

STATE OF NEVADA

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*Governor*



DR. KRISTOPHER SANCHEZ  
*Director*

BRETT HARRIS  
*Labor Commissioner*

TONI GIDDENS  
*State Apprenticeship Director*

DEPARTMENT OF BUSINESS AND INDUSTRY  
OFFICE OF THE LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
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NEVADA STATE APPRENTICESHIP COUNCIL  
MEETING MINUTES – November 21, 2024

Nevada State Apprenticeship Council (NSAC) members present: Chairman Archie Walden, Ryan Bellows, Madison Burnett, Steve Ingersoll, Mandi Wilkins, Craig Statucki, Elaine Silverstone, Dr. Natalie Brown.

Also present: Brett Harris, Toni Giddens, and David Gardner-DAG, Corrina Pereira, DOL.

**1. Call to Order.**

Chairman Walden called the meeting to order at 9:00 AM.

**2. Roll Call and Quorum.**

Per direction from Chairman Walden, State Apprenticeship Director Giddens took a roll call and confirmed the presence of a quorum.

**3. Verification of Public Posting.**

Director Giddens affirmed pursuant to Nevada Revised Statutes (NRS) Section 241.020, the Nevada Open Meeting Law, that the agenda and notice for the meeting were properly posted.

**4. Public Comment.**

Chair Walden read the agenda section containing the information about joining the meeting information into the record. Chairman Walden called for public comment. Hearing no comment, Chairman Walden closed the initial public comment period.

**5. Approval of May 23, 2024, Minutes.**

Mandi Wilkins made a motion to approve the August 24, 2024, meeting minutes with correction. Ryan Bellows seconded. The motion carried.

**6. 2025 State Apprenticeship Council Meeting Dates.**

Chairman Walden requested State Apprenticeship Director Giddens discuss the proposed meeting dates for the NSAC 2025 quarterly meetings. Director Giddens shared the proposed dates as February 20, 2025, May 22, 2025, August 21, 2025, and November 20, 2025. Chair Walden made a motion to approve the Proposed NSAC 2025 meeting dates. Madison Burnett seconded. The motion carried.

**7. Discussion Regarding NRS and NAC 610 in Regard to DOL Compliance and Executive Order 2023-003**

Deputy Attorney General David Gardner presented the history of Nevada being out of compliance with 29 CFR. AG Gardner stated that the last time an attempt was made to bring this into compliance was 2019, and the legislature did not approve it. It was noted that we again have received communication from the DOL regarding non-compliance and the prospect of Nevada losing SAA status. AG Gardner stated that the main change being asked for is a Nevada Government agency to control approval of proposed programs as the DOL does not recognize regulatory councils. AG Gardner also stated that there are also some minor changes that will also need to be made in our Equal Opportunity language to bring NAC 610 into compliance with DOL guidelines as well. Labor Commissioner Harris added that the DOL is requesting the Council to be advisory versus regulatory. Labor Commissioner Harris also stated that the Council does have the power to revise NAC 610. Director Giddens stated that she had a review of NAC 610 and 29 CFR 30 that would be shared with the Council as they move forward in making the necessary changes. Director Giddens also stated that she would be scheduling a meeting with the Council to review the comparison and put together points on moving forward that can be addressed at a Council meeting.

**8. Change in Agenda Order**

Prior to moving on to Agenda Item 8, Chairman Walden requested a motion to move agenda item 10 up and table this item due to a conflict. Mandi Wilkins motioned, and Madison Burnett seconded that motion. The motion carried.

**9. Revision of Program Standards for Local 525 HVAC JATC**

Chairman Walden called on a representative from Local 525 HVAC to present their standards updates. Crystal Naegle was in attendance representing Local 525 HVAC. Ms. Naegle shared the 2024 HVAC refrigeration apprenticeship standards revision based on the 2022 Plumber Pipefitter Standards approved by the Council in 2022. Ms. Nagel reviewed the changes being made to standards for the Council. Chair Walden asked if there were any questions from the Council. Council Member Wilkins stated that she would abstain from this item due to her involvement with the 525 Trust Fund. Chair Walden asked if apprentices being sponsored by an employer still needed to meet all minimum requirements of anyone applying for the apprenticeship. Ms. Naegle affirmed that they would need to meet all minimum requirements. Chair Walden also asked if sponsored apprentices would start at the beginning wage or based on experience. Ms. Naegle stated that they would go through the same evaluation process as all other apprentices. Chair Walden motioned to approve the updated standards. Council Member Burnett seconded the motion. Council Member Wilkins abstained from the vote. Motion carried.

