

NEVADA STATE APPRENTICESHIP COUNCIL  
November 6, 2015  
Quarterly Meeting

**LOCATIONS:**                      **Las Vegas**                      555 East Washington Avenue, #2450  
   **Carson City**                      1919 College Parkway, Room 100

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**Members Present:**                      Kevin Christensen                      Chairman, Public Member

   Michelle Daugherty                      Employer Member  
   Nanette Quitt                      Employer Member

   Randy Canale                      Employee Member  
   Dan Gouker                      Employee Member

**Legal Counsel:**                      Scott Davis                      Deputy Attorney General

**Administrative Staff:**                      Shannon Chambers                      Labor Commissioner  
   Lleta Brown                      Chief Compliance Audit Investigator  
   Jennafer Jenkins                      Audit/Investigator

**ITEM 1 – CALL TO ORDER AND ROLL CALL**

Roll call was taken to ensure a quorum.

**ITEM 2- PUBLIC COMMENT**

There was no public comment.

**ITEM 3 - APPROVAL OF THE MAY 2015 MEETING MINUTES**

There were no suggested changes.

Mr. Gouker motioned to approve.

Mr. Canale seconded the motion.

**M/S/C TO APPROVE THE MAY 2015 MEETING MINUTES**

**ITEM 4- CONSENT ITEMS 4A) IRONWORKERS JATC FOR SOUTHERN NEVADA (IRONWORKERS) 4B) IRON WORKERS JATC FOR SOUTHERN NEVADA (IRONWORKES) 4C) FLOORCOVERERS JATC FOR SOTHERN NEVADA (FLOOR COVERERS) 4D) SOUTHERN NEVADA TEAMSTERS FOR CONVENTION (DECORATOR) 4E) HEAT & FROST INSULATORS JATC FOR (INSULATOR) 4F) NORTHERN NEVADA LABORERS FOR CONSTRUCTION CRAFT (LABORER) 4G) PLUMBERS JATC FOR (PLUMBER).**

Ch. Christensen explained consent items were 4A. Ironworker Local 433 for increase in minimum wage (request to table). 4B. Ironworker Local 416 for increase in minimum wage (request to table). 4C. Southern Floorcoverers JATC Southern Nevada for minimum wage increase. 4D. Southern Nevada Teamsters Convention Training for minimum wage increase. 4E. Heat & Frost Insulators Local 135 JATC for minimum wage increase. 4F. Northern Nevada Laborers Training Fund for minimum wage increase. 4G. Plumber Local 340 JATC for minimum wage increase.

Ch. Christensen stated he would entertain a motion for items 4A. and 4B.

Mr. Gouker motioned to approve to table for the next scheduled meeting.

Ms. Quitt seconded the motion.

Ch. Christensen asked for discussion on items 4C. through 4G.

Mr. Canale recused himself for item 4G.

Mr. Gouker motioned to approve with recused noted.

Ms. Daugherty seconded the motion.

Ch. Christensen stated consent Items 4C. through 4G. are approved and Items 4A. and 4B. will

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be tabled until the next meeting.

**(M/S/C TO TABLE CONSENT ITEMS 4A) IRONWORKERS JATC FOR SOUTHERN NEVADA (IRONWORKERS) 4B) IRON WORKERS JATC FOR SOUTHERN NEVADA(IRONWORKES) AND TO APPROVE CONSENT ITEMS 4C) FLOORCOVERERS JATC FOR SOTHERN NEVADA (FLOOR COVERERS) 4D) SOUTHERN NEVADA TEAMSTERS (DECORATOR) 4E) HEAT & FROST INSULATORS JATC (INSULATOR) 4F) NORTHERN NEVADA LABORERS (CONSTRUCTION CRAFT LABORER) 4G) PLUMBERS JATC (PLUMBER).**

**ITEM 5 - SOUTHERN NEVADA LABORERS TRAINING TRUST REVISION OF STANDARDS**

Mr. Archie Walden, Training Coordinator, stated he was submitting a change in the construction craft labor standards. Correction on cover page for address change from "4311 E. Bonanza Road" to "4201 E. Bonanza Road". Correction on attachment 2B. for zip code change from "89130" to "89110". Correction on attachment 4. selection procedures change from "applications will be available to be picked up at the training center and/or downloaded from our website on a year round basis during regular business office hours the computer application will be accepted on a year round basis" to "applications will be available to be picked up at training center during normal business hours the completed application will be accepted on yearly basis."

Ch. Christensen asked for questions from the council.

Mr. Canale asked if Mr. Walden was going advertise the changes to the application.

Mr. Walden stated yes that an advertisement is done 30 days prior to any changes.

