

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**

Department of Employment Services

VINCENT C. GRAY  
MAYOR



F. THOMAS LUPARELLO  
INTERIM DIRECTOR

**MINUTES**

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

**APRIL 24, 2014**

APPRENTICESHIP COUNCIL MEMBERS PRESENT

Frederick Howell, Chairperson and Public Representative  
William Dean, Employer Representative  
Violet Carter, Employee Representative  
Leroy Watson, Employee Representative  
Thomas Luparello, Representative for the Mayor  
Craig English, Representative for Chancellor of DC Public Schools

APPRENTICESHIP COUNCIL MEMBERS ABSENT

John Xanthos, Employer Representative  
Raymond Kibler, Public Representative  
Thomas Blanton, Employee Representative

APPRENTICESHIP OFFICE STAFF PRESENT

Drew Hubbard, Associate Director Employer Services  
Larry Barnes, Apprenticeship Training Representative  
Ramon Gillead, Apprenticeship Training Representative  
Alletta Samuels, Apprenticeship Training Representative  
Jamell A. Thrower, Apprenticeship Training Representative

COMPANIES/ORGANIZATIONS/VISITORS PRESENT

Bechard Rizk, Iron Fabrication Services, Inc.  
Danye Castilloux, Entreprises Precision  
Andre Brochu, Entreprises Precision  
Chris Scott, Cianbro Corporation  
Brian Watson, Cianbro Corporation  
Alan R. Burton, Cianbro Corporation  
Charles Paige, Paige International, Inc.  
Daniel Gordon, Gordon Contractors, Inc.

Jason Roberts, ABC Metro Washington Chapter  
Kyle Goberdhansineh, Pioneer Roofing  
Lewis P. Brown, Public Visitor

**MINUTES OF APRIL 24, 2014  
D.C. APPRENTICESHIP COUNCIL MEETING**

Chairman, Frederick Howell called the meeting to order at 4:13 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 February 27, 2014 meeting and requested a motion. Ms. Violet Carter made a motion to accept the minutes as amended. Mr. Craig English 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:**

**Iron Fabrication Services, Inc.**

Mr. Ramon Gillead, Apprenticeship Training Representative presented proposed apprenticeship standards of Iron Fabrication Services, Inc for the trade of structural iron worker. 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. Bechard Rizk, President of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked was this the company's first apprenticeship program and where were they planning on doing related instruction. Mr. Rizk responded it was their first program and they would be performing their own related instruction at their facility. He further stated that if the apprentice could make it to the jobsite they would ensure the apprentice made it to related instruction. Mr. Luperello asked had the identified any candidates for their program. Mr. Rizk responded that they had but the candidate was not a District resident. Mr. Watson made a motion to accept the company's proposed apprenticeship standards for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

**Cianbro Corporation**

Mr. Jamell Thrower, Apprenticeship Training Representative presented Employer Acceptance of Cianbro Corporation under the Associated Builders and Contractors Apprenticeship Standards for the trades of carpenter and concrete form builder trades. Mr. Thrower provided background information on the company's work projects, violation status, the situation around their last registration and involuntary deregistration. Company had not been cited for any OSHA or Workers' Compensation violations; however, did have Davis-Bacon violations. Mr. Chris Scott, Mid-Atlantic Regional General Manager, Mr. Brian Watson, Training Coordinator and Mr. Alan R. Burton, Executive Vice-President was present at the meeting to answer Apprenticeship Council members' questions. Mr. Watson asked the company to explain the circumstance surrounding their deregistration. Mr. Watson responded that the company started the program in

the mid 1980s and their workload in the area decrease so focus move away from their program in the area. Mr. Brown, former Associate Director gave a background on the company's apprenticeship. He stated he believes that with the change in personnel the focus shifted away from their apprenticeship program leading to their deregistration. Mr. Watson ensured the members that the company was not focused on their apprenticeship as demonstrated by the two (2) District residents the company recently hired. Mr. Howell asked how much work the company had in the area. Mr. Scott responded that the company had at least eighteen (18) months of backlog work. Mr. Watson asked the company to explain their Davis-Bacon violations. Mr. Scott explained that they had one (1) in New York State and Massachusetts for misclassification and a second in Massachusetts for not paying the proper apprentice wage rate. He ensured the members that all issues had been resolved and could provide documented proof if required. Mr. English asked had the company reached out to DCPS for candidates. Mr. Watson responded that they had not reached out as of yet but if they would. Mr. Dean made a motion to accept the company's Employer Acceptance Agreement for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

### **Entreprises Precision**

Mr. Jamell Thrower, Apprenticeship Training Representative presented proposed apprenticeship standards of Entreprises Precision for the trade of ironworker. Mr. Thrower 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; however, the company had been cited for a violation of DC Law 2-156 for failure to register an approved apprenticeship program. Mr. Andre Brochu, President and Danye Castilloux, Administrative Assistant of the company was present at the meeting to answer Apprenticeship Council members' questions. Ms. Carter asked how long was the Brookland project and how do they plan to keep apprentices in the program. Mr. Brochu responded that the project was ten (10) weeks and they intended to have the apprentice travel to maintain their on-the-job training. Mr. Dean asked the company where they intended to send their apprentices for related instruction. Ms. Castilloux responded that the company had not fully planned out the process for related instruction. Mr. Dean requested that they develop a detailed related instruction plan before they receive approval. Mr. Brochu agreed to meet with office staff to develop a detailed related instruction plan. Mr. Hubbard asked about how long did the company anticipate being on the Woodridge Library project. Mr. Brochu responded that the project should last approximately eight (8) weeks and they have hired one (1) person he intended to make an apprentice if approved. Chairman Howell asked if the company was willing to change their numerical ratio to one (1) apprentice to every three (3) journey workers, which would match our regulations. Mr. Brochu agreed to make the change. Mr. Dean made a motion to accept the company's proposed apprenticeship standards for approval contingent to making the ratio change and providing the Apprenticeship Office with a detailed description of their related instruction. Ms. Carter seconded the motion. Motion was carried unanimously.

