

*****NOTICE OF PUBLIC MEETING*****

Meeting is subject to the provisions of the Nevada Open Meeting Law – NRS 241.020

Name of Organization: Nevada State Apprenticeship Council; Governor's Office of Workforce Innovation (OWINN)

Date and Time of Meeting: Thursday, February 13th, 2020 at 9:00 A.M.

Note: Some members of the Council may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following locations:

Place of Meeting: Legislative Counsel Bureau
555 E. Washington Ave
Conference Room 4412
Las Vegas, NV 89101

Legislative Counsel Bureau
401 South Carson St.
Conference Room 3137
Carson City, NV 89701

Note: Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual the board may refuse to consider public comment. NRS 233B.126.

A G E N D A

Note: Items on this agenda may be taken in a different order than listed. Two or more agenda items may be combined for consideration. An item may be removed from this agenda or discussion relating to an item on this agenda may be delayed at any time.

- I. CALL TO ORDER & WELCOME
Chair or Vice-Chair
- II. PLEDGE OF ALLEGIANCE
Chair or Vice-Chair
- III. ROLL CALL - CONFIRMATION OF A QUORUM
Richard J. Williams, State Apprenticeship Director
- IV. VERIFICATION OF PUBLIC POSTING
Richard J. Williams, State Apprenticeship Director
- V. PUBLIC COMMENT
(Public Comment will be taken regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. The Chair of the State Apprenticeship Council will impose a time limit of three minutes. The second public comment agenda item provides an opportunity for public comment on any matter within the Council's jurisdiction or advisory power.)
- VI. APPROVAL OF NOVEMBER 2019 MINUTES
Chair or Vice-Chair
- VII. APPROVAL OF DECEMBER 2019 MINUTES
Chair or Vice-Chair
- VIII. CHANGE OF NOVEMBER 2020 MEETING DATE (*Information/Discussion; For Possible Action*)
Discussion and possible action to change the November 2020 meeting date of the Council from November 12th to November 19th
Richard J. Williams, State Apprenticeship Director

- IX. MINIMUM CONSTRUCTION WAGE (*Information/Discussion; For Possible Action*)
Discussion and possible action on reviewing the minimum construction wage for apprentices in the construction industry who work on projects other than public works per NAC 610.490.

Richard J. Williams, State Apprenticeship Director

- X. REVIEW REGISTRATION OF PROGRAM AND ASSOCIATED OCCUPATIONS PER NAC 610.365 (*Information/Discussion; For Possible Action*)
Discussion and possible action on the deregistration of an apprenticeship program and its occupations, per NAC 610.365, that has not indentured an apprentice within the immediately preceding year.

Sponsor: WNC Child Development Center

- XI. REVIEW REGISTRATION OF PROGRAM AND ASSOCIATED OCCUPATIONS PER NAC 610.365 (*Information/Discussion; For Possible Action*)
Discussion and possible action on the deregistration of an apprenticeship program and its occupations, per NAC 610.365, that has not indentured an apprentice within the immediately preceding year.

Sponsor: Alamo Power District #3

- XII. REVIEW REGISTRATION OF PROGRAM AND ASSOCIATED OCCUPATIONS PER NAC 610.365 (*Information/Discussion; For Possible Action*)
Discussion and possible action on the deregistration of an apprenticeship program and its occupations, per NAC 610.365, that has not indentured an apprentice within the immediately preceding year.

Sponsor: Stationary Engineers Local 39 JATC

- XIII. FOR POSSIBLE CORRECTIVE ACTION
NEW OCCUPATION (*Information/Discussion; For Possible Action*)
Discussion and possible action on the program sponsor's request to add occupation(s) within its previously approved program.

Sponsor: Titanium Metal Corporation (Timet) and United Steelworkers Local 4856

Occupation: Crane Mechanic (Existing Occupation Title: Construction Equipment Mechanic) (Time-Based)

- XIV. REVISION OF PROGRAM STANDARDS, APPRENTICESHIP AGREEMENT, AFFIRMATIVE ACTION PLAN, QUALIFICATIONS AND SELECTION PROCEDURES (*Information/Discussion; For Possible Action*)
Discussion and possible action on the program sponsor's revisions to its previously approved standards.

Sponsor: Valley Electric Association Inc.

- XV. REVISION OF CURRENT OCCUPATIONS (*Information/Discussion; For Possible Action*)
Discussion and possible action on the program sponsor's revisions to its previously approved occupations.

Sponsor: Valley Electric Association Inc.

Occupation 1: Meter Technician (Existing Occupation Title: Electric Meter Repairer)
(Time-Based)

Occupation 2: Power Line Technician (Existing Occupation Title: Line Maintainer)
(Time- Based)

Occupation 3: Substation Technician (Existing Occupation Title: Substation Operator)
(Time-Based)

- XVI. FOR POSSIBLE CORRECTIVE ACTION
NEW OCCUPATION (*Information/Discussion; For Possible Action*)
Discussion and possible action on the program sponsor's request to add occupation(s) within its previously approved program.

Sponsor: Sierra Pacific Power Company dba NV Energy

Occupation: Utility Fleet Mechanic (Existing Occupation Title: Transit Bus Technician)
(Competency-Based)

- XVII. FOR POSSIBLE CORRECTIVE ACTION
NEW OCCUPATION (*Information/Discussion; For Possible Action*)
Discussion and possible action on the program sponsor's request to add occupation(s) within its previously approved program.

Sponsor: Nevada System of Higher Education dba Truckee Meadows Community College

Occupation: CNC Set-Up Programmer Milling and Turning (Competency-Based)

XVIII. REVISION OF PROGRAM STANDARDS, QUALIFICATIONS AND SELECTION PROCEDURES, AFFIRMATIVE ACTION PLAN (Information/Discussion; For Possible Action)

Discussion and possible action on the program sponsor's revisions to its previously approved standards.

Sponsor: Associated Builders and Contractors (ABC) Nevada Chapter Northern and Southern Apprenticeship Trust Fund

*XIX. FOR POSSIBLE CORRECTIVE ACTION
NEW OCCUPATIONS (Information/Discussion; For Possible Action)*

Discussion and possible action on the program sponsor's request to add occupation(s) within its previously approved program.

Sponsor: Associated Builders and Contractors (ABC) Nevada Chapter Northern and Southern Apprenticeship Trust Fund.

Occupation 1. Operating Engineer North (Time-Based)

Occupation 2. Operating Engineer South (Time-Based)

Occupation 3. Carpenter North (Time-Based)

Occupation 4. Carpenter South (Time-Based)

Occupation 5. Sheet Metal Worker North (Time-Based)

Occupation 6. Telecommunications Technician North (Time-Based)

Occupation 7. Telecommunications Technician South (Time-Based)

*XX. STATE APPRENTICESHIP DIRECTOR REPORT
Richard J. Williams, State Apprenticeship Director*

XXI. PUBLIC COMMENT

(Public Comment will be taken regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. The Chair of the State Apprenticeship Council will impose a time limit of three minutes. The second public comment agenda item provides an opportunity for public comment on any matter within the Council's jurisdiction or advisory power.)