Mr. Canale asked if they were number documents.

Mr. Walden stated yes.

Ch. Christensen asked for other questions from the council.

Ms. Daugherty noted that the word apprentice was misspelled on page 13.

Mr. Walden stated he would take care of it.

Ms. Quitt noted that on page 8 under apprenticeship agreement "all apprentices and their parents or legal guardians if their minors" then prior in the agreement on page 6 it says "they must be at least 18 years of age.

Mr. Walden stated that would have to be stricken on page 8.

Ch. Christensen asked for other questions from the council.

Mr. Howell asked for clarification on attachment 3, affirmative action plan, section 1, it says "the announcements of apprenticeship opportunity shall be disseminated regularly without less than semiannual applicants. Applications shall be accepted on a yearly basis". Mr. Howell asked if applications were being taken yearly or on specific intervals.

Mr. Walden stated specific intervals.

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Mr. Howell stated that needed to be updated in the standards. On attachment 3, affirmative action plan, number 1, “announcements of apprenticeship opportunity shall be disseminated regularly without less than semiannual applicants. Applications shall be accepted on a yearly basis.” change to “application shall be taken on specific intervals and an announcement shall be made 30 days prior”.

Mr. Walden stated he will make that change.

Ch. Christensen stated that it should be consistent in the rest of the package and if Mr. Howell would like to make a recommendation on what it should be.

Mr. Walden asked that on attachment 4, should the same change be made.

Ch. Christensen stated yes.

Ch. Christensen asked for comments from the council.

There were no comments

Ch. Christensen asked for comments from the applicant.

There were no comments

Ch. Christensen asked for comments from the public.

There were no comments

Ch. Christensen asked to entertain a motion.

Mr. Gouker motioned to approve with noted changes.

Ms. Quitt seconded the motion.

**M/S/C SOUTHERN NEVADA LABORERS TRAINING TRUST REVISION OF STANDARDS**

**ITEM 6 – PERCY THOMAS VS. PLUMBERS LOCAL 525 JATC APPEAL**

Ch. Christensen explained that Item #6 is an appeal of a dismissal from the plumbers training program, Plumbers Local 525 JATC, by Mr. Percy Thomas.

Ch. Christensen asked if Mr. Thomas was present.

Mr. Thomas stated yes.

Ch. Christensen asked if the program was present.

Mr. Thomas stated yes.

Ch. Christensen recognized Mr. Gouker.

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Mr. Gouker stated he would like to make a motion for the program to resubmit the package for review with the following changes; remove all non-relevant information and redact all personal information regarding Mr. Thomas.

Ch. Christensen noted that the package was a result of submitting the entire set of minutes from a series trust or JATC committee meetings. There are other items that are irrelevant to the appeal; they deal with other people and other decisions.

Ch. Christensen asked for a second to the motion.

Ms. Quitt seconded the motion.

**(M/S/C TO REMOVE IRRELEVANT INFORMATION FROM THE PACKAGE**

**APPEAL AND HEARING HELD FOR PERCY THOMAS**

Ch. Christensen informed Mr. Thomas that he could take as much time as he liked to present his appeal and asked if Mr. Thomas wanted to wave the of notice of dismissal read.

Mr. Thomas asked for the notice of dismissal to be read.

Ch. Christensen read cancelation notice into the record. The initial cancelation of apprenticeship was dated November 20, 2014. There is a certified mailing of that addressed to Mr. Thomas. The business notation is cancelation from apprenticeship. Mr. Thomas was canceled from the Pipe Trades Joint Apprenticeship and Journeyman Training Committee of Southern Nevada as of November 18, 2014. The cancelation is due to violation of probation. Mr. Thomas appeal at the next apprenticeship committee meeting. If the appeal is denied you may appeal to the Nevada State Apprenticeship Council. If you decide to appeal you must submit your request in writing to the training center two weeks before the next scheduled meeting date. The letter was signed by Wade Mohr, Training Coordinator.

Ch. Christensen asked if Mr. Thomas had received that.

Mr. Thomas stated yes.

Ch. Christensen asked if Mr. Thomas appeared before the committee and they affirmed the prior dismissal, and then if he appealed to Nevada State Apprenticeship Council.

Mr. Thomas stated yes.

Ch. Christensen recognized Mr. Thomas.

