

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**

**Department of Employment Services**

**MURIEL BOWSER**  
MAYOR



**OLDIE DONALD II**  
DIRECTOR

**MINUTES**

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

**January 26, 2017**

**APPRENTICESHIP COUNCIL MEMBERS PRESENT**

Leroy Watson, Employee Representative  
John Xanthos, Employer Representative  
William Dean, Employer Representative  
Frederick Howell, Chairperson and Public Representative  
Frank Chiaramonte, Employer Representative  
Steve Lanning, Employee Representative

**APPRENTICESHIP COUNCIL MEMBERS ABSENT**

Alicia Bolton, DCPS Representative  
Violet Carter, Employee Representative  
Courtland Cox, Public Representative

**APPRENTICESHIP OFFICE STAFF PRESENT**

Holland, Brian, Deputy Director, Workforce Development  
Lewis P. Brown III, Program Manager  
Larry Barnes, Apprenticeship Training Representative  
Ramon Gillead, Apprenticeship Training Representative  
Alletta Samuels, Apprenticeship Training Representative  
Randall Shannon, Center for Construction Careers

**COMPANIES/ORGANIZATIONS/VISITORS PRESENT**

Joseph Jovinelli, Vice President, Carpet 'N Things, Inc.  
Robert Wineholt, Vice President, VSC Fire & Security  
Hugo Moreira, Vice President, Corinthian Contractors, Inc.  
Doug Portner, President, Harbor Roofing & Contracting, Inc.  
Devon Heim, Project Coordinator, Harbor Roofing & Contracting, Inc.  
Doug Aspen, Project Manager, Harbor Roofing & Contracting, Inc.  
Jason Roberts, Director, ABC Metro Washington,  
Carla Haynes, Business Development, Community Bridge, Inc.  
Robert Kerslaw, Sr. Operation Manager, Community Bridge, Inc.

**MINUTES OF JANUARY 26th, 2017  
D.C. APPRENTICESHIP COUNCIL MEETING**

Chairman Frederick Howell called the meeting to order at 4:00 pm. Program Manager Lewis Brown introduced Mr. Brian Holland as the Department of Employment Services (DOES) new Deputy Director for Workforce Development. Mr. Holland will be representing Mr. Odie Donald II, Acting Director of DOES. Mr. Brown also introduced Mr. Frank Chiaramonte and Mr. Steve Lanning as the new appointed Apprenticeship Councilmembers. Mr. Brown completed roll call and reported that the meeting had a quorum. Chairman Howell asked Apprenticeship Councilmembers to review the minutes of the October 27, 2016 meeting and requested a motion to approve the minutes. Councilmember Leroy Watson made a motion to accept the minutes as written. Councilmember John Xanthos seconded the motion. Motion was carried unanimously.

**New apprenticeship standards presented for approval consideration:**

**Carpet 'N Things, Inc**

Apprenticeship Training Representative, Larry Barnes, presented proposed apprenticeship standards for Carpet 'N Things, Inc. for the trade of floor layer. ATR Barnes 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 Worker's Compensation violations within the last three years. Carpet 'N Things, Inc. had an EMR of .78. Carpet 'N Things, Inc. performed work as a subcontractor at the Adams Morgan Hotel construction project. Mr. Joseph Jovinelli, vice president of the company was present at the meeting to answer Apprenticeship Council members' questions. Mr. Barnes noted that the Apprenticeship Office held a recruitment drive for the company, in which Mr. Jovinelli hired two (2) individuals to be apprentices if company's standards were approved.

Mr. Holland asked whether the company had no history of working in the District of Columbia prior to the Adams Morgan project. Mr. Jovinelli responded yes. Mr. Holland also asked whether the company intended to keep the new apprentices employed after the hotel project is completed. Mr. Jovinelli responded yes. Councilmember Steve Lanning asked whether the two new hires were D.C. residents and if transportation would be an issue. Mr. Jovinelli responded that the two (2) individuals hired were DC residents and that transportation for the residents would not be a problem. Chairman Howell asked the length of construction for his company that remained at the Adams Morgan project. Mr. Jovinelli responded that the Adams project would last about another sixty (60) days and that the company had other projects in Maryland and Virginia to keep the DC resident apprentices working. Mr. Jovinelli also explained the company's training process for apprentices to learn and apply three (3) types of flooring installation the company specializes in during a three (3) year apprenticeship program period, including related instruction. Councilmember Lanning also asked if Carpet 'N Things subcontracted any of its workload out and if so, would the apprentices still work in the trade or as laborers. Mr. Jovinelli responded that company did subcontract some portions of its workload; however, the individuals hired as apprentices would never be used as laborer to perform work. Program Manager Lewis Brown stated that the Apprenticeship Office staff would be monitoring the company's training activities

to ensure compliance of the company's program. Councilmember John Xanthos asked how the company learned about the apprenticeship program. Mr. Jovinelli responded that he learned about the apprenticeship program and mandatory requirement while performing work on the Adams Morgan Hotel project. Councilmember Watson made a motion to accept the company's proposed apprenticeship standards for approval. Deputy Director Holland seconds the motion. Motion was carried unanimously.