**10. Revision of Program Standards for Nevada Power**

Chairman Walden called for a representative from Nevada Power to present their updated standards. Dominic Tanzi with Nevada Power was in attendance and presented the changed to the standards including updating language and aligning all of their programs under one set of rules. Chair Walden asked for any questions from the Council. Council Member Bellows recused himself from this discussion due to his employment with the sponsor. Chair Walden motioned to approve the standards revisions. Council Member Wilkins seconded the motion. Council Member Bellows abstained. Motion carried.

**11. Revised Program Standards and New Occupation – Intermountain Health.**

Chairman Walden called for a representative from Intermountain Health to present their new occupation. James Watkins with Intermountain Health was in attendance and presented the new occupation of Community Health Worker. Chair Walden asked for any questions from the Council. Council Member Burnett asked about the programs ratio of apprentices to journey workers and if it would be the same 1:1 ratio as their previously approved occupation in Appendix A. Mr. Watkins affirmed that it would be. Council Member Burnett also asked if the percentages for first and second pay rates would also be the same as their previously approved occupation. Mr. Watkins stated that this is correct. Chair Walden asked for a motion to approve the new occupation with the amended Schedule A for ratios. Council Member Burnett motioned for approval with the requested changes. Council Member Wilkins seconded the motion. Motion carried.

**12. New Program Standards and Apprenticeship Agreement for Helix Opportunity.**

Chairman Walden called for a representative from Helix Opportunity to present their new program standards. David Fazio with Helix Opportunity was present and presented the program for Digital Accessibility Developer. Mr. Fazio shared that this program is also registered in California and will serve apprentices with disabilities. Chair Walden asked for any questions from the Council. Council Member Burnett asked how many journey workers the program had. Mr. Fazio stated that they currently have 5. Mr. Burnett also asked if the ratio would be 3 to one, Mr. Fazio affirmed this. Chair Walden asked if the hours listed in their work process were sufficient for successful training. Mr. Fazio stated that a lot of the work processes happen concurrently, so that the hours listed were minimum and that actual hours of practice would be significantly more. Chair Walden motioned to approve the new program for Helix Opportunity. Council Member Wilkins seconded the motion. Motion carried.

**13. Labor Commissioner's Report.**

The Labor Commissioner provided an update on the Apprentice Utilization Act Report, stating we are entering our first reporting period starting January 1 through February 15, 2025. She also stated that the Labor Commissioners Office is expecting an extremely high volume of reports. Labor Commissioner Harris if there are any contractors or programs that have questions to please reach out and the portal for reporting will go live on January 1. She did provide information on a demo that will be available on the Labor Commissioners Website.

**14. State Apprenticeship Director's Report**

Director Giddens reviewed the Registered Apprenticeship Program summary of RAPIDS statistics and stated there were 228 completions since the last NSAC meeting. There are currently 69 programs, 756 employers and 6720 active registered apprentices.

**15. U.S. Department of Labor Report.**

Corinna Pereira was present with the Department of Labor. Ms. Pereira wished everyone a Happy National Apprenticeship Week and thanked everyone for their efforts to support the 10<sup>th</sup> National Apprenticeship Week. Ms. Pereira provided an update on the Proposed Rules updating 29 CFR and that we are still awaiting the release and effective date. Ms. Pereira also shared the awarding of \$716K to the Southern Nevada Building Trades through the WANTO grant program which will be used to prepare women for non-traditional careers in the trades. Ms. Periera also shared some statistics regarding Nevada's oldest programs including the Plumbers Local 350 and 525 as well as the Cement Masons and Plasterers Local 797 which were all registered in 1945.

**16. Future Agenda Items.**

Chair Walden asked for any discussion on future agenda items. Hearing none, the Chair closed this item.

**17. Public Comment.**

Chairman Walden called for public comment. Hearing none he closed public comment.

**18. Adjournment.**

Chairman Walden adjourned the meeting of the Nevada State Apprenticeship Council at 10:21 AM.