Mr. Thomas stated that he was first canceled in 2013. That he had been canceled for having 5 unexcused absences. After looking through the student report two of the absences were due to forfeiting the curriculum for not passing the code test. Mr. Mohr was his teacher at the time and informed him that he had to take the test in the summer and he felt he was not ready at the time. The prior coordinator had stated that he would brush us up in order to pass the test. Mr. Mohr had told him he had 30 days to take the test. He asked if he could take the test with his class and he was told no. He was told if he cannot take the test in that period of time that he

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would be kicked out. Mr. Mohr ended up letting him taking the test with his class. During that time his son had a seizure and he missed the class. He had gotten two absences one on curriculum and one on a test for the fourth year. Mr. Thomas had made those absences up. He had two more absences after that time. He asked if there was any way that he could graduate. He was told that he did not have enough time into the school to pass the fifth year. He understood that he had to take the fifth year over. He stated that in his fourth year that the two absences should not have been counted. He stated that he had 240 hours to pass that year. He also stated that he was kicked again for cheating on a test.

Ch. Christensen asked if he was talking about 240 hours of classroom time.

Mr. Thomas stated yes.

Ch. Christensen stated the state requires 144 hours and to continue.

Mr. Thomas stated he had enough hours and that he was canceled and had only two more days of the school year left and had to repeat the fifth year. He had failed one of the tests and Mr. Mohr told him he had 30 days to get his grade point average up. He felt like he was being set up failure after he had asked others that were failing and they were not subject to the 30 days.

Ch. Christensen asked how many on the job training hours Mr. Thomas had completed.

Mr. Thomas stated 5268 working hours. He had completed all his makeup hours. He felt like Mr. Mohr was impeding him from succeeding. He was told my one of the JATC people that he could go to Phoenix Mr. Mohr told him he could not go.

Ch. Christensen asked if it was a five year program.

Mr. Thomas stated yes.

Ch. Christensen asked if he completed at least 144 hours of classroom time in those five years.

Mr. Thomas stated yes.

Ch. Christensen asked if he had anything further to present.

Mr. Thomas stated no.

Ch. Christensen asked if there was anything from the council.

Mr. Gouker asked Mr. Thomas to explain the cheating on the test that he had mentioned.

Mr. Thomas stated a student had told him that but he really didn't know the facts. He stated he did cheat on two questions because he felt like there was no possible way he could get his grade point average up in 30 days and not pass to the class.

Mr. Gouker asked if he changed an answer to get a higher score but not necessarily to pass the class. So you felt that you had already passed the class but you needed a better score to get your average up above 75. In fact you didn't change an answer.

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Mr. Thomas stated yes.

Mr. Gouker noted that he asked Mr. Mohr if he could work in the welding shop to work on newer certifications and that was unusual for one student to be changed unless there was instructions and supervision and to explain that.

Mr. Thomas stated he had to take his fifth year over and that these were classes that he had passed. He had his certifications for OSHA 30. He was asking as a favor since he had already passed those classes and he could be more valuable for 525.

Mr. Gouker noted that he signed on the certified mail. Dating back to March 16 2010 he was brought before the committee for excessive absences and probation was extended. He asked if Mr. Thomas had other issues with absenteeism and when were you due to graduate.

Mr. Thomas stated he had two graduation dates and the first was November 2013 and since he had to redo his fifth year the second date would have been June of 2015.

Mr. Gouker asked if he had passed the code test.

Mr. Thomas stated yes.

Mr. Gouker asked in what year that requirement was done.

Mr. Thomas stated that it change and the first time it was the fourth year and when he was in the new class it was the fifth year.

Mr. Canale asked if he had all the required certification for graduation.

Mr. Thomas stated yes.

Mr. Canale stated that you might have met 144 hours that the state requires, but the requirement for the program can be more and we will ask Mr. Mohr for clarification.

Mr. Thomas stated yes and that was 240 and he could only have 5 absences and that each absence was 3 hours. If you got an absence on Saturday it counted at 2 and that is 6 hours. That weekend that he got absences for the code had nothing to do with the fifth year. It was a makeup class for failing the fourth year. He had 3 absences in the fifth year that was nine hours and you had up to 12 hours. If you had 15 hours you did not have enough curriculum for that year.

Mr. Canale asked if all this was explained as a new apprentice and you had signed the policy and procedures and knew all these policy and regulations.

Mr. Thomas stated yes.

Ch. Christensen asked for other questions from the council.

Ms. Quitt asked when he was dismissed from the program in 2013 was that from all the absences.

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Mr. Thomas stated yes.

Ms. Quite asked if he appealed that decision at the time.

Mr. Thomas stated no because of lack of knowledge that he had not gone through his student report. When he was canceled the last time he noticed there was a mistake and brought it up before the second appeal. He stated that he should not have been canceled the first time; he should not have had to take his fifth year over because he had the hours in the classroom.

Ms. Quitt stated that we are here for the most recent dismissal which is the cheating on the scantron test.

Mr. Thomas stated yes.

Ch. Christensen asked for other questions from the council.