*XXII: ADJOURNMENT
Chair or Vice-Chair*

NOTE (1): Persons with disabilities who require special accommodations or assistance at the meeting should notify Joan Finlay, OWINN, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 555 East Washington Ave, Ste. 4900; or call (702) 486- 8080 on or before the close of business, Monday, February 10, 2020.

NOTE (2): Agenda items may be taken out of order, combined for consideration by the public body, and/or pulled or removed from the agenda at any time. The Chair may continue this meeting from day-to-day. Pursuant to NRS 241.020, no action may be taken upon a matter raised during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

NOTE (3): All comments will be limited to 3 minutes per speaker. Comment based on viewpoint may not be restricted. No action may be taken upon a matter raised under the public comment period unless the matter itself has been specifically included on an agenda as an action item. Prior to the commencement and conclusion of a contested case or quasi-judicial proceeding that may affect the due process of individuals, the Board may refuse to consider public comment. See NRS 233b.126

NOTE (4): Please provide OWINN with electronic or written copies of testimony and visual presentations if you wish to have complete versions included as exhibits with the minutes

NOTE (5): Supporting public material provided to members for this meeting may be requested from the Governor's Office of Workforce Innovation (OWINN) at 555 E. Washington Avenue, Ste. 4900, Las Vegas, Nevada 89101 or by calling Joan Finlay at 702-486-8080.

NOTE (6): NOTICE OF THIS MEETING WAS FAXED, E-MAILED, OR HAND DELIVERED FOR POSTING TO THE FOLLOWING LOCATIONS: on or before 9:00 a.m. on the third working day before the meeting: DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 4500 E. Sunset Road, Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 2281 Pyramid Way, Sparks, NV; CAPITOL BUILDING, 101 N. Carson Street, Carson City, NV 89701; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 6330 W. Charleston Blvd., Las Vegas, NV. This agenda was also posted on the internet through OWINN's website at <http://owinn.nv.gov/>

Meeting is subject to the provisions of the Nevada Open Meeting Law – NRS 241.020

*****MEETING MINUTES*****

Name of Organization: Nevada State Apprenticeship Council; Governor's Office of Workforce Innovation for a New Nevada (OWINN)

Date and Time of Meeting: November 22, 2019 at 9:00 A.M.

Note: Some members of the Council may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following locations:

Place of Meeting: Legislative Counsel Bureau
555 E. Washington Ave
Conference Room 4412
Las Vegas, NV 89101

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Council Members Present: Nanette Quitt, Chair; Thomas Pfundstein; Mike Kennedy; Caleb Cage; Madison Burnett; Archie Walden; Randy Canale; Jeremy Newman

Council Members Absent: Bob Potts, Vice Chair; Kristine Nelson; Dr. Ricardo Villalobos

Others Present: Craig von Collenberg, Governor's Office of Workforce Innovation (OWINN); Richard J. Williams, State Apprenticeship Director; Louis Loupias, Operating Engineers Training Trust; Dave Gardner; Andres Feijoo, Policy Analyst at OWINN; Dr. Howell, US Department of Labor, Region VI.

(*Please note that all attendees may not be listed above)

I. CALL TO ORDER AND WELCOME
Nanette Quitt, Chair

Chair Quitt called the meeting to order at **9:00 a.m.** She welcomed Nevada State Apprenticeship Council Members and members of the public.

ROLL CALL - CONFIRMATION OF A QUORUM

Richard J. Williams, State Apprenticeship Director, OWINN

Richard J. Williams called roll and informed the Chair that a quorum was present.

II. VERIFICATION OF PUBLIC POSTING

Richard J. Williams, State Apprenticeship Director, OWINN

Richard J. Williams affirmed that the notice and agenda for this November 22, 2019, Nevada State Apprenticeship Council Meeting was posted according to Nevada's Open Meeting Law pursuant to NRS. 241.020.

III. PUBLIC COMMENT(S)

(Public Comment will be taken regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. The Chair of the State Apprenticeship Council will impose a time limit of three minutes. Public Comment #2 will provide an opportunity for public comment on any matter within the Council's jurisdiction or advisory power.)

Chair Quitt invited public comment.

Louis Loupias, Operating Engineers Training Trust, stated he was honored to be in attendance, and congratulated Council Members on their appointments, as well as **Mr. Craig von Collenberg** and **Mr. Richard Williams** to OWINN staff. **Mr. Loupias** noted the importance of keeping to the formerly high standards of the Committee.

IV. APPROVAL OF MINUTES

Chair Quitt called for approval of the previous meeting minutes.

Madison Burnett cited page 7, 2nd paragraph, noting that "Trainee" should be changed to "Training".

Jeremy Newman made a motion to approve the May 28, 2019 minutes as amended. Madison Burnett seconded. The motion carried.

V. INTRODUCTION OF THE STATE APPRENTICESHIP DIRECTOR

Chair Quitt introduced **Mr. Richard J. Williams**, noting that **Mr. Williams** had worked for more than 30 years as a carpenter and served in various leadership roles with the Carpenters' Union, including as a Board Member of the Southern and Northern Nevada Joint Apprenticeship Training Committee, and as Business and Political Training Coordinator for the Southwest Regional Council of Carpenters; **Mr. Williams** also served as a Board Member for the Southern Nevada Carpenters'

Annuity Trust, and for 18 years as an Executive Board Member, including President, for six years. **Chair Quitt** welcomed **Mr. Williams**.

Mr. Richard J. Williams thanked the Chair, noting that it was an honor to serve and create opportunities for the residents of Nevada. He said he was confident in this Council and looked forward to working with everyone.

VI. NEW STATE APPRENTICESHIP COUNCIL MEMBER INTRODUCTIONS

Chair Quitt first thanked previous Council Members for their loyal and dedicated service. She added that the diversity of the Council had achieved strong outcomes for the State. **Archie Walden**, Local 872, Training Director and Apprentice Coordinator, stating that he appreciated being a member of the Council. He noted the importance of serving people coming out of high school.

Madison Burnett stated he served in the Apprenticeship Program from 1989 to 1994, and has been Training Director since 2004 for the Electrical JATC. He considered serving a second term on the Council as an honor and a privilege.

Thomas Pfundstein stated that he was honored to serve again, and had served for the past seven years. He stated that he had participated in the Painters' Union Apprenticeship Program years ago, along with other experience, and he represented 64 Union contractors under various crafts.

Jeremy Newman, Assistant Business Manager for Local 396, who had served as chair for the CAL-NV State Apprenticeship Council for two years, said he is looking forward to the accomplishments on the Council.

