



**DEPARTMENT OF BUSINESS AND INDUSTRY
OFFICE OF THE LABOR COMMISSIONER
NEVADA STATE APPRENTICESHIP COUNCIL**
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**NEVADA STATE APPRENTICESHIP COUNCIL
MEETING MINUTES – May 22, 2025**

Nevada State Apprenticeship Council (NSAC) members present: Chairman Archie Walden, Ryan Bellows, Madison Burnett, Mandi Wilkins, Samantha Dugan, William Kephart, Elaine Silverstone, Anna Reynolds, Natalie Brown, Dana Ryan.

Also present: Brett Harris and Toni Giddens.

- 1. Call to Order.**
Chairman Walden called the meeting to order at 9:02 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.**
Chairman Walden called for public comment.
Hearing no comment, Chairman Walden closed the initial public comment period.
- 5. Approval of February 20, 2025 Minutes.**
Chairman Walden asked if there was any discussion. Mandi Wilkins requested a correction under Agenda Item 7. Madison Burnett requested a correction under Agenda Item 7 line 16. Samantha Dugan made a motion to approve February

2025, meeting minutes with corrections. Madison Burnett seconded. The motion carried.

6. Discussion Regarding NRS 610.144.

Chairman Walden tabled this item and asked the State Apprenticeship Director to provide more information. Director Giddens informed the Council that the NSAC had recently lost their assigned DAG and that a new one had not yet been assigned, and due to this we would table this item until a new DAG is assigned.

7. Discussion Regarding Hearing for New Similar Program.

Chairman Walden asked the State Apprenticeship Director to provide more information on this item. Director Giddens informed the Council that the Special Hearing for Summit Fire & Security will be held on June 4th at 9 AM and the calendar invite and documents would be going out later that day.

8. Apprentice Appeal – Jovasevic VS. Local 525 JATC

Chairman Walden called for Mr. Igor Jovasevic to give his statement. Mr. Jovasevic provided his statement on his dismissal, stating he felt this was an unfair dismissal. Chair Walden then called on the representative from Local 525, Mr. Boyle or Mr. Loveland to present their statement. Mr. Loveland provided the program's statement, stating the reasoning for the dismissal and that Mr. Jovasevic had been given multiple chances and did not appear for his final hearing. Mr. Loveland also stated that Mr. Jovasevic has the right to reapply to the program. Chair Walden asked Mr. Jovasevic for his rebuttal. Mr. Jovasevic provided a rebuttal statement. Chair Walden then asked Mr. Loveland for his rebuttal. Chair Walden asked both parties to provide closing statements. Chair Walden asked for any questions from the Council. Ryan Bellows asked to clarify the reason for the cancellation as the letter stated non-attendance, but committee minutes included additional reasons. Mr. Loveland clarified that the termination was for non-appearance, but that Mr. Jovasevic was asked to appear due to these issues and due to his not appearing he was cancelled from the program. Mr. Bellows also asked if other apprentices with the same amount of tardies were allowed to remain in the program. Mr. Loveland that he did not believe so. Chair Walden motioned to deny the appeal. Mandi Wilkins recused herself due to her position on the JATC Committee. Madison Burnett seconded the motion. Motion carried.

9. Update on Status of Program/Possible Deregistration

Chair Walden informed the Council that Mr. Leavitt the sponsor for IONnovate LLC had sent a letter to the Council through the State Apprenticeship Director with intent to cancel the program. Chair Walden closed out this item.

10. Revision of Program Standards.

Chairman Walden asked for a representative from Iron Workers Local 416 JATC to present their revision of standards. Scott Sylvia, Apprentice Coordinator, was present with Iron Workers Local 416 JATC to present the revision. Mr. Sylvia provided details

on the changes including a ratio change of one to one to a ratio of one to four on non-elevated work surfaces on Solar projects. Chair Walden asked if this was the only change or just the prime. Mr. Sylvia stated that the other changes including the term of the occupation were corrected for reinforcing, probationary period from 1000 hours to 1400 hours which is still within the 25% rule, and credit for welding certification being removed from prior section and being placed in credit for prior experience section. Changes also include updating coordinators' information to current coordinator. Mr. Sylvia also stated the changes to Appendix A4, changing terminology on green hours training. Chair Walden asked if there were questions from the Council. William Kephart asked why they want to go to the extreme of four apprentices to one journeyman in this situation. Mr. Sylvia explained that on solar work one journeyman can keep an eye on 4 apprentices. Mr. Kephart asked what the reasoning is for this. Mr. Sylvia stated that this is the usual crew size and dynamic on solar for the Iron Workers. Mr. Kephart stated that this is counterproductive to apprentices' learning and asked if solar is simple. Mr. Sylvia stated this was not saying that solar is simple, but that is the way it is written in their CBA. He stated that it is repetitive and gives trades a leg up as far as being able to bid the type of work and gives a leg up as far as being able to bid the work cheaper. Chair Walden asked what happens to the journeymen that work in this field, if they are sitting at home when there are four apprentices on the job, and NAC 610.438 section 18 states that all programs of apprenticeship in the construction industry are not more than one to one. Chair Walden stated this is not about trying to save the contractor money, it is about training. Chair Walden asked for any further questions from the Council. Ryan Bellows asked if this was accepted, then would they have four probationary, four apprentices and one journeyman, an 8:1 ratio? Mr. Sylvia stated that would be up to the contractor and the management or labor side, but wasn't a decision made by the apprenticeship. Chair Walden asked if there were any further questions, hearing none, he called for a motion to approve the standards with or without changes to the ratio. William Kephart motioned to approve without the changes to the ratio of apprentices to journeymen. Ryan Bellows seconded the motion. Motion carried.