Mr. Canale asked if he is aware that he is here for the second cancelation that they cannot make a judgment on the first one. If you chose to appeal that you should have done that at that time. After being removed from the program had you passed that plumbing code test.

Mr. Thomas stated he had 73 hours and did not pass the class.

Mr. Canale asked if that was the reason he was removed.

Mr. Thomas stated the reason he was removed because of cheating and on probation. He feels like his whole career is gone for making a mistake with cheating and he felt like he was under pressure that he had to get his grade up on 30 days to 75.

Mr. Canale asked aware during the entire class when you were not bringing your grades up to 75%, were you aware that they needed to be at 75%. Did you make efforts to get it above 75%.

Mr. Thomas stated yes and the 75 average was for all of the tests. He had been canceled on his 7<sup>th</sup> or 8<sup>th</sup> test and he had 4 or 5 more test to get his grade up to 75. That's why he felt he was getting picked on because everyone else had a chance to get their grade up. He had passed the test before. He was gradually getting his grade up with each test. But he had only 30 days to do it and he was the only one that was told that. Everyone else was failing too and they didn't have 30 days.

Mr. Canale asked if the others were on probation.

Mr. Thomas stated yes.

Mr. Canale asked in April you came before the committee and requested that you take and pass hour code test within 30 days. At your May meeting you had not taken the test yet and you stated what test you are talking about.

Mr. Thomas stated they gave him 30 days to take the test and the day of the JATC meeting that was the day he was schedule to take it. He went to the meeting and asked the board can he go take the test because he was scheduled to take the test during JATC meeting. They agreed he went there and he passed the test.



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Mr. Canale stated May 17 and he has no further questions.

Ms. Daugherty asked that these were classes that you had taken in the past and was this test a test you had taken in the past.

Mr. Thomas stated yes and that he had failed it the first time and the second time he passed it.

Ms. Daugherty asked if the test he cheated on if he had prior knowledge with the material.

Mr. Thomas stated that was 2 years ago.

Ch. Christensen asked for other questions from the council.

Ch. Christensen stated he had some follow up questions. He asked that there were others who were on probation and were not given the same 30 day requirement. He asked if he knew who those people were.

Mr. Thomas stated he did.

Ch. Christensen asked who.

Mr. Thomas stated they were in his class and he is scared to say who. There was another student who also was admitted back into the program and he asked if he had been given 30 days. He had asked to Mr. Mohr why did he have 30 days and stated that was a punishment to you.

Ch. Christensen stated we will hear from the program.

Mr. Canale stated he had one more question. On April 23 the reason you were given a 30 day probation was because on April 20 you were a no call no show to take the test, is that where you picked the 2 absences.

Mr. Thomas stated yes and that was not a no call no show he showed Mr. Mohr the ambulance report and called in but he said it was a no call no show and it was unexcused.

Mr. Canale stated he gave you an additional 30 days rather than saying you failed because you didn't show up.

Mr. Thomas stated he knew he had to take to graduate. Once he had to reschedule it he had to take it on his own and pay for it and go with the NICT to schedule it. He took it on the NICT campus and passed it.

Ch. Christensen asked for the program to come forth.

Mr. Mohr stated Mr. Thomas was canceled from the apprenticeship program on September 17 2013 for 5 absences, per subsection 8 under attendance standards. Mr. Thomas reapplied and was accepted back into the program in September of 2014. Mr. Thomas was placed on the 6 month probation period. Mr. Thomas has been in and out of the apprentice program for 8 years. Student history can be found under tap 1 in the booklets. He requested that council refer

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pages 1 through 4 under tap 1 to explain Mr. Thomas's student history. Under tab 2 in the booklet he asked for the council to review the following standards; section 4 on page 20 describes the voluntary agreement to the standards; section 4 subsection C describes attendance and completion; section 4 subsection E describes the apprentices creditable ethical and moral character requirements; section 7 describes the probationary period; section 9 subsection B outlines the required obligations for related instruction, progress, and attendance; section 11 subsection A outlines disciplinary action for failure to meet the requirements; Section 11 subsection B outlines just cause for disciplinary action. Under tap 5 the first page shows the correspondence that has been sent to Mr. Thomas throughout his apprenticeship. Under tap 6 is a copy of the letter that Mr. Thomas's instructor sent to the JATC explaining that Mr. Thomas was cheating on his test. The letter was presented to the committee when Mr. Thomas was summoned to appear. The first page under page 8 shows Mr. Thomas's letter of appeal that was given to the training center on December 18. The second and 3<sup>rd</sup> pages under tab 8 are the second letter of appeal that was presented to the training center on January 16. Letters of appeal must be submitted two weeks prior to the meeting date. Please note that the scheduled meeting date for the next meeting was January 20<sup>th</sup>.

