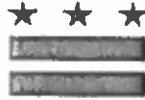


GOVERNMENT OF THE DISTRICT OF COLUMBIA

Department of Employment Services

MURIEL BOWSER
MAYOR



DEBORAH A. CARROLL
DIRECTOR

MINUTES

**DC APPRENTICESHIP COUNCIL
4058 MINNESOTA AVENUE, NE, SUITE 5201**

APRIL 28, 2016

APPRENTICESHIP COUNCIL MEMBERS PRESENT

William Dean, Employer Representative, Acting Chairman
Courtland Cox, Public Representative
Deborah A. Carroll, Director, Representative for the Mayor
Leroy Watson, Employee Representative
John Xanthos, Employer Representative
Violet Carter, Employee Representative

APPRENTICESHIP COUNCIL MEMBERS ABSENT

Frederick Howell, Chairperson and Public Representative

APPRENTICESHIP OFFICE STAFF PRESENT

Gerren Price, Deputy Director, Business Engagement
Denise Crews, Program Manager
Lewis P. Brown III, Program Analyst
Larry Barnes, Apprenticeship Training Representative
Ramon Gillead, Apprenticeship Training Representative
Alletta Samuels, Apprenticeship Training Representative
Randall Shannon, Center for Construction Careers
Sarah Williams, Program Analyst

COMPANIES/ORGANIZATIONS/VISITORS PRESENT

N/A

Public Comment

No Comment

**MINUTES OF APRIL 28TH, 2016
D.C. APPRENTICESHIP COUNCIL MEETING**

Councilmember William Dean served as Acting Chairman in the absence of Chairman Frederick Howell. Mr. Dean called the meeting to order at 4:15 pm, made roll call and reported that the meeting had a quorum. Acting Chairman Dean asked Apprenticeship Council members to review the minutes of February 25, 2016 meeting and requested a motion to approve the minutes. Councilmember Violet Carter made a motion to accept the minutes as written. Councilmember John Xanthos 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:

PR Company

Apprenticeship Training Representative, Alletta Samuels, presented proposed apprenticeship standards of PR Company for the trade of drywall applicator. ATR, Samuels also provided background information of the company's current workforce, work projects and violation status. It was noted that the company had not been cited for any Davis-Bacon or Workers' Compensation violations and had an EMR of .96. The company performed work as a subcontractor at the Riverfront, 25 Potomac Ave., SE, 101 M Street, NW, 800 New Jersey Ave., SE and The Elysium project, located at 1925 14th Street, NW. Mr. Jorge Retana, president of the company was present at the meeting to answer Apprenticeship Council members' questions. Apprenticeship Council members raised questions and concerns of the number of DC projects the company performed work, and the timeline it took the company to attempt to establish an apprenticeship program with the District. Apprenticeship Councilmembers also raised concern of the lack of DC residents employed with the company. Acting chairman Dean recommended that the company withdraw its proposed apprenticeship standards for approval consideration and resubmit its proposed standards at the next DCAC meeting with a plan to hire District residents as apprentices that also establishes hours for residents to be employed on District government assisted projects. Mr. Retana agreed to withdraw his company's proposed apprenticeship standards and return at the next Apprenticeship Council meeting with an acceptable plan.

RKNY Electric & Construction LLC

Apprenticeship Training Representative, Alletta Samuels, presented proposed apprenticeship standards of RKNY Electric & Construction LLC for the trade of electrician. ATR, Samuels provided background information of the company's current workforce, work projects and violation status. It was noted that the company had not been cited for any Davis-Bacon or Workers' Compensation violations. A current EMR for the company was not provided at the meeting. The company performed work as a subcontractor at the Edgewood Terrace project, located at 601 Edgewood Street NE. ATR, Samuels noted that the company provided a DC street address that was not initially listed in the proposed apprenticeship standards. Mr. Jeremy Oh, Senior Operation Manager of company was present at the meeting to answer Apprenticeship Council members' questions. Councilmember Carter asked whether the company performed work on other District projects. Mr. Oh responded none. Councilmember Xanthos asked Mr. Oh how his company knew about applying for apprenticeship with the District. Mr. Oh responded

that he was informed about the District government First Source law and the apprenticeship requirement. Director Deborah Carroll asked whether the company had DC residents employed with the company. Mr. Oh responded that there were two (2) DC residents employed with the company, one (1) journey worker and one (1) laborer, who will be registered as an apprentice upon approval of the standards. Director Carroll made a motion to accept the company's proposed apprenticeship standards for approval. Councilmember Cox seconded the motion. Motion was carried unanimously.