Mike Kennedy served four years in the Local Union as a floor coverer, and moved up through the program to General Manager of a signatory company. He stated he looked forward to working with everyone on the team.

Caleb Cage, Assistant Vice Chancellor for Workforce Development and Community Colleges (NV System of Higher Education), said he is honored and excited to be part of the Council and state partners.

Randy Canale, Training Coordinator for Plumbers and Pipefitters in Northern NV, stated that he started out as an apprentice, and progressed through to foreman and instructor, and has been the Training Coordinator for the last 12 years. He said that a lot of outreach and recruiting was done through the Northern NV Apprenticeship Coordinator Association. Mr. Canale stated that he had

served previously on the Council, and it was an honor and a privilege to serve, and to be reappointed.

Chair Quitt welcomed all new and returning Council Members and asked that others present introduce themselves, which they did.

Chair Quitt introduced herself and provided professional background.

VII. OWINN UPDATE

Craig Von Collenberg described OWINN in general. The agency was established in 2016 and codified in 2017, with a mission to “help drive a skilled, diverse and aligned workforce in the State of Nevada by promoting collaboration and cooperation among all entities focused on workforce development.” He said the theory of action was if adults and youth were engaged as well as the employer community, while working toward work development issues, and facilitating cooperation and collaboration while defining effective clear pathways based on research, then a skilled workforce will result towards Nevada’s skilled and sustainable economy, oversee and assist key workforce development and Councils, as well as the Government Workforce Development Board. He added that currently, a State Apprenticeship Expansion grant is in existence, to help grow apprenticeship and assist to grow the programs established over the past seven to ten decades. **Mr. Von Collenberg** stated that OWINN would also oversee occupational licensing grant, and help to identify unnecessary barriers to occupational licensing and identifying and communicating key areas of reform, working on the balance between public safety and unnecessary barriers and creating streamlined processes for licensing and work (key areas are: military and spouses, and others).

Chair Quitt encouraged Councilmembers to get involved with OWINN activities in order to assist in apprenticeships in Nevada.

Mr. Richard Williams added to the OWINN Report, stating that there are 70 registered programs in the State of Nevada, with 6,038 active apprentices. He noted that since the last SAC meeting, 1,536 individuals started an apprenticeship, with 1,433 still active. He added that this showed the economy is hopefully returning to where it was. He desired to see those numbers increase and was confident with this Council that could happen.

VIII. 2020 MEETING DATES

Mr. von Collenberg provided a draft meeting dates schedule for 2020 (will comply with Nevada Administrative Codes) as: February 13, 2020, May 7, 2020, August 6, 2020, and November 12, 2020.

Madison Burnett made a motion to accept the proposed NEVSAC meeting dates for 2020 as presented. Randy Canale seconded. The motion carried.

IX. NEW PROGRAM

Chair Quitt stated that she would ask each appropriate representative to come to the podium to answer any questions about the following new programs.

Mr. Richard Williams provided a brief overview of each new program before its program sponsor came forward.

1. GJ Standards of Apprenticeship and associated Appendices B through E
 - Titanium Metal Corporation (Timet) and United Steelworkers Local 4856

Mr. Williams introduced the presenters of the above program (1 thru 7), as Standard X.1. (standards) and appendices B through E.

Chair Quitt stated that programs would be voted upon first, and then the programs would be reviewed individually.

Susan Ross, College of Southern Nevada, representing CSN as sponsor of program, introduced **Stephanie Stanton**, HR Manager of Timet (employer partner), and **Bill Lock**, Union Representative for Steelworkers Union Local 4856 (union partner). **Ms. Ross** stated that Timet has an affirmative action plan, and it is anticipated that the portion will be added to the standards within the next six months (selection procedure included in Appendix D), with apprentices selected from a pool of current employees. The joint apprenticeship program will be operated in-house through Timet, and the application for the apprentices is a standard form.

Chair Quitt asked for questions for agenda item X.1.

Upon **Mr. Burnett's** question, **Ms. Ross** stated that all instruction would take place at the College of Southern Nevada campus locations, and certifications would be given in the form of associate degree through that college (for each item under New Programs).

Mr. Walden asked if instructors would be listed, along with their experience, similar to all other training programs, and **Ms. Ross** stated that because the courses are administered by the college, the instructors all fall within the guidelines of the college instructors and professors.

Mr. Canale stated that a good job was done in putting the standards together, and asked for details on how the programs would lead to an associate degree. **Ms. Ross** stated all of the apprenticeship programs curriculums encompass set hours (around 30 credits), and an additional 27 to 30 general education credits would be required by the apprentice to complete the associate degree, i.e. a total of approximately 60 credits with technical and gen ed credits combined. The student would then need to apply to the college for graduation. **Mr. Canale** wondered if the certifications were portable. **Ms. Ross** confirmed that they are. **Mr. Canale** asked what might happen if a journeyman was ill, who would oversee the apprentice in order to meet the supervision of apprentices ratio of 1:1. **Ms. Stephanie Stanton** stated that it was the intent of the company to start the program with

10 to 12 apprentices, with a current staff of 114 journeymen, with the plan to have them cover. Supervisors, who are also certified journeymen could perform as overseers to apprentices as well. **Mr. Canale** stated that he appreciated that, but was concerned if the standards were approved as written, proper supervision and integrity of programs was not fully guaranteed as written. He noted the importance of the supervising journeyman being trained in the specific trade the student was working on.

Ms. Stanton said that there was no anticipation of having an equal number of apprentices to journeyman at any location or within the company. **Mr. Canale** asked if the written guidelines could be changed to make the wording consistent with other programs for the section pertaining to the apprentice – journeyman ratio. **Chair Quitt** said that an audit of all existing programs would be needed in order to require that all new programs provide that standard.

Mr. Burnett stated that the statutes of NAC 16438-1A and B sections regarding ratio of apprentices to journeymen on a job site do not stipulate whether this is construction or an industrial application, although there was a statute for the first journeyman to apprentice being 1:1 and 3:1 thereafter.

Mr. Kennedy asked if all the new prospective apprentices would be starting at the base level of the program or would there be an evaluation for the possibility of starting at a different level. **Ms. Ross** said that there was a caveat to petition the JATC to receive credit for specifically completed sections of the apprenticeship through another program, college, or military service (Pgs. 8 and 9 of standards). **Mr. Kennedy** asked who makes the determination to determine the level the apprentice will be entered at. **Ms. Ross** stated the Joint Apprenticeship Group consisting of three bargaining leaders, three management team members, and a representative from CSN would do that.