Ch. Christensen asked for questions from the council.

Mr. Gouker asked if Mr. Thomas was in and out of the program for 8 years.

Mr. Mohr stated yes.

Mr. Gouker asked if this latest episode was more than one situation where he was removed or not working.

Mr. Mohr stated yes in section 1 in the history report explains in detail his actions in the apprenticeship program.

Mr. Gouker stated he is noticing that he left early in 2008 it seem that absenteeism has been an issue throughout. Putting everything else aside the current issue now is for cheating on a test.

Mr. Mohr stated cheating on a test and to clarify on the second page under tab 5 outlines his probation requirements and the 3<sup>rd</sup> item down states that you need to maintain a 75% grade point average which during that year Mr. Thomas was given an additional 30 days to get his grades up and during those 30 days he chose to cheat on a test.

Mr. Gouker asked if it was an overall average needs to stay above 75.

Mr. Mohr stated yes.

Mr. Gouker stated that through the 9 tests his average was less than 75.

Mr. Mohr stated yes.

Ms. Quitt stated Mr. Thomas indicated that there were other probationary employees that did not meet the 75 average and were treated differently than him and asked what your statement to Mr. Thomas's accusation is.

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Mr. Mohr stated at this time he feels he obligated to uphold these standards and if a student was failing on their grade point average he has an obligation to bring them up for disciplinary action.

Ms. Quitt asked he was treating all apprentices fairly and consistently.

Mr. Mohr stated that is correct.

Ch. Christensen asked if there was anyone else in a similar position as Mr. Thomas and given a 30 day requirement to bring up their grade point average.

Mr. Mohr stated there was nobody with a grade point average of less than 75%.

Ch. Christensen asked if the accumulation of absences was one of the basis for the latest termination.

Mr. Mohr stated no.

Ch. Christensen asked for other questions from the council.

There were no comments.

Ch. Christensen asked to entertain a motion.

Mr. Canale motioned that based on the information they uphold the termination agreement.

Ch. Christensen asked for a second to that motion.

Mr. Daugherty seconded the motion.

Ch. Christensen stated that the appeal has been denied and you can appeal to The Labor Commissioner Office.

**(M/S/C TO DENY PERCY THOMAS VS. PLUMBERS LOCAL 525 JATC APPEAL)**

**ITEM 7 – WELLS RURAL ELECTRIC REVISION OF STANDARDS**

Ch. Christensen that there was a request to table this item by the applicant.

Mr. Gouker motioned that Item 7 be tabled.

Mr. Quitt seconded the motion.

**(M/SC) TO TABLE WELLS RURAL ELECTRIC REVISION OF STANDARDS.**

**ITEM 8 – ALAMO POWER DISTRICT # 3 REVISION OF STANDARDS**

Ch. Christensen asked if there was anyone present to speak.

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Mr. Maxwell stated for the record he is Ken Maxwell, Alamo Power district. He stated that their standards were out of date and needed some revision.

Ch. Christensen asked for questions from the council.

Ms. Daugherty asked if they had a training agreement with Salt Lake Community College, how is the level of experience being evaluated of the instructors.

Mr. Maxwell stated they are making an agreement with them. Before they used an online base and there are two other utilities in the area that use Salt Lake Community College so that they would have some commonality in the industry.

Ms. Daugherty asked if they were sending their students there.

Mr. Maxwell stated they will be. They are trying to get this process started.

Ms. Daugherty asked if they had only two current journeyman workers.

Mr. Maxwell stated they did.

Ms. Daugherty asked for the supervision of this apprentice.

Mr. Maxwell stated they did and that they team up with other local utilities for projects do training hours that they cannot provide.

Mr. Christensen asked for other questions from the council.

Mr. Gouker asked if you stated you have been inactive for 10 years.

Mr. Maxwell stated they just don't hire a lot of people that they are very small.

Mr. Gouker asked if they had apprentices in the program during the 10 years.

Mr. Maxwell stated they had prior to the 10 years and completed the program and journeyed out.

Mr. Gouker asked if he would be one of the journeymen.

Mr. Maxwell stated yes and they have no current apprentices now they were all journey workers.

Mr. Gouker asked that when they go to Salt Lake Community College the program understands that is on the company dime. They house them and give them books.

Mr. Maxwell stated yes and that it will mostly be an online basis but there is also another organization that they will get their IPSC and they will house workshops and training and proctor the final exams for approval.

Mr. Gouker asked that they will not be going to Salt Lake Community College.

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Mr. Maxwell stated they will do their knowledge base at Salt Lake Community College.