### **Paige International, Incorporated**

Mr. Larry Barnes, Apprenticeship Training Representative presented proposed apprenticeship standards of Paige International, Incorporated for the trade 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. Charles Paige, president of the company was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked the company would they include their D.C. address under "Maintenance of Records" section and under "Deregistration of Program" would they change John Doe Company, Inc. to the company's name. Mr. Paige agreed to make both changes and apologized for the mistakes. Ms. Cater made a motion to accept the company's proposed apprenticeship standards for approval contingent on the two (2) changes being made. Mr. Dean seconded the motion. Motion was carried unanimously.

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

**Gordon Contractors, Incorporated**

Mr. Larry Barnes, Apprenticeship Training Representative presented revised apprenticeship standards of Gordon Contractors, Incorporated apprenticeship for recertification approval for the trade of roofer. Mr. Barnes provided background information of the company's performance as an apprenticeship sponsor during the past twelve (12) years. Information also included the number of individuals accepted as apprentices and the number of apprentices terminated from the program. Mr. Daniel Gordon, Vice-President was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked why both of the apprentices were in the first year and had they any apprentices make it pass that point. Mr. Gordon responded that they have had only one (1) apprentice come close to completing but he left before he could graduate. Mr. Watson asked was there anything he believe that the Apprenticeship Council could do to help him get apprentices to complete the program. Mr. Gordon responded that he was not sure because he had not figured out what needed but was always open for ideas. Chairman Howell asked how the company got the current two (2) apprentices. Mr. Gordon responded that it was with the assistance of Mr. Barnes. Mr. Watson made a motion to accept the revised apprenticeship standards for approval. Mr. Dean seconded the motion. Motion was carried unanimously.

**Associated Builders and Contractors (ABC) of Metro Washington**

Mr. Larry Barnes, Apprenticeship Training Representative presented revised apprenticeship standards of Associated Builders and Contractors (ABC) of Metro Washington for the trades of carpentry, concrete form building, drywall, electrical, HVAC, masonry, painting, plumbing, reinforced ironwork, sheet metal, sprinkler fitting and structural ironwork. Mr. Barnes provided background information of the company's performance as an apprenticeship sponsor during the past eleven (11) years. Information also included the number of individuals accepted as apprentices, apprentices terminated from the program and completion of apprentices. Mr. Jason Roberts, Director of Education was present at the meeting to answer Apprenticeship Council members' questions. Chairman Howell asked what the organization did to make sure their participating employers are involved. Mr. Roberts responded that they perform annual evaluations to make sure the employer is compliant; when not in compliant they ask the employer

to voluntary deregister. Mr. English asked had the organization been working with D.C. Public Schools (DCPS). Mr. Roberts responded that they have a form building and reinforce ironworker programs with DCPS. Mr. Dean made a motion to accept the revised apprenticeship standards for approval. Ms. Carter seconded the motion. Motion was carried unanimously.

### **Director's Report**

Mr. Hubbard informed everyone of the meeting held with NECA/IBEW Local #26 on April 10, 2014 on their implementation of a modification to their standards that was not first presented to the Apprenticeship Council. Mr. Dean made a motion to request the "Boot Camp" program outline before the next scheduled meeting. Ms. Carter made a friendly amendment to include the names of all those terminated from the program as a result of the program, Mr. Dean accepted the amendment. Mr. Luparello seconded the motion. Motion was carried unanimously. Mr. Hubbard spoke on the violations that were discovered on the Brookland and Roosevelt projects, as a result of office staff monitoring. Mr. Hubbard further mentions that the office would be monitoring more projects to ensure District residents are getting opportunities.

### **Old Business**

Mr. Watson spoke on the fact that he was excited to hear that the office would begin monitor projects again and would be looking forward to updates.

### **New Business**

Chairman Howell asked Mr. English what DCPS is doing in the area of vocational programs because there appears to be grant money available because he saw an article on grants to vocational programs in PG County. Mr. English responded that new leadership has come to the CTE section and they are beginning to stabilize programs. They are reviewing programs and finding funds for those programs that need assistance and building student enrollment. In addition, Mr. English further stated that they are beginning to speak with the middle school students to discuss the opportunities that are available at the high school. Mr. Hubbard mentioned his planned meeting with Emily Dorso and is willing to report back at the next meeting. Mr. Watson asked if there was any way that we could monitor apprenticeship sponsors on jobs that are not DC assisted to ensure that they are in compliance with their approved apprenticeship standards. Mr. Thrower informed him that the office can monitor an apprenticeship sponsor on any project that they are performing work; however, because of staffing we only visit when there is a complaint. Mr. Dean mentioned that the difference is those sponsors found in violation could not receive a monetary fine. Mr. Thrower stated he was correct but the sponsor could be deregistered.

### **Adjournment**

Ms. Carter made a motion to adjourn the meeting and seconded by Mr. Watson. Chairman Howell adjourned the meeting at 5:38 pm

Respectfully submitted,

Jamell A. Thrower  
Acting Executive Secretary