Upon **Mr. Pfundstein's** question about who would do the instruction for the class, and their qualifications, **Ms. Ross** said that the instructor base came from the existing faculty and staff with CSN who already teach the courses, so their experience is typically from five to seven years of teaching the specific curriculum. **Mr. Pfundstein** pointed out that of all the schools he was aware of are journeyman level within the construction type being taught. He said that using those who were not had in the past meant that students missed out on the construction side of their education. **Ms. Ross** stated that she understood that point, noting that she also works with the other 17 apprenticeship programs that Nevada partnered with. The apprenticeship for Timet includes so many different pieces regarding electrical and mechanical courses that CSN already offers, with taught by established professionals. Trained professionals and skilled craftspersons within particular positions oversee on-the-job training and incorporate the portions learned in the classroom.

Mr. Craig von Collenberg stated that the programs through CSN are accredited through the Northwest accrediting body as well as through engineering technologies institutions. The

professors who teach through the applied technologies division are generally considered experts in their field; most come from industry, and do not come in straight out of a learning experience.

Mr. Canale stated he appreciated comments and input, and wanted to consider Section I (page D2, Sections C and D), under Physical and Aptitude Tests, where both say applicant will pass any physical agility or fitness test or screen for current illegal use of drugs. He asked for clarification of "any" physical agility and "any" aptitude test. He wondered how one could know the details of the tests and why they would be administered. He said that any test given for an apprenticeship program needed to be a predictor of success, as well as a validated test. He was not sure that the word "any" was specific enough. He stated that the program should decide the test or types of tests, and noted they should be listed in the program description. He added that "as appropriate" needed to be defined.

Chair Quitt said she believed the template was utilized through the OWINN office, so asked for input, and **Mr. Williams** stated that was the standard language from the OWINN template. **Mr. Canale** said that if any programs had passed with such wording in the past, it may not have been correct.

Ms. Ross said that the verbiage was standard and noted that this plan does state specifically "as required by the employer". **Mr. Canale** asked whether that would be for all programs and if that would be applied evenly, and **Ms. Ross** stated that within the EEOC, employers are bound by set parameters, and within safety programs, there are established testing parameters, so she believed that all of those issues were addressed by the current verbiage, and tests would be outlined by the employer at the time of hire. **Mr. Canale** asked again how that would be applied evenly across all applicants, and **Chair Quitt** stated that the standard would apply to all applicants, as programs did not use program standards in any selective manner.

Mr. Walden stated that he understood **Mr. Canale's** concern was that different people might get different test sections, instead of the same sections or same full test.

Chair Quitt stated she would ask the program sponsor and Steelworkers if they have any information to add to that section regarding how they plan to administer tests, including physical agility tests.

Ms. Stanton stated that one of the basic requirements for the apprenticeship program was that the person would have to actively be employed for a minimal amount of time, and the physical standards are completed upon date of hire when they come on board, with everything after that being addressed as part of the collective bargaining with USW. She said while she appreciated the

reason that the request from the Chair was made, the USW would hold the employer accountable if there was any deviation of anything related to employment standards or conditions.

Mr. Walden cited page 3, section N, and noted that Section 21, should be in Section 20 (page 13). Ms. Ross stated the program was in agreement with that correction.

Mr. Walden noted that on page 5, Section 4, Qualifications of Apprentices, would there be no further apprentices, and if an apprentice had worked for four or five years, would they be considered past the journeyman status or would they backtracked and put into the apprenticeship program and take a pay cut? **Ms. Stanton** stated that per the collective bargaining agreement, all current tradesmen would be grandfathered in as journeymen and remain at that position. She added that Timet is an extremely large titanium manufacturer about 25 percent of its employees are journeymen. It is anticipated that apprentices will be recruited from production staff and move in to the careers. **Mr. Walden** stated that on page 7, Section 8, was the probationary period, would it be better to list that in hours rather than months, and **Ms. Stanton** said that could not be changed because it is part of the collective bargaining agreement. She said that changing that to hours would put employees at a great disadvantage since they are hourly employees with hours going up and down and at a minimum of 40+ hours per week. A time frame makes more sense in this environment. **Mr. Walden** agreed. He referred to page 13, Section 20, Adjusting Differences, and asked if it would be advisable to have the OWINN added to the complaint procedure, to which **Ms. Ross** replied that this wording is part of the existing collective bargaining agreement (CBA), so no verbiage change can be made at this time. **Chair Quitt** clarified that Timet might make an addition to the complaint procedure, and **Mr. Walden** said he did not believe doing so would affect the CBA. He believed most programs had OWINN listed for informational purposes. **Chair Quitt** agreed with that, and said that the OWINN office is meant to be a resource and not just a program sponsor for apprentices. **Ms. Ross** stated that at this time the employer partner is unable to add the verbiage without further discussion within their organization and the union.

Mr. Walden said that the listing of places the apprentices could go, on page 14, did include the registration agency, which is OWINN, technically, and so that wording would suffice, if the address and contact information were added in that area of the document.

Mr. von Collenberg confirmed that OWINN is the local registration agency. **Ms. Ross** stated that the employer partner was in agreement to add the OWINN address to page 14. **Dave Gardner** stated that OWINN would not have much involvement since legally, apprentices would have to

follow steps that would not include OWINN. **Mr. Walden** stated that it was simply standard practice to make apprentices aware of agencies and their full rights.

Mr. von Collenberg clarified the appeal process, noting that the State Apprenticeship Council would be the next step in the appeal process, with OWINN's role in that being just to receive the complaint.

Chair Quitt stated that complaints can come in forms other than appeals, and that the OWINN being listed as an agency could be helpful. **Mr. Canale** noted that several places in the standard template did note that the SAC, via the State's Agency, OWINN.

Ms. Ross added that at this time, the program had agreed to add OWINN as the State's agency, and sought approval of that condition.

Chair Quitt suggested that Timet provide a list of the college instructors to appease the Council's concerns about industry experience (can be provided later). **Ms. Ross** stated she had no issues with providing the list of instructors and their qualifications for the courses they would be teaching.

Archie Walden made a motion to accept Agenda Item X. 1. and appendices, with the changes as discussed above. Thomas Pfundstein seconded. The motion carried.

2. Appendix A1 – Instrument Repair Technician (time-based)

Ms. Ross gave a brief overview of the program, noting that the position of Instrument Repair Technician would be time-based, with 6,000 hours of on-the-job learning, with a ratio of 1:1 apprentice to journey worker. She added that all related and technical instruction will be provided by the College of Southern Nevada, and on-the-job training would be provided onsite by Timet. She noted that this program had a direct pathway to an associate degree through CSN.

Mr. Walden said he had not found Instrument Repair Technician to be an apprenticeship occupation under the OWINN Code 17.3323-1, but **Mr. Andres Feijoo** clarified that it was.

Mr. Kennedy asked if the training would be a block or the college curriculum with per semester breaks, and **Ms. Ross** stated that the program would follow the college schedule. **Mr. Kennedy** asked if classes would occur one time a week, and **Ms. Ross** stated classes would be held multiple times in a week, in three-hour sessions (for a 16-week semester), with some being day and some being night classes, with employers allowing apprentices to attend school.