Mr. Gouker asked what the time frame is on hours.

Mr. Maxwell stated classroom hours are 150 hours a year.

Mr. Gouker stated keep mind that these are revisions typically a new set of standards are a probationary period. Do you have in place now or are going to advertise for existing employees.

Mr. Maxwell stated they have advertised, done interviews and are waiting for the committee to select a successful applicant. The time frame is about January to start the new hire.

Mr. Gouker asked if minimum wage, time scale and everything was appropriate.

Mr. Maxwell stated that there was a curriculum that was approved and it was not in the packet.

Mr. Maxwell stated he did have the packet.

Mr. Gouker stated that as long as it has been approved and signed and dated.

Ch. Christensen asked for any other questions from the council.

There were no comments

Ch. Christensen asked for any other questions from the public.

There were no comments

Ch. Christensen stated he would entertain a motion.

Mr. Gouker motion that this agenda Item be approved with the requirement that they do not wait 10 years to come back for a review.

Mr. Maxwell stated yes.

Mr. Gouker stated they cannot put them on a probationary period since this a revision. He suggested that they come back in 12 months to let us know how you're doing.

Ch. Christensen asked for a second to that motion.

There was no response.

Ch. Christensen asked for other motions.

Mr. Brown asked if the Carson City office could hear.

Mr. Canale stated that he had not had a chance to look over the Item he would have to abstain from a motion.

Mr. Quitt due to administrative error she requested we abstain from voting.

Ch. Christensen requested a 10 minute break for review.

Ch. Christensen asked for Mr. Maxwell to resume the podium.

Ch. Christensen stated that those in the North hopefully had the opportunity to review those items and were there any other questions for this agenda item.

Ms. Quitt asked if the apprenticeship was for one lineman.

Mr. Maxwell stated yes and the reason that there are other apprenticeships in the there was future positions.

Ms. Quitt stated those standards needed to be submitted separately.

Mr. Maxwell stated yes we can make those changes.

Mr. Howell stated that this program was based off of Lincoln's power program that was approved in June 2014.

Ch. Christensen asked for other questions from the council.

There were no comments

Ch. Christensen asked for anything further from Mr. Maxwell.

Ch. Christensen asked for anything from the public.  
There were no comments.

Ch. Christensen stated he would entertain a motion.

Mr. Gouker motion that this agenda Item be approved with the requirement that they do not wait 10 years to come back for a review.

Ch. Christensen asked for a second to that motion.

Mr. Canale seconded that motion.

**(M/S/C) TO APPROVE WELLS RURAL ELECTRIC REVISION OF STANDARDS.**

**ITEM 9 - ELEVATORS LOCAL 18 REVISION OF STANDARDS**

Ch. Christensen asked if there was anyone to speak on behalf of the program.

Larry Engle, Coordinator for Elevators Local 18, stated they submitted revisions because they are a national program and the revisions were submitted federally and approved, and that they needed to bring their standards in line with federal.

Ch. Christensen asked if there were any particular changes in the standards that you would like to highlight.

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Mr. Engle stated that some of the big ones were, they were going from 6800 to 8000 hours.

Ch. Christensen asked if there were other highlights.

Mr. Engle stated no those are the main ones.

Ch. Christensen asked if there was an approval of the curriculum on file.

Mr. Engle stated yes and that is in the standards that were submitted.

Ch. Christensen asked for questions from the council.

Mr. Gouker asked where the program is located and if an apprentice had an issue where would they go.

Mr. Engle stated in Las Vegas on Spring Mountain Road.

Mr. Gouker asked if the curriculum is approved.

Mr. Engle stated they were a classroom based curriculum. Sometimes they leave out of town but mainly they are in the classroom with journeyman instructors, with hands on lab.

Mr. Gouker asked are apprentices allowed to travel to other states.

Mr. Engle stated that they stayed with the national program so that they can in Sothern Nevada and California they do the same program.

Mr. Gouker stated that if an individual was dispatched to your company they be under the jurisdiction of the Local Committee and would they be under the committee in California.

Mr. Engle stated there was a separate committee in California. If the apprentice is in California they were transferred to that committee and if they were in Nevada they would transferred to our committee.

Mr. Gouker asked if the rules and regulations were the same if they were in California.

Mr. Engle stated they are under same exact rules and policies that they are trying to get approved in Southern California. As of right now these are the same standards that are in California Federally and we are trying to do the same. But as far as the national school program, all the guidelines are exactly the same.

Mr. Gouker asked if there was an issue with an apprentice where does the committee meet.

Mr. Engle stated the meet monthly in Las Vegas and they have a conference room for them to meet.

Mr. Gouker asked if the composition is employee and employer.