Fredericksburg Glass & Mirror

Apprenticeship Training Representative, Larry Barnes, presented proposed apprenticeship standards of Fredericksburg Glass & Mirror for the trade of glazier. ATR, Barnes provided background information of the company's current workforce, work projects and violation status. The company had not been cited for any current Davis Bacon violations and had two Worker Compensation claims in the past three years. The company had an EMR of .75. The company performed work as a subcontractor at Wallach Apartments, 1919 14th Street, NW, 711 48th Street NE. and the Street Car Barn project. Mr. Lynn Swann, president of the company was present at the meeting to answer Apprenticeship Council members' questions. Councilmember Cox asked about the number of DC residents currently employed with the company. Mr. Swann responded that three (3) DC residents were currently employed with the company, who will be registered as apprentices upon approval of the apprenticeship standards. Councilmember Carter made a motion to accept the company's proposed apprenticeship standards for approval. Director Carroll seconded the motion. Motion was carried unanimously.

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

Hugee Corporation

Apprenticeship Training Representative, Larry Barnes, presented revised apprenticeship standards of Hugee Corporation apprenticeship standards for recertification approval for the trades of HVAC and sheet metal. ATR, Barnes provided background information of the company's current workforce, work projects, violation status and performance as an apprenticeship sponsor during the last approval period. It was noted that the company registered seven (7) apprentices, all DC residents; graduated two (2) apprentices and two (2) apprentices were currently registered and employed with the company. The company had not been cited for any Davis-Bacon or Workers' Compensation violations. A current EMR for the company was not provided at the meeting. Mr. Perry Hugee, president of the company was present at the meeting to answer Apprenticeship Councilmembers' questions. Council member Cox asked about the total number of DC residents employed with the company. Mr. Hugee responded that twenty-seven (27) DC residents were currently employed with the company. Councilmember Carter asked Mr. Hugee to explain the company's graduation rates versus the time the company had been registered as a sponsor. Mr. Hugee responded that the idea graduation rate should be four (4) apprentice graduates per year, based on the workforce capacity. It was noted that the company had graduated two (2) apprentices since the last approval period. Mr. Hugee also explained the challenge in providing related instruction for the apprentices. Director Carroll informed Mr. Hugee about the Eligible Training Provider List to become eligible for

reimbursement under WIOA (The Workforce Innovation and Opportunity Act). Councilmember Cox made a motion to accept the company's apprenticeship standards for recertification approval. Council member Xanthos seconded the motion. Motion was carried unanimously.

Clark Construction Group

Apprenticeship Training Representative, Alletta Samuels, presented revised apprenticeship standards of the Clark Construction Group for the trade of form builder. ATR, Samuels provided background information of the company's current workforce, work projects and performance as an apprenticeship sponsor during the last approval period. The company had no current Worker Compensation or Davis Bacon violations. Clark Construction Group had performed work at Square 50, The SW Wharf project, National Museum of African American History, Cambria Suites, Chinese Embassy, etc. It was noted that the company registered two-hundred-ten (210) apprentices during its registration period, in which thirty (30) apprentices completed their apprenticeship training. Nineteen (19) apprentices were currently registered and employed with the company; all are DC residents. ATR, Samuels also informed Apprenticeship Council members that Clark Construction established a partnership with the Apprenticeship Office to provide pre-apprenticeship training for DC residents that started on April 2016. The company enrolled ten (10) residents to receive preparatory training to meet eligibility requirements for apprenticeship. The company agreed to accept all successful completers as registered apprentices. Councilmember Carter made a motion to accept the company's apprenticeship standards for recertification approval. Councilmember Cox seconded the motion. Motion was carried unanimously.

Elevators Union Local Number 10

Apprenticeship Training Representative, Alletta Samuels, presented revised apprenticeship standards of the Elevators Union Local Number 10 for the trade of elevator constructor. ATR, Samuels provided background information of the organization's performance as an apprenticeship sponsor during the last approval period. Local Union No. 10 had been registered with the DC Apprenticeship Council since 2001. During this period the union registered nine-hundred forty-three (943) apprentices, with over four hundred (400) graduating in the past four years; two-hundred twenty-nine (229) apprentices are currently active. Apprenticeship Council members raised questions regarding the union's lack of DC residents registered as apprentices. Mr. Robert Yateman, the union representative, who attended the meeting made reference of his Local's efforts to increase the number of District residents as apprentices in their program by working with the Business Services Group and Apprenticeship Office of DOES. Mr. Yateman also noted that as District resident apprentices progressed through the program they eventually relocate out of the City. Councilmember Carter made a motion to accept the union's apprenticeship standards for recertification approval. Director Carroll seconded the motion. Motion was carried unanimously.

Omni Excavators Inc.

