contingent on the company providing up-to-date workforce number by

tomorrow Friday, October 3, 2014. Mr. Cox seconded the motion. Motion was carried unanimously.

### **GPEC, LLC**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of GPEC, LLC for the trade of electrician. 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. Keith Lee, President of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked was the work at UDC total renovation. Mr. Lee responded that it was a total renovation and due to be complete in December. Mr. Blanton asked was this the company first apprenticeship program and how did they factor in the cost for the program. Mr. Lee stated that it was their first program and during employment with other contractors he had to do such cost estimate and now he was doing it for himself. Mr. Watson made a motion to accept the company's proposed apprenticeship standards for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

### **Certified Roofing Systems & Roofing Systems & Contracting Corporation**

Mr. Ramon Gillead, Apprenticeship Training Representative presented Employer Acceptance Agreement of Certified Roofing Systems & Roofing Systems & Contracting Corporation for the trade of carpentry. 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 or OSHA violations and has an EMR of 1.5. Mr. Donald Kuhl, Vice-President and Ms. Julie Anttil, Chief Financial Officer (CFO) of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked does the company perform roofing or carpentry and what type of work did they perform on the two (2) District projects. Mr. Kuhl responded that the company performs roofing and that is what they did on the two (2) projects. Chairman Howell asked why they are requesting a carpentry program if they performed roofing work and if they performed carpentry work. Mr. Kuhl responded that they are submitting a carpentry program because ABC does not offer roofing and carpentry was recommended by ABC. Mr. Jason Roberts, Director of Apprenticeship for ABC Metro responded that they teach a lot of roofing in their carpentry program. Mr. Luperello asked if they had plans to start a roofing program. Mr. Roberts responded that they have applied for roofing and expected to be on the agenda for the next meeting. Mr. Xanthos asked why the company had not applied for apprenticeship registration before. Mr. Kuhl responded that this is the first time they were required to have an approved program. Mr. Cox made a motion to table the company's Employer Acceptance Agreement. Mr. Gillead informed the Council that the company would like to withdraw their Employer Acceptance Agreement.

### **Continental Construction, Inc.**

Mr. Ramon Gillead, Apprenticeship Training Representative presented Employer Acceptance Agreement of Continental Construction, Inc. for the trade of carpentry. 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 or OSHA violations and has an EMR of .88. Mr. Jim Simpson, President of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked how many apprentices have their current program graduated and why did they want to make the switch. Mr. Simpson responded that they have only graduated one (1) since 2003 and since they are a member of ABC he felt it would be convenient to be under their current standards. Mr. Simpson further stated that he intended to bring on two (2) more apprentices by the end of the year. Ms. Carter made a motion to accept the company's Employer Acceptance Agreement for approval. Mr. Xanthos seconded the motion. Motion was carried unanimously.

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

Mr. Carlos Thomas, Administrative 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. Company had not been cited for any OSHA 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 why they refused to provide the necessary information. Mr. Pereira responded that the company felt they have provided everything expect for the tax returns. He further stated they he did not understand the necessity to provide them but they were willing to provide anything the Board felt was required. Mr. Cox stated that he did not feel comfortable with moving forward until all of the required documentation had been provided and reviewed by office. Mr. Thomas informed the Council that the company would like to withdraw their apprenticeship standards.

### **BellRose Glass & Glazing, LLC**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented proposed apprenticeship standards of BellRose Glass & Glazing, LLC for the trade of glazier. Mrs. Samuels provided background information of the company's work projects, violation status. Ms. Tamala Kirkland, Managing Member and Mr. Louis Jinks, Estimator were present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell pointed out that they have two (2) addresses on their standards and asked where they planned to maintain their records. Ms. Kirkland responded that they planned to keep them at their District address. Mr. Cox asked how many District residents did they have and how many District apprentices they plan to bring on. Ms. Kirkland responded that they had four (4) District currently employed and was looking to converting on District resident laborer to apprentice if approved. Mr. Watson asked how the on-line training work would for those apprentices who did not own a computer. Ms. Kirkland responded that they intended to make arrangement at their District location for apprentices to complete the necessary related instruction. Ms. Carter made a motion to accept the company's proposed apprenticeship standards for approval. Mr. Cox seconded the motion. Motion was carried unanimously.

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

**Chiaramonte Construction Company**

Mrs. Alletta Samuels, Apprenticeship Training Representative presented Employer Acceptance Agreement of Chiaramonte Construction Company for the trades of Drywall Applicator, Brick Masonry and Concrete Form Builder. Mrs. Samuels provided background information of the company's work projects, violation status. Mr. Frank Chiaramonte, President and Mr. Steve Groth, Vice-President were present at the meeting to answer Apprenticeship Council members' questions. Mr. Watson asked if the company workforce numbers of seven (7) apprentices was accurate and how many new apprentices did they intend to bring on. Mr. Chiaramonte responded that the number was accurate and they intended to bring on six (6) additional apprentices in the newly approved trade areas. Mr. Cox made a motion to accept the company's proposed Employer Acceptance Agreement for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

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

**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. Ms. Samuels provided the status of the concerns brought out at the last Apprenticeship Council meeting. Mr. David McCord, Director and Mr. Charles Graham, Business Manager, IBEW Local #26 were present at the meeting to answer Apprenticeship Council members' questions. Ms. Carter asked if all the condition were met and if all were employed. Mr. McCord responded all but two (2) have received employment and the reason why they were still unemployment. Chairman Howell asked why step-up apprentices had the same eligibility requirement as regular apprentices if it is a stepping stone to regular apprenticeship. Mr. McCord responded that the test was a tool method to measuring tool to attempt to determine success and it has been proven to be accurate over time. After several minutes of back and forth between Council members and Mr. McCord, Mr. Thrower asked would they be willing to separate the recertification of their regular apprenticeship standards and the step-up addendum since all of the concerns seems to be with the step-up component. Mr. Graham responded that they did not have a problem with the two (2) being separated. Mr. Blanton made a motion to accept the organization's proposed apprenticeship standards for approval. Mr. Cox seconded the motion. Motion was carried unanimously. Mr. Cox recommended that JATC work with DOES to develop a plan and exact language about the step-up component to present for approval at a later date. Mr. McCord asked would that mean that the existing guidelines would stay in effort until it was represented. Mr. Thrower responded that would be correct. Mr. Graham stated that they would schedule the meeting to meet with staff to

develop a detail plan and the necessary language; however, he wanted to know if their present would be required. Chairman Howell agreed that they would not be required

### **Director's Report**

Mr. Thrower informed everyone 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 and that Lewis Brown was inducted into the Apprenticeship Hall of Fame. He further spoke about the launching of the DOES new on line certified payroll reporting system, which was official launch on Monday, September 29, 2014.

### **Old Business**

Mr. Thrower spoke on the issue that City Construction failure to adhere to the requirement of their contingent approval. Mr. Watson made a motion to deregister City Construction apprenticeship program. Ms. Carter seconded the motion. The motion was won by majority vote.

### **New Business**

Mr. Brown provided a status of our new Rules and Regulations.

### **Adjournment**

Ms. Carter made a motion to adjourn the meeting and seconded by Mr. Cox. Chairman Howell adjourned the meeting at 6:45 pm.

Respectfully submitted,

Jamell A. Thrower  
Acting Executive Secretary ty.