**Revised Apprenticeship Standards presented to the Apprenticeship Council for approval consideration:**

**Community Bridge, Incorporated**

Apprenticeship Training Representative, Ramon Gillead, presented proposed revised Apprenticeship Standards for Community Bridge, Inc. for the trade of Landscape Technician. ATR, Gillead 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 Worker's Compensation violations within the last three years. However, it was noted that the company had four (4) Worker's Compensation claims within the last three years and had an EMR of 1.61. Mr. Gillead also provided background information of the company's performance as an apprenticeship sponsors during the past six (6) years of registration. The company had six (6) registered apprentices; graduated one (1) apprentice and currently had three (3) active apprentices registered, of which one (1) was a District resident. The company performed work as a subcontractor at the citywide landscape services, snow and ice removal services for the city; site beautification services, and abatement of nuisance properties within the Washington, D.C. area. Ms. Carla Haynes, business development manager and Mr. Robert Keilslaw, sr. operations manager for the company were present at the meeting to answer Apprenticeship Council members' questions.

Councilmember Xanthos asked about the company's EMR being so high and whether the company had a safety officer. Mr. Keilslaw responded that the company had hired a Safety Officer, who had been with the company for ten (10) years, who implemented new safety measures and developed a safety manual. All employees were required to both read and signed off on the safety manuals issued to them. OSHA orientation is also provided to workers. Councilmember Watson mentioned that he would like for the company to hire more DC residents in addition to the one (1) resident currently employed. Ms. Haynes responded that the company is working with Mr. Barnes to hire more DC residents as apprentices. Councilmember Lanning asked whether existing laborers would stay in that classification. Mr. Keilslaw responded that entry level workers start as laborers and are able move up to another classification. Mr. Keilslaw also explained the technical portion of the supplemental training, utilizing online teaching forum of Planet Landscape Management for reference while also incorporating the horticulture curriculum at UDC as secondary teaching for the technician. Councilmember Watson asked about previous Workman's Compensation Claims for explanation. Ms. Haynes responded that one (1) claim was due to a foot accident and the other happened when three (3) workers were all involved in the same accident concurrently. Councilmember Watson made a motion to accept revised standards for approval. Councilmember Frank Chiaramonte seconded the motion. Motion was carried unanimously.

**New Employer Acceptance Agreements were presented to the Apprenticeship Council for approval consideration:**

**Corinthian Contractor, Inc**

Apprenticeship Training Representative, Larry Barnes, presented Employer Acceptance Agreement for Corinthian Contractors, Inc. under the Association Builders, and Contractors (ABC) Apprenticeship Standards for approval consideration for the trades of Carpentry and Heavy Equipment Operator. Council members William Dean and Lanning recused themselves from participation.

It was noted that Corinthian Contractors, Inc. had not been cited for any Davis-Bacon or OSHA violations. However, the company had four (4) Worker's Compensation violations within the last three years and had an EMR of .87. It was also noted that the company is an approved apprenticeship sponsor in the State of Maryland for the same trades. The company was selected to performed work as a subcontractor at the Marie Reed Elementary School project. Other projects included DSLF Odor Control Replacement, DCWASA Sanitary Sewer, the Navy Yard, Navy Observatory Waste Line Repair, and the Hoover Building renovations. Mr. Hugo Moreira, vice president of the company and Mr. Jason Roberts, Director of Associated Builder and Contractors (ABC) were present at the meeting to answer Apprenticeship Council members' questions. Councilmember Watson inquired about the company not having any District residents employed. Mr. Hugo Moreira responded that the company recently hired of two (2) District residents and planned to hire more residents as apprentices. Councilmember Watson asked about the past Workman's Compensation claims and whether the company sought to remedy the causes of those claims. Mr. Moreira responded that the causes for the claims were due to unforced accidents within the company's vehicles, and enforced a thirty (30) hours OSHA training requirements to avoid any further claims. Councilmember Watson made a motion to accept the company's proposed apprenticeship standards for approval. Councilmember Chiaramonte seconded the motion. Motion was carried unanimously.

**VSC Fire & Security**

Apprenticeship Training Representative, Larry Barnes presented Employer Acceptance Agreement for VSC Fire & Security under the Association Builders and Contractors (ABC) Apprenticeship Standards for approval consideration for the trade of Sprinkler Fitter.

It was noted that VSC Fire & Security had not been cited for any Davis-Bacon, OSHA or Worker's Compensation violations within the last three years and had an EMR of .67. The company performed work as a subcontractor at Amtrak, DC. Microsoft, Friendship Charter School, Long & Foster, Ritz Carlton Hotel, Georgetown Law Center, Brazilian Embassy, Washington Hospital Center and NASA Headquarters. VSC Fire & Security is also registered as an apprenticeship sponsor with the State of Maryland. Mr. Robert Wineholt, vice president of the company was present at the meeting to answer Apprenticeship Council members' questions. Deputy Director Holland asked about the number of work projects in the local area with such as large workforce and only one (1) DC resident employed. Mr. Wineholt responded that his company advertised available positions online without any District residents applying. Program Manager Lewis Brown asked Mr. Wineholt whether he or other company officials had read the

new DC First Source law that focuses on DC resident hiring requirements for the projects the company had performed work. Mr. Wineholt responded that he had not and will be working with Mr. Barnes to recruit DC residents for apprenticeship. Deputy Director Holland also informed Mr. Wineholt of the available recourses in DOES to assist the company in recruiting eligible DC resident candidates for employment, such as DC Networks. Deputy Director Holland made a motion to table the company's proposed Employer Acceptance Agreement until the April 2017 meeting to determine the company's recruitment and hiring efforts of DC residents. Councilmember Chiaramonte seconded the motion. Motion was carried unanimously.