Apprenticeship Training Representative, Alletta Samuels, presented revised apprenticeship standards of Omni Excavators, Inc. for the trade of cement mason. ATR, Samuels provided background information of the company's current workforce, work projects, violation status and

performance as an apprenticeship sponsor during the last approval period. It was noted that the company had a Davis-Bacon issue and had an EMR of .91. Apprenticeship Council members expressed concerns of the lack of apprentices, especially DC residents registered during the last registration period, including issues with related instruction. Mr. Rob Rafi, president of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Rafi indicated that the company wanted to utilize the Associated Builders and Contractors (ABC) as a provider for related instruction, but there were not enough apprentices enrolled to maintain a class. The company subsequently decided to use Ideal Charter School facility as a provider for their related instruction utilizing an independent study component for the cement mason trade. Apprenticeship Council members expressed concerns that the company was unable to identify a qualified cement mason instructor. Acting Chairman Dean recommended that the company withdraw their apprenticeship standards for approval consideration until the next Apprenticeship Council meeting with decisive information on how related instruction will be provided to apprentices and an action plan for completing apprentices. Mr. Rafi agreed to withdraw his company's proposed apprenticeship standards.

The Anderson Company

Apprenticeship Training Representative, Ramon Gillead, presented revised apprenticeship standards of The Anderson Company for the trade of operating engineer. ATR, Gillead provided background information of the company's current workforce, work projects, violation status and performance as an apprenticeship sponsor during the last registration period. ATR, Gillead also noted that the company had recently hired DC residents for the SW Wharf construction project. Mr. Patrick Doering, Human Resource Manager of the company was present at the meeting to answer Apprenticeship Council members' questions. Councilmember Cox asked Mr. Doering for the percentage of work the company performs in the District of Columbia. Mr. Doering responded 6% of the company's work is performed in the District. Councilmember Cox also asked about the number of DC residents who were employed with the company. Mr. Doering responded that ten (10) DC residents were currently employed with the company, mostly as laborers. Acting Chairman Dean asked about apprenticeship related instruction provided to apprentices. Mr. Doering responded that the company provides in-house training and utilizes ABC' as a provider for related instruction. Acting chairman Dean expressed concern with the response and recommended that the company's apprenticeship standards be tabled for approval consideration. Acting Chairman Dean also recommended that the company establish a better plan for providing related instruction for apprentices to be presented at the next Apprenticeship Council meeting. Mr. Doering agreed to resubmit the company's apprenticeship standards with a plan for related instruction for the next scheduled meeting.

American Automatic Sprinkler Co.

Apprenticeship Training Representative, Ramon Gillead, presented revised apprenticeship standards of American Automatic Sprinkler Co. for recertification approval for the trade of sprinkler-fitter. ATR, Gillead provided background information of the company's current workforce, work project, violation status and performance as an apprenticeship sponsor during the last approval period. The company had not been cited for any Worker Compensation or Davis Bacon violations. ATR, Gillead noted that during the company's registration period as an apprenticeship sponsor, eight (8) apprentices were registered; two (2) apprentices completed

their apprenticeship training as journey-workers, two (2) apprentices voluntarily dropped from the program, two (2) apprentices relocated from the area and two (2) apprentices are currently employed with the company. Mr. Lyndsay Saffer, vice president of the company was present at the meeting to answer Apprenticeship Council members' questions. Councilmember Carter inquired about where the company's apprentices received their related instruction. Mr. Saffer responded that apprentices received their related instruction in-house at the company's facility located in Fairfax, Virginia. Director Carroll made a motion to accept the company's apprenticeship standards for recertification approval. Councilmember Xanthos seconded the motion. Motion was carried unanimously.

R.V. Carey's Plumbing & Heating

Apprenticeship Training Representative, Ramon Gillead, presented revised apprenticeship standards of R.V. Carey's Plumbing & Heating for the trade of plumber. ATR, Gillead noted that the company was reappearing from the last Apprenticeship Council meeting, in which their apprenticeship standards were tabled for failure to adequately address the company's ability to retain and graduate more apprentices. Mr. Maurice Hall, vice president of the company was present at the meeting to answer Apprenticeship Council members' questions. However, Mr. Hall did not have available the required plan that was initially requested at the February meeting. Acting chairman Dean again recommended that the company's apprenticeship standards be tabled and that company's officials return at the next Apprenticeship Council meeting with a sufficient plan. Acting Chairman Dean also insisted that the president of the company be present at the next meeting. Mr. Hall agreed to Acting Chairman's Dean's request.

The following Employer Acceptance Agreements were presented to the Apprenticeship Council:

ABC – Long Fence Company, Inc.

Apprenticeship Training Representative, Larry Barnes, presented Employer Acceptance Agreement for Long Fence Company, Inc. under the Associated Builders and Contractors (ABC), Metro Washington Chapter apprenticeship standards for approval for the trade of carpentry. Apprenticeship Council members expressed concern that the company's proposed trade was not apprentice-able or met the criteria as an apprentice-able occupation area, based on company's explanation of the trade tasks. Acting chairman Dean recommended that the company withdraw its proposed Employer Acceptance Letter and work with the Apprenticeship Office on developing an occupation that meets the criteria as apprentice-able that the Apprenticeship Council can approve. Mr. Craig Herrick, Commercial Sales Manager for the company who was present at the meeting agreed to withdraw the company's Employer Acceptance Agreement.