Mr. Engle stated yes.

Ch. Christensen asked for other questions from the council.

Mr. Canale asked if the test that they were using was nationally validated.

Mr. Engle stated yes.

Ch. Christensen asked for other questions from the council.

Ms. Daugherty asked regarding the 5910, that is has been extended to 8000 OJT program that the wage progression still ends at the 5<sup>th</sup> period and what was the reason to not have it extended through to the 8000 period.

Mr. Engle stated he did not understand the question.

Ms. Daugherty stated that when a program goes to an 8000 you would have 8 periods and usually you will see a percentage progression each year on the wage an hour.

Mr. Engle clarified the 5 progressions; the first progression is the probationary period; the 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup> year progressions.

Ch. Christensen asked for other questions from the council.

There were no other questions.

Ch. Christensen asked for anything else from Mr. Engle.

Mr. Engle stated no.

Ch. Christensen asked for comment from the public.

There were no comments.

Ch. Christensen asked to entertain a motion.

Mr. Canale motioned to approve the standards.

Ms. Quitt seconded the motion.

### **(M/S/C) TO APPROVE ELVATORS LOCAL 18 REVISION OF STANDARS**

#### **ITEM 10 - PLUMBERS PIPEFITTERS LOCAL 525 JATC REVISION OF STANDARDS**

Ch. Christensen recognized Mr. Mohr.

Mr. Mohr state they submitted for review a highlighted and un-highlighted version and asked if he could go through the main points in the standards.

Ch. Christensen agreed.



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Mr. Mohr stated on page 8 they added the definitions of electronic media; page 12 they added the language of high school equivalency, HSE; page 20 they added the US Department of Labor; page 22 is our signature page; page 29 to be inline with the national standards they had to add hours to the outflow class; page 39 is the attachment for the check list; page 40 explains the hour adjustment for the backflow assembly test certification; page 41 they added the language of high school equivalency, HSC.

Ch. Christensen asked if Mr. Mohr had anything further.

Mr. Mohr stated no.

Ch. Christensen asked for questions from the council.

Ms. Quitt asked Ms. Brown if there was a copy of the sponsor signature page on file.

Ms. Brown asked if she was referring to affirmative action goals and times tables.

Ms. Quitt stated yes.

Ms. Brown stated yes, she has the original statements and the copies that were submitted did not have them.

Ch. Christensen asked for other questions for the applicant.

There were none.

Ch. Christensen asked Mr. Mohr if he had anything further.

Mr. Mohr stated no.

Ch. Christensen asked for comment from the public.

There were none.

Ch. Christensen stated he would entertain a motion.

Mr. Gouker motioned to approve.

Ms. Quitt seconded the motion.

**(M/S/C) TO APPROVE PLUMBERS PIPEFITTERS LOCAL 525 JATC REVISION OF STANDARDS**

**ITEM 11 – SOUTHERN NEVADA CARPENTERS & AFFILIATED TRADES JATC REVISION OF STANDARDS**

Ch. Christensen asked for the parties to come forth from the program.

Ruby Ramos, Frank Hawk and Skip Westmoreland were all present to represent the program.

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Ch. Christensen asked the program to proceed.

Ms. Ramos stated that the standards were changed to comply with the 2013 UBC National Guideline standards that are used though out the south west, and our sponsor covers. The follower are the changes; new location, address change; wage progressions; wage changes to the collective bargaining agreement; collective bargaining agreement language; Mr. Gouker motioned to approve with the changes; language has been added to responsibility of an apprentice; classes have been to curriculum; changes to the alternative selection procedure.

Ch. Christensen asked if the program had anything further.

There were none.

Ch. Christensen asked for question from the council.

Mr. Gouker asked for the program to explain their alternative method.

Ms. Ramos stated that when an apprentice submitted an application, documents for trade and vocation experience would give them more points. An apprentice needs to receive 12 points to indenture into the program. We are adding the alternative method of letter subscription.

Mr. Gouker asked if you have 100 apprentices that have 12 points, how you select if you are only taking 15, by interview or is there something in addition to the 12 points, assuming that's a minimum of 12 points.

Ms. Ramos stated yes.

Mr. Ramos stated that if they were only taking 50 applications it would go in order of the application received.

Ch. Christensen asked for other question from the council.

Mr. Howell asked to clarify which selection method the program wanted to use. He said on page C3 specific apprentices will be disseminated within 30 days and on D2 they stated year round openings.

Ms. Ramos stated they would like to do throughout the year as disseminated.

Mr. Howell stated they needed to change C3.

Mr. Canale asked for a clarification from Mr. Howell that when a program wants to take application on a year round basis and as needed, is there specific language that meets DOL requirements.