11. Revision of Program Standards.

Chairman Walden asked for a representative from Iron Workers Local 433 JATC to present their revision of standards. Scott Sylvia, Apprentice Coordinator, was present with Iron Workers Local 433 JATC to present the revision. Mr. Sylvia stated that the changes for 416 and 433 were the same. Chair Walden asked if this included the four to one ratio. Mr. Sylvia affirmed this. Chair Walden asked for any questions or comments from the Council. Madison Burnett pointed out that the O*NET code for this occupation was the same as the previous occupation. Mr. Sylvia stated he would correct this. William Kephart asked Mr. Sylvia if there was any geographical difference between Local 416 and Local 433 that would change the opinion on the previous section. Mr. Sylvia stated that there was no difference in geographical location, and that 416 and 433 were two separate locals. Chair Walden stated that his only issue was again the four to one ratio, and motioned for approval of the standards without Section 7, Item D. William Kephart seconded the motion. Motion carried.

12. Revision of Program Standards.

Chairman Walden asked for a representative from Sheet Metal 26 JATC to present their revision of standards. Benny Wilson was present with Sheet Metal 26 JATC to present the revision. Mr. Wilson stated that there were small changes meant to clarify

and improve their recruitment and access to the program. Mr. Wilson shared the changes made including changes to Appendices A, C, and D. Chair Walden stated that he particularly liked the section on Veterans. Chair Walden asked for any questions from the Council. Hearing no questions, Chair Walden motioned for approval of the standards. Madi Wilkins seconded the motion. Motion carried.

13. Revision of Program Standards.

Chairman Walden asked for a representative from Local 357 JATC to present their revision for two different standards. Nathan, Council for Local 357 and training director Doug Ziegenhagen were present. Mr. Ziegenhagen stated that the standards have undergone a uniform change, and the primary changes are to create uniformity between the technician and electrical programs for minimum entry requirements. Primary changes are in selection procedures and moving to a year-round application cycle. He also stated that minimum related instruction hours have been reduced to align with the national organization and are adopting a national certification through the Electrical Training Alliance. Chair Walden asked for a correction in the O*Net code. Chair Walden also asked about listing public works apprentices separate from general apprentices and if there was a reason for this. Nathan Ring affirmed that these are apprentice utilization agreements and wanted to reference this as they are a CBA program and wanted to note that there are apprentices participating under another agreement. Chair Walden asked for any further questions from the Council. Hearing none, Chair Walden motioned to approve both sets of standards (Items 13 & 14). Madi Wilkins seconded the motion. Madison Burnett recused himself as a former member of the JATC. Motion carried.

14. Revision of Program Standards.

This item was heard and approved along with Item 13 above.

15. New Program Standards and Apprenticeship Agreement for University of Nevada Las Vegas, College of Education.

Chairman Walden called for a representative of University of Nevada Las Vegas, College of Education to present their program. Kenny Varner, Associate Dean at UNLV was present. Dr. Varner presented the three occupations: Instructional Coordinator, Youth Development Coordinator, and School Counselor. Chair Walden asked if there were any questions from the Council. Chair Walden asked about the pay rates on the 5910, Dr. Varner clarified that the amounts listed were the lowest rates for any of the districts they are working with, but that the apprentices can and likely will have higher rates. William Kephart asked a question about hours versus length of the program and how that is determined for completion. Dr. Varner clarified that he had worked with the State Apprenticeship Director on this, as K-12 school year would require two years to meet the hour requirements. Chair Walden pointed out a typo on the 5910 form that did not match the Appendix A. Dr. Varner stated he would correct that. Chair Walden asked for any further questions, hearing none he asked for a motion to approve the three occupations. William Kephart motioned for approval. Madi Wilkins seconded the motion. Motion carried.

16. Labor Commissioner Report.

Labor Commissioner Harris highlighted the two-year anniversary of UNLV's program and the success and recognition the program has received. Commissioner Harris asked that they be put on the August agenda to share more with the Council. Commissioner Harris also provided a legislative update as it related to apprenticeship in the office of the Labor Commissioner including SB285, SB460, and AB502. Commissioner Harris highlighted the Council not currently having a DAG and is reaching out to see when we can expect a new DAG.

17. State Apprenticeship Director Report.

Chairman Walden called for Director Giddens to present the report. Director Giddens went over the Registered Apprenticeship Program summary of RAPIDS statistics and stated there were 177 completions since the last NSAC meeting. There are currently 69 programs, 754 employers and 7426 active registered apprentices. Director Giddens told the NSAC the number of female registered apprentices has continued to increase and is now at 1110. Director Giddens relayed to the Council that all member terms will be ending between September 30th and October 31 of this year. She encouraged them to reapply through the Governor's Office of Boards of Boards and Commissions if they would like to continue on the Council.

18. Future Agenda Items.

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

19. Public Comment.

Chairman Walden called for public comment. Mike Kinney with the Northern Nevada Laborers thanked the Council for upholding the apprenticeship standards and not making this a race to the bottom, as well as upholding NAC 610.438.

20. Adjournment.

Chairman Walden adjourned the meeting at 10:46 AM.