Mr. Walden stated that the last line of the Appendix stated that a minimum of 465 hours per year of instruction-related apprenticeship was required. He believed that should possibly be reworded

to meet the standards of the yearly hours. **Ms. Ross** said they will be providing a breakdown showing the specific hours of instruction.

Mike Kennedy made a motion to accept Agenda Item X. 2. and appendices, with the changes as discussed above. Jeremy Newman seconded. The motion carried.

3. Appendix A2 – Crane Mechanic (time-based)

Chair Quitt stated that there was a request to defer this agenda item to a future meeting of the State Apprenticeship Council.

4. Appendix A3 – Industrial Welder (time-based)

Ms. Ross provided a brief overview of this program, noting the apprentice position for Industrial Welder is time-based, with 4500 hours of on-the-job learning, in addition to a minimum of 144 hours of related instruction per year, with a ratio of 1:1 apprentice to journey worker. All related technical instruction will be provided by College of Southern Nevada, with on-the-job training provided on site by Timet. This apprenticeship has a pathway to an associate degree through CSN.

Mr. Canale asked if there was a certified weld inspector on staff at CSN (in keeping with certification with ASME), and **Ms. Ross** stated that the gentleman in charge of the welding program met those qualifications and could analyze and evaluate welds, as well as looking for occlusions or issues.

Mr. Pfundstein asked what the apprentices had to do after the welding program, and **Ms. Ross** stated that included about 30 credits on the program side, and in addition, they would complete the general education side, which is typically 27 to 32 credits, for a total of 60 credits, which went through the review process with the CSN graduation team, after which a degree would be awarded. **Ms. Ross** said that historically, the apprentices that attempted the program did not all go on to complete an associate degree, but it is becoming increasingly popular as students recognize the value of having a degree. **Mr. Pfundstein** applauded **Ms. Ross** for the program that allows the AA to be earned. **Ms. Ross** stated that it was important to the employer to allow that program.

Mr. Canale stated that when reviewing the course topics, and it was not clear if a welding process was needed (in the field) to go through this program, and **Mr. Von Collenberg** stated that in his experience with CSN in the past, that every instructor was certified as an instructor and inspector, and every single class on the list would end with a welding certification.

Madison Burnett made a motion to accept Agenda Item X. 4. and appendices. Mike Kennedy seconded.

Archie Walden suggested that the hours be adjusted as discussed earlier to reflect 465 hours of training throughout the apprenticeship, rather than in a year. **Ms. Ross** stated she would ensure that change was made throughout A1 through A6.

Madison Burnett amended his motion to include the changes as discussed above. Mike Kennedy seconded. The motion carried.

5. Appendix A4 – Machinist (time-based)

Ms. Ross provided background on this time-based Machinist program, noting it was time-based, with approximately 6,000 hours of on-the-job learning and a minimum of 144 hours of related instruction per year, with the ratio of 1:1 apprentice to one journey worker. All related technical instruction would be provided by the CSN. On-the-job training would be provided by Timet on site, with this apprenticeship having a pathway to an associate degree with CSN.

Mr. Canale said that on Appendix A4, type of occupation was listed as time-based, but the term of apprenticeship was determined by the attainment of all competencies of the position, to which **Ms. Ross** responded that the apprentices have to meet time regulations, so it is both time-based and competency-based. **Chair Quitt** asked if competencies were automatically achieved through time in any case, and **Mr. Williams** stated that was correct.

Jeremy Newman made a motion to accept Agenda Item X. 5. and appendices. Thomas Pfundstein seconded. The motion carried.

6. Appendix A5 – Maintenance Electrician (time-based)

Ms. Ross introduced this program, stating that it was time-based, with approximate on-the-job hours of 6,000, including a minimum of 144 hours of related instruction per year, with the ratio at 1:1 for journeyman to apprentice, with all related technical instruction being provided by CSN and on-the-job training to be provided by Timet, and included a pathway to an Associate's degree with CSN.

Madison Burnett asked if OSHA 10 training was required, and **Ms. Ross** stated that it was.

Mike Kennedy asked if there was a way to test for competency at CSN, and **Ms. Ross** stated that, as with all curriculum and courses completed through CSN, the testing was part of the competency determination, without which a student would not pass the course. The results are also reported to the employer.

Archie Walden made a motion to accept Agenda Item X. 6. and appendices, with the amendment of clarifying the hours of related instruction over the course of the program, not per year. Madison Burnett seconded. The motion carried.

7. Appendix A6 – Industrial Maintenance Mechanic (time-based)

Ms. Ross introduced this hybrid program, with a term of approximately 4,500 hours minimum, with a minimum of 144 hours of related instruction with a ratio of 1:1 apprentice to journey worker,

and all instruction hours to be provided at CSN with on-the-job training to be provided by Timet onsite, with the position leading to an Associate's degree pathway at CSN.

Mr. Richard Williams stated that the agenda should have read "hybrid" rather than "time-based".

Ms. Ross stated that this program is a hybrid program through the US Department of Labor, with a range of hours set for full competency. She added the 2910 form states it is a 4,500 hour program because it is a hybrid, requiring a range of hours, and maximum hours would be 6,000 hours. If an apprentice needed to go beyond the 4,500 hours, they would continue to be paid at the wage level one step below journeyman wage, which is \$24.36. **Chair Quitt** asked about Appendix 4, page 6, noting that for other hybrid programs the Council saw in the past, a range of hours was provided, so possibly a range of hours could be provided, and **Ms. Ross** stated that the minimum had been calculated here, but anticipate a higher need, and an evaluation matrix with work process competencies was attached. She added that Timet is still working on developing the demonstrated tasks performed, with the evaluation matrix to be presented to the State Apprenticeship Director and completed after Council's provisional approval. **Ms. Ross** stated that it was in process at this point and he was working with OWINN. **Mr. Williams** stated that Apprenticeship would work with **Ms. Ross** on that. **Chair Quitt** stated she was simply requesting that the range of hours for items A through G provide a range of hours reflecting a minimum of 4,500 hours, not to exceed 6,000. **Mr. Williams** stated that they were in agreement with that. **Chair Quitt** asked that going forward, all hybrid programs provide the range of hours for the Council's consideration. **Mr. Von Collenberg** stated that in future, that would be in place prior to any apprentices indentured into the program.

Chair Quitt noted that non-voting member **Caleb Cage** had left the meeting at approximately 10:50 a.m., which did not affect quorum.

Jeremy Newman made a motion to accept Agenda Item X. 7. and appendices, with the amendment of clarifying the range of hours of related instruction to 4,500 to 6,000, and throughout the course, not per year. Mike Kennedy seconded. The motion carried.

Chair Quitt thanked **Ms. Ross** for coming before the Council, and stated the Council was looking forward to hearing more about the program and success with Timet. **Ms. Ross** thanked the Chair and Council.