ABC – Telligent Masonry, LLC

Apprenticeship Training Representative, Larry Barnes, presented Employer Acceptance Agreement for Telligent Masonry under the Associated Builders Contractors (ABC), Metro Washington Chapter apprenticeship standards for approval for the trade of Brick Masonry. ATR, Barnes provided background information of the company's current workforce, work projects and violation status. ATR, Barnes also noted that the company currently employed thirty-six (36) DC

residents and planned to hire two (2) DC residents as apprentices. Councilmember Xanthos made a motion to accept the company's Employer Acceptance Agreement for approval. Councilmember Cox seconded the motion. Motion was carried unanimously.

IEC – Bausum & Duckett Electrical, LLC

Apprenticeship Training Representative, Ramon Gillead, presented Employer Acceptance Agreement for Bausum & Duckett Electrical, LLC under the Independent Electrical Contractors (IEC), Chesapeake Chapter apprenticeship standards for approval for the trade of electrician. ATR, Gillead provided background information of the company's current workforce, work project and violation status. ATR, Gillead also noted that the company planned to hire two (2) DC residents as electrician apprentices. Director Carroll made a motion to accept the company's Employer Acceptance Agreement for approval. Councilmember Cox seconded the motion. Motion was carried unanimously.

IEC – M.R. Electrical, Inc.

Apprenticeship Training Representative, Alletta Samuels, presented Employer Acceptance Agreement for M. R. Electrical, Inc. under the Independent Electrical Contractor (IEC) apprenticeship standards for approval for the trade of electrician. ATR, Samuels provided background information of the company's current workforce, work projects and violation status. The company had not been cited for any Worker Compensation or Davis-Bacon violations. ATR, Samuels noted that the company currently had one (1) DC resident employed and planned to hire one (1) additional District resident as an apprentice. Councilmember Cox made a motion to accept the company's Employer Acceptance Agreement for approval. Councilmember Carter seconded the motion. Motion was carried unanimously.

The following apprenticeship sponsor's summary update was presented to the DC Apprenticeship Council:

Precision Wall Tech

Apprenticeship Training Representative, Alletta Samuels presented a summary update of Precision Wall Tech apprenticeship program that outlined the company's apprenticeship performance. The company's apprenticeship program was approved under reinstatement condition, based on the initial program that was deregistered for cause. ATR, Samuels reported that the company's program was performing adequately and maintained compliance of employing the required percentage of DC residents on all District government assisted construction projects. Councilmember Carter made a motion to accept the summary update provided. Director Carroll seconded the motion. Motion was carried unanimously.

The following addendum was presented to the DC Apprenticeship Council:

MC Dean

Acting Chairman Dean recused himself. Apprenticeship Training Representative, Larry Barnes, presented an addendum for MC Dean, Inc. current apprenticeship standards that added an assessment exam, known as a Validated Knowledge Based Assessment to the company's

eligibility requirement for apprenticeship. Councilmember Carter made a motion to accept the company's proposed assessment exam as an addendum. Director Carroll seconded the motion. Motion was carried unanimously.

Director's Report

The USDOL's Office of Apprenticeship is working with US Dept. of Education, ACTE, and other stakeholders in preparing for the Organization for Economic Co-operation and Development (OECD)'s workshop on "Work-based Learning in Vocational Education and Training." The OECD workshop will be held in Baltimore in July and will have a focus on apprenticeship and youth.

The USDOL's Office of Apprenticeship has been tasked with coordinating visits to youth apprenticeship programs in the DMV region, DOES/Office of Apprenticeship, Information and Training has been requested to identify potential programs in DC for the international OECD delegation and other visitors to tour.

The Conference is in the planning stages I will provide specifics as soon as I received confirmation from USDOL Office of Apprenticeship.

The Office of Apprenticeship, Information and Training is currently engaged with 5 new extensive District government funded construction projects;

- Adams Morgan Hotel *18th Street between Euclid and Champlain Street, N.W.*
- Capitol Crossing *222 Massachusetts Avenue, N.W.*
- Hines JHS Project *8th & Pennsylvania Avenue, S.E.*
- LaFayette Elementary School Project
- SOME Project- Bozzuto Prime Contractor
- The Hine JHS Project- Clark Construction Subcontractors
Of the 5 projects there are a combined 64 subcontractors

Old Business

No old business

New Business

No new business

Adjournment

Acting Chairman Dean entertained a motion for adjournment. Councilmember Cox made a motion to adjourn the meeting and the motion was seconded by Councilmember Carter. The meeting was adjourned at 8:15pm.