### **Harbor Roofing & Contracting, Inc.**

Apprenticeship Training Representative, Ramon Gillead, presented the Employer Acceptance Agreement for Harbor Roofing & Contracting, Inc. under the Associated Builders and Contractors (ABC) Apprenticeship Standards for approval consideration for the trade of roofer.

It was noted that the company had not been cited for any Davis-Bacon or OSHA violations and had one (1) Worker's Compensation claim within the last three years. The company also had an EMR of .96. The company performed work as a subcontractor at Parkchester, Bowen Flats and Israel Senior Residence. Mr. Doug Portner, president and Mr. Doug Asplen, project manager of the company were present at the meeting to answer Apprenticeship Council members' questions. Councilmember Howell asked for clarification of the differences of the number of journey-workers listed on the workforce site analysis form and the number of journey-workers listed on the Employer Acceptance Agreement supplemental form. Mr. Asplen responded that one of the forms mistakenly included the foremen and journey workers counted together. Councilmember Chiaramonte asked whether the company had identified any candidates for apprenticeship openings. Mr. Asplen responded that the company had identified five (5) potential candidates, who are DC residents and will hire two (2) of the candidates as apprentices. Mr. Asplen also mentioned that his company reached out in the communities, including Ward 8 to identify residents for apprenticeship. Councilmember Chiaramonte made a motion to accept the company's Employer Acceptance Agreement for approval. Councilmember Xanthis seconded the motion. Motion was carried unanimously.

### **Anderson Fire Protection, Incorporated**

Apprenticeship Training Representative, Ramon Gillead, presented the Employer Acceptance Agreement for Anderson Fire Protection, Inc. under the Associated Builders and Contractors (ABC) Apprenticeship Standards for approval for the trade of Electrician.

It was noted that the company had not been cited for any Davis-Bacon or Workers' Compensation violations and had two (2) Workers' Compensation claims within the last three years. The company had an EMR of .87. Mr. Gillead also noted the company was submitting an addendum to the company's initial Employer Acceptance Agreement that was approved at the October 27, 2016 meeting for the trade of sprinkler-fitter and wanted to add the electrician trade to hire more apprentices. Councilmember Watson made a motion to accept the company's Employer Acceptance Agreement for approval. Deputy Director Holland seconded the motion. Motion was carried unanimously.

## **Director's Report:**

Deputy Director Holland announced Lewis Brown as the new Program Manager for the Office of Apprenticeship as of January 2017.

Program Manager Lewis Brown acknowledged the success of the Nation Apprenticeship Week events held in November and the Apprenticeship Office staff' efforts in planning those events during that week. Mr. Brown also acknowledged and thanked the participation of union and non-union apprenticeship sponsors with the events held at Phelps Architectural, Engineering and Construction High and Luck C. Moore High School. In addition, Mr. Brown highlighted the successful apprenticeship promotional event for IT firms to expand apprenticeship registration in non-traditional industries. He also noted the Assistance Secretary of Labor and other senior officials from the Department of Labor who attended all the events.

Program Manager Lewis Brown noted that the Department of Labor hosted a State Apprenticeship Chair meeting on December 7, 2016, in which nineteen (19) State Apprenticeship Chairs from around the country attended. Chairman Howell also attended the meeting. The Department of Labor wanted to keep the State Apprenticeship Chairs in the loop on the National Office and Apprenticeship State Offices joint efforts to expand the apprenticeship system and available monetary resources to assist the States. There will be a follow-up State Apprenticeship Chair meeting scheduled meeting for March 29 and 30, 2017.

Program manager Lewis Brown provided Apprenticeship Council members with an update of Power Designed, Inc. requirements to satisfy the apprenticeship conditional approval the company received at the August meeting. The company hired thirty-one (31) apprentices, of which twenty-four (24) were DC residents. Mr. Brown also mentioned that he received confirmation from DOES' Office of Wage and Hour Associate Director that the company resolved all its wage theft court cases.

## **Old Business**

None

## **New Business**

Councilmember Watson asked whether there was a way contractors would be required to establish a registered apprenticeship program before they begin work on District government assisted projects. Mr. Watson indicated that he believe it would resolve some of the issues companies have before they begin work. Deputy Director Holland indicated that he would meet with the Associate Director for the Office of First Source for discussion.

## **Public Comment**

There were no public comments at the meeting.

## **Adjournment**

Chairman Frederick Howell entertained a motion for adjournment. Councilmember Watson made a motion to adjourn the meeting and seconded by Council Dean. Meeting was adjourned at 5:57 pm.