At the request of a member of the public to speak, **Mr. Gardner** stated that public comment is reserved before or after the meeting, although it could be allowed at the beginning or end of each

item. The member of the public stated that in the past, before each program presentation, the public was allowed to speak.

Chair Quitt said that she would afford a public comment opportunity at the end of the meeting as agendaized.

Chair Quitt granted a five-minute break and asked everyone to return at 11:00 a.m. Roll call was held with all members present (except **Mr. Cage** who had left the meeting at 10:50) and the Council went back on the record at 11:03 a.m.

Chair Quitt stated that public speakers were always welcome but as noted on agenda, were asked to speak before and after the meeting items. She encouraged individuals to speak before the meeting when appropriate on agenda.

X. CONSENT ITEMS

Chair Quitt stated that various Council Members might be abstaining so she would address the consent items in groups for expediency. She asked if there were any abstentions for items A through J, and Mike Kennedy stated he needed to abstain from C and D.

a. Ironworkers Local 118

Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Reinforcing Metal Worker and Structural Steel Worker

b. Teamsters Convention

Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Tradeshow Specialist apprentices

Randy Canale made a motion to accept Agenda Items XI. A. and B. Archie Walden seconded. The motion carried.

c. Drywall Finishing JATC

Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Drywall Finisher apprentices

d. Painters JATC

Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Painter apprentices

Mr. Feijoo confirmed that the Drywallers' salary should be noted as 65% (Item C), so should be amended to reflect that, and Painter's salary should be changed to 65% (Item D).

Randy Canale made a motion to approve Agenda Items XI. C. and D, with noted amendments as above. Archie Walden seconded. The motion carried. Mike Kennedy abstained.

- e. Sheet Metal Workers Local 88 JATC
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Sheet Metal Worker apprentices

Jeremy Newman made a motion to approve Agenda Items XI. E . Randy Canale seconded. The motion carried.

- f. Southern Nevada Laborers Training Trust
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Construction Craft Laborers apprentices
- g. Harney Electric
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Line Maintainer apprentices
- h. DC16 Joint Apprenticeship and Training
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Drywall Finisher, Floor Coverer, and Painter apprentices
- i. Southern Nevada Roofers JATC
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Roofer / Waterproofing apprentices
- j. Truckee Meadows Water Authority
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be SCADA Technician, Maintenance Mechanic, and Pipe Fitter apprentices

Madison Burnett stated that on Item J, Truckee Meadows Water Authority's percentages were not adding up, so should be amended to match up with dollar amount of wages. **Jessica Atkinson** verified the wages were correct, so the percentages should be corrected to match, and be resubmitted.

Madison Burnett made a motion to approve Agenda Items XI. F through XI. J. with noted amendments on Item J. Jeremy Newman seconded. The motion carried. Archie Walden abstained from Item XI.F., and Mike Kennedy abstained from Item XI.H.

- k. Nevada Power Company
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Lineman, Metering Electrician, and Substation Electrician

apprentices

- l. Sierra Pacific Power Company
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Communications Technician, Customer Serviceman, Fitter, Fitter/Welder, Gas Pressure Operator, Substation Electrician, Lineman, Meter Technician apprentices
- m. Plumbers and Pipefitters JATC 525
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Pipefitter / Plumber apprentices
- n. ABC Nevada Southern Division Apprenticeship Trust Fund
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Construction Electrician

Madison Burnett made a motion to approve Agenda Items XI. K through XI. N. Randy Canale seconded. The motion carried. Jeremy Newman and Chair Quitt abstained from Items XI. K. & L.

- o. ABC Nevada Northern Division Apprenticeship Trust Fund
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Construction Electrician and Construction Plumbing
- p. Electrical JATC of Southern Nevada
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Telecommunications Technician and Electrician

Archie Walden made a motion to approve Agenda Items XI. O and XI. P. Mike Kennedy seconded. The motion carried. Madison Burnett abstained from Item XI. P.

XII. TRANSFERRING WAGE APPROVAL AUTHORITY TO OWINN

Mr. Von Collenberg stated the reason for this agenda item was that these types of actions were normally consent agenda item for Council, but OWINN believed it would reduce time delays for veterans and others to simply be able to approve the changes.

Chair Quitt moved to transfer the 5910 wage approval authority to the OWINN Office. Madison Burnett seconded. The motion carried.

Mr. von Collenberg stated that a report would be agendized in order to keep the Council apprised.

Chair Quitt encouraged anyone interested to continue to attend meetings on these matters even if they were not an agenda item, per se.

XIII. DEREGISTERING INACTIVE APPRENTICESHIP PROGRAMS

Mr. von Collenberg stated that during a previous Council meeting, there had been discussion around deregistering programs, which had not been occurring as it should have been. He added that since then, an inventory had been conducted to determine which programs were active and which were not, with a focus on programs that had not registered apprentices in two or more years. Those listed below did not respond to outreach attempted by OWINN, by phone, email, and standard mail, so were confirmed as no longer active. These companies were warned through letter and/or email that they would be de-registered through the SAC. **Mr. von Collenberg** stated that OWINN was currently recommending de-registration of these programs.

1. Wells Rural Electric Local 1245
2. Amazon
3. Fairway Chevrolet
4. National Guard Bureau 422nd

Randy Canale asked what the agency would do with the four apprentices between the two programs that are currently registered but did not respond, and **Mr. von Collenberg** said that no discussion had been held on that matter, but once those were de-registered, the apprentices would also be de-registered.

Michael Venturino, IB 45 Business Representative, regarding Wells Electric, stated that lack of communication was an issue with IBW represented properties; due to logistics communications were sent to Utah rather than Nevada.

Chair Quitt made the motion to de-register the four programs based upon multiple attempts by the Nevada State Apprenticeship and OWINN, effective November 22, 2019, that the four listed programs be de-registered, as long as programs that did have completed apprentices could still submit completed paperwork. Mr. Burnett seconded. Motion carried.

XIV. APPRENTICESHIP PROGRAMS THAT HAVE VOLUNTARILY DEREGISTERED

Mr. von Collenberg stated that in the process of determining active programs, several programs had requested to be de-registered, so OWINN had done so through the Rapid System. A list is available upon request. He added that due diligence was being performed on those, based upon their voluntary request.

XV. APPRENTICESHIP PROGRAMS THAT WISH TO REMAIN REGISTERED

Mr. von Collenberg stated that during the course of contacting apprenticeship programs, three

requested to remain active, although they have no current apprenticeships. OWINN will continue to monitor these programs to make sure they have registered apprenticeships in the future. He added that Simplex Grinnell/Johnson Control Fire Protection had recently added an apprentice, so OWINN requested that they not be included in this voting matter. **Mr. von Collenberg** stated that Alamo Power and Stationary Engineers Local continue their registration as sponsors in Nevada.