Mr. Howell stated the language states that if they are taking in specific intervals it's 30 days prior, and if they are taken in throughout the year, they would only advertize semi annually and they would need the time, place and date of when they were taking applications.

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Mr. Canale stated that we should put this language out for all the programs for clarification.

Mr. Howell stated yes and he has a cheat for both ways the he could send to Ms. Brown.

Mr. Canale stated that would be help to make sure everyone has the same.

Ch. Christensen stated that they would like to call that the DOL Instruction sheet, if that's alright.

Ch. Christensen asked for other comments from Mr. Howell

Mr. Howell stated no.

Ch. Christensen asked for other comments from the council.

Mr. Gouker stated in appendix A section 2 in ratio of apprentice to journey workers it should be changed from shall be no more than one apprentice to one journey worker and "no less" than a apprentice in a group of 4" to "no more" than 1 apprentice.

Ms. Ramos stated they can make those changes.

Ch. Christensen asked for anymore comments or questions.

Ms. Quitt asked for clarification regarding page 5 that states carpenters apprenticeship 5200 to 8000 hours and the year range on the 5910 form states 5200 hours.

Mr. Hawk stated that is to meet the state and federal requirement, the state requires 5200 and the federal gives a range.

Mr. Brown stated the program is applying to be a hybrid program and they have a range instead of set hours.

Ch. Christensen asked for other questions and comments.

There were none.

Ch. Christensen stated he would entertain a motion.

Mr. Gouker motioned to approved with the correction to the advertising, DOL instruction sheet and all other required changes.

Mr. Canale seconded the motion

**(M/S/C) TO APPROVE SOUTHERN NEVADA CARPENTERS & AFFILIATED TRADES JATC REVISION OF STANDARS**

**ITEM 12 – REPORT OF STAFF A) QUATERLY STATISTIC**

Ms. Brown reported there were 91 total programs approved and 2678 registered apprentice. Of those 4% are female, 78% are minority, and 9% are veterans.

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Ch. Christensen asked for questions.

There were none.

**REPORT OF FEDERAL OFFICE OF APPRENTICESHIP**

Mr. Howell thanked the programs for assisting with the cleanup of overdue apprentices. He said the lists are down from 18% to 6%.

He reported that Governor Brian Sandoval issued a proclamation to proclaim November 2<sup>nd</sup> through the 8<sup>th</sup> 2015 as National Registered Apprentice week. The US Department of Labor awarded nearly three million dollars toward to the Northern Nevada College Apprentice Consortium to advance registered apprenticeship in the northern part of state. The key partners are Western Community College, Truckee Meadows, Tesla, Panasonic and Masterhose. There has been a revised national apprenticeship guideline standards for Roll Transportation (trucking), Warner Enterprises (trucking), National Elevators Industries for education program, JB Hunt Transportation (truck driver), new guidelines for a launch code (computer programmer), Pollock Inc (field service engineer in medical), International Hearing Society (hearing aide specialist), Hilton Worldwide (hotel industry), new apprentice occupation approved for labotomist that is a 2000 hour training program which is time based), rayrolled safety inspector, which is a hybrid based on 2000 hours, coach operator which is based on 2000 hours and a hybrid, hotel manager which based on 1 to 2 years. The Trustees of the NJATC for the electrical industry has been renamed to The Electrical Training Alliance. There is a NPRM for updating the apprenticeship EEO regulations for 2930, which is at the federal registry to make public comments and will be open till January 5<sup>th</sup>. .

Ch. Christensen asked for any comments.

Mr. Gouker asked for clarification on Item 7, Wells Rural Electric on the request to be tabled, that we have asked them to come before and they have not shown up again, we need to stress the importance that we have asked them to be here.

Mr. Howell stated that they he did get a phone call this morning that they had an issue.

Mr. Gouker asked Mr. Howell to send to Ms. Brown for dissemination the NPRM because it may conflict with the Nevada plan and for all programs to read them.

Mr. Howell stated that if anyone wants a copy of the proclamation that Governor Brian Sandoval signed he could send a copy.

Ch. Christensen asked for other comment or questions.

There were none.

**REPORT OF ATTORNEY GENERAL**

Mr. Davis reported there was no litigation pending.

**REPORT OF SECRETARY DIRECTOR**

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Ms. Chambers stated that the Carson City office has relocated and staff is working on a audit plan which start in 2016.

Ch. Christensen stated that he assumes that the Department of Labor is helping out with that audit.

**PUBLIC COMMENT**

There was no public comment.

**ADJOURNMENT**

Mr. Gouker motioned to adjourn.

Ms. Daugherty seconded the motion.

**(MUSIC TO ADJOURN)**