Madison Burnett asked what the re-registration procedure would entail, and **Mr. von Collenberg** stated he understood they would have to begin the entire registration process again. He added that he believed neither of the companies had been deregistered in the past.

Mr. von Collenberg discussed lack of periodic review; that would be at the top of **Mr. Williams'** review as he settles into his position.

Chair Quitt agreed with the suggestion to consider each company individually. **Mr. Gardner** stated that if Council would like to keep the companies active under this agenda item, no motion would be needed, since they are already currently active. He added that he did not see any statute that allowed for cancellation or a time period placement on the registration, but they could revisit at the desired time and vote on it then.

Chair Quitt stated that at the end of the meeting, there should be a note to agendaize these companies again and ask for a progress report for November of 2020 (or de-register them if they have no apprentices by that time).

1. Alamo Power District
2. Simplex Grinnell/Johnson Control Fire Protection
3. Stationary Engineers Local 39 JATC

XVI. APPRENTICE APPEAL

Appeal of Dismissal – Brooks vs. Electrical JATC of Southern Nevada

After confirming that parties of both Brooks and Electrical JATC were present, **Chair Quitt** read for the record: "Issued to Jamal Brooks as a result of a 522 2019 JATC meeting: Please be advised of the actions taken by the Electrical JATC Meeting on May 22, 2019 (excerpt from the minutes: Jamal Brooks did appear before the committee; see Court Reporter's transcripts for details. Motion to uphold the previous decision of terminating the apprentice of Jamal Brooks on April 17, 2019; the motion was seconded and carried. Madison Burnett explained appeal rights Jamal Brooks' appeal rights to the Nevada State Apprenticeship Council (NSAC). Jamal Brooks stated that he understood the decision of the committee to appeal his right to NSAC. The apprentice may appeal from the Electrical JATC of Southern Nevada final decision to the Nevada State Apprenticeship Council at the OWINN, 55 East Washington Avenue, Suite 4900, Las Vegas, Nevada, 89101 by filing a written notice of appeal with the State Apprenticeship Council. This appeal must be filed

within 30 days after the date on which the notice of dismissal from the program was deposited in the mail.

Chair Quitt confirmed that the JATC Office had received the appeal in a timely manner, and asked **Mr. Brooks** to provide his information. **Mr. Brooks** explained that he had suffered serious medical issues, and been a victim of a random shooting, all circumstances which led up to a failed marijuana testing. He added that although it is not an excuse he cannot take opioids). **Mr. Brooks** noted that he also suffers from post-traumatic stress disorder (PTSD), and had come before JATC for disciplinary action while suffering from that disorder. He apologized to the Board and to **Mr. Madison Burnett** for the lack of integrity he had shown and his indiscretions throughout the process. **Mr. Brooks** said that he falsified a urinalysis to hide marijuana use and was put out of the JATC, after which he submitted to the JATC medical facility the statement that he had made the falsification. He asked that he not be judged on this, but asserted that he has proven with the documentation submitted, including academics, that he was committed to the Electrician program.

Chair Quitt confirmed that **Mr. Brooks** was requesting instatement at 1,306 hours credit, and he agreed. He said that he had completed every other requirement for the program. He added that he had achieved top of the class fourth and fifth years, and came in third overall out of 26 to 30 students. **Mr. Brooks** said the only requirement that he needed was 1,300 or so hours to receive a diploma.

Mr. Pfundstein asked what was different today, from when **Mr. Brooks** had not followed the program guidelines, and **Mr. Brooks** stated that he had returned to counseling and made some realizations that he wanted to work as an electrician and provide for his family. He said he has not partaken of marijuana since the incident with JATC, for any reason, and that he now attends the gym, and has taken up yoga, is committed to keeping a clear head and focusing forward.

Archie Walden asked why he had used marijuana for PTSD when there are many programs that could assist with that, and **Mr. Brooks** stated that he was using marijuana for pain after the gunshot wounds and subsequent surgeries. He added that the shooting and hernia surgery occurred before returning to Century. **Mr. Walden** asked if there had been any thought to try the current options instead of allowing three incidents of marijuana use to lead up to this point, and **Mr. Brooks** explained that he had not had three incidents, but one where he failed the urinalysis and was let go by Century. The second incident occurred when he had to take a urinalysis for the JATC to go back into the program, and he had utilized synthetic and failed the urinalysis.

Mr. Walden noted an incident at Baker, dated 2/21/19 wherein **Mr. Brooks** refused a urinalysis, a 3/29/19 test not in proper temperature range, and a refused for retake with direct observation, followed by a termination of 4/17/19. **Chair Quitt** clarified that a refusal was treated as a positive result, and **Mr. Brooks** stated he was not aware of that.

Mr. Brooks stated that he should have sought help and that he was sorry he had let down a lot of people, and his actions had brought him to this hearing. **Mr. Canale** stated that the issue at hand was whether the program had followed proper procedure, and noted he was looking at a receipt

dated 1/24/13, signed by Mr. Brooks, attesting to understanding of the policies of the program. **Mr. Canale** cited Section 2 of the drug misuse and abuse of policies, noting that Section J, Consequences of a positive test, states that in case of a positive test result, JATC will direct apprentice's employer to terminate apprentice immediately and before an apprentice will be allowed to return to employment, they must appear before the Committee of Disciplinary Action, which may include termination of their apprenticeship agreement, or must complete counseling. He asked if Mr. Brooks had been given the option to complete counseling, to which Mr. Brooks replied in the affirmative. He stated that he understood he was being discharged for lying, not for failing three drug tests.

Chair Quitt told **Mr. Brooks** that she appreciated his coming to the meeting to discuss issues, but the Council was not able to change any decisions made to terminate an apprentice unless it was determined that the dismissal was arbitrary, capricious or based upon an erroneous conclusion of law. She appreciated Mr. Brooks taking responsibility for the poor decision he had made and for being accountable, and Mr. Brooks stated that he had gone to counseling after he had signed the paper in 2013, and his question was if lying was a reason for dismissal. **Chair Quitt** asked for any questions from the program or Council Members.

Chair Quitt stated that Mr. Brooks would have another opportunity to speak after the JATC's turn. **Mr. Doug Ziegenhagen** of JATC summarized a brief timeline of events leading to the dismissal of Jamal Brooks, including the 1/24/13 signed receipt of understanding of the drug use policies. He added that the first violation occurred 3/17/16, with a dismissal from Century Electric for failure to comply with the substance abuse policy. This case was heard on 4/20/16 by the JATC committee and the DHO option was offered with the stipulation of any further violations of the drug policies of the JATC of Southern Nevada during the remainder of the apprentices indenture ship would result in immediate termination. The member completed DHO and was released from pre-term probation and returned to work.

Mr. Ziegenhagen stated the second instance was dated 2/21/19 and involved the dismissal from Baker Electric for failure to comply with the substance abuse policy. He said that the apprentice stated that the employer had misused the policy and he intended to grieve the Labor Management Committee, who heard the case on 3/20/19 and tabled from further action pending further results of the grievance. On 3/29/19 the grievance was heard and it was decided that Baker Electric was not in violation of the policy. Mr. Brooks was then mandated to complete a drug test that day and refer back to the JATC for remanding. On that same day, a prophylactic of sorts was substituted for that test, and the apprentice declined a direct observation test, and so was considered as giving a positive test, so was referenced back to the JATC Committee, who enforced their prior language which is "will" terminate apprentice's indentureship with any further violation. On 4/17/19, it was reviewed by the Committee, and on 5/22/19 with a court transcription, and now is being seen by this Council today.

Chair Quitt confirmed that the appellant was extended BHO and treatment in 2016, and then released back to full work. She asked **Mr. Ziegenhagen** if the electrical work was considered safety-based, and he responded that all aspects of the Electrical Apprenticeship programs were

considered safety-based. **Chair Quitt** asked if applicants for the apprenticeship program were given the opportunity to voluntarily disclose that they have a substance abuse problem so they could be granted a leave of absence in order to comply with policies before starting the program. **Ms. Diane Wendt**, JATC, stated that opportunity was given in the BHO system (health and management system at JATC) to take care of the matter in a timely manner.

Chair Quitt offered Mr. Brooks an opportunity for rebuttal, and he stated he had no argument, but wanted to state that after he got back from the first offense, and after the six-month suspension, he knew that it was further.

Chair Quitt asked if the cancelling party wanted to waive or offer rebuttal, but since **Mr. Brooks** essentially had not offered rebuttal, he moved on to closing arguments, noting that he had made a grave mistake and he had paid for it, was the Council's mercy and simply asked that the achievements and academics of the program and grant the 1,300 hours in order to show completion of the program after his effort, despite the negative, because he has proven he will always try to be the best apprentice he could.

Chair Quitt called for the cancelling party and **Mr. Ziegenhagen** stated that he felt that the RJHC Committee and staff had acted in good faith with patience and compassion and offered multiple opportunities for correction. He concluded with the request that Nevada Administrative Code 610.461 be upheld in this case.

Chair Quitt reiterated that Council could not reverse the decision of a joint committee to dismiss an apprentice, or order the reinstatement of an apprentice, unless the Council determined the dismissal was arbitrary, capricious or based upon erroneous conclusions of law. She stated that the Council was responsible for considering issues presented today and opened up for discussion from Council.

Archie Walden stated that he saw no reason to overturn the decision. He noted that being an apprentice was an opportunity that a lot of people do not get to have, but a safety issue with drugs or alcohol, including that resulting issues that might occur to fellow apprentices or other workers was not appropriate. He stated that **Mr. Brooks** had been provided more than ample opportunity to correct the issues.

Archie Walden made the motion to leave the Committee's decision to uphold the decision of the JATC in the case of Dismissal of Apprentice Mr. Brooks. Randy Canale seconded the motion. Motion carried. Madison Burnett abstained from the vote.

Chair Quitt confirmed what **Mr. Walden** had observed, noting that it appeared that **Mr. Brooks** has personal drive and some safeguards in place that would allow him future success. She stated that the programs could not afford to have apprentices with substance issues, without positive testing or dishonesty, and although the Council did not agree to reinstate him at this time, she encouraged him to stay on track for the future.

Mr. Brooks thanked the **Chair**.

Chair Quitt closed the appeal.

XVII. SECOND PUBLIC COMMENT(S)

(Public Comment will be taken regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. The Chair of the State Apprenticeship Council will impose a time limit of three minutes. Public Comment #2 will provide an opportunity for public comment on any matter within the Council's jurisdiction or advisory power.)

Louis Loupias, Operating Engineers Training Trust, apologized to Chair and Council, stating he had relied on past practices, and as such, he understood that comments could be made by any parallel programs that could be spoken about before action were taken. **Chair Quitt** thanked Mr. Loupias.

There was no further public comment.

Chair Quitt asked to discuss future agenda items since there was no agenda item for this discussion. She stated that there had been previous discussion to have the Alamo Company and the Stationary Engineers on the February agenda, to come and speak to the programs that have been allowed to remain registered at this meeting.

Madison Burnett stated that would be helpful for those companies to come in and explain why they would like to have that held open.

Richard Williams agreed with that and stated that his office would accommodate that.

Chair Quitt said she had previously requested a future agenda item to review new programs as they approach the end of their probationary period. Mr. Williams stated that would be added to a future agenda, and could be provided as part of the routine reports.

Chair Quitt stated that based on the transition of new members, that OWINN staff considers, pursuant to statute, the Chair's right to request a special Council meeting, so she wanted to request a December 16, 2019 meeting. **Mr. von Collenberg** was in agreement with that, stating that would offer an opportunity for anyone who wanted to address concerns of SB207 and minimum apprenticeship utilization which would start on January 1, 2020.

Andres Feijoo stated that he could send a poll around to all served in order to make sure quorum would be met in December. **Chair Quitt** asked that Council Members timely respond to OWINN staff in a timely manner.

XVIII. ADJOURNMENT The meeting of the Apprenticeship Council was adjourned.

DRAFT

Meeting is subject to the provisions of the Nevada Open Meeting Law – NRS 241.020

MEETING MINUTES

Name of Organization: Nevada State Apprenticeship Council; Governor's Office of Workforce Innovation for a New Nevada (OWINN)

Date and Time of Meeting: December 16, 2019 at 9:00 A.M.

Note: Some members of the Council may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following locations:

Place of Meeting: Legislative Counsel Bureau
555 E. Washington Ave
Conference Room 4412
Las Vegas, NV 89101

Legislative Counsel Bureau
401 South Carson St.
Conference Room 3137
Carson City, NV 89701

Note: Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual the board may refuse to consider public comment. NRS 233B.126.

Council Members Present: Nanette Quitt, Chair; Thomas Pfundstein; Mike Kennedy; Caleb Cage; Madison Burnett; Archie Walden; Randy Canale; Jeremy Newman; Kristine Nelson; Dr. Ricardo Villalobos

Council Members Absent: Bob Potts, Vice Chair

Others Present: Craig Von Collenberg, Governor's Office of Workforce Innovation (OWINN); Richard J. Williams, (State Apprenticeship Director); Dave Gardner; (DAG), Andres Feijoo, (OWINN); Joan Finlay (OWINN), Doug Howell, (US Department of Labor, Region VI.)

(*Please note that all attendees may not be listed above)

I. CALL TO ORDER AND WELCOME

Nanette Quitt, Chair

Chair Quitt called the meeting to order at **9:00 a.m.** She welcomed Nevada State Apprenticeship Council Members and members of the public. She also stated that the agenda should remain as last posted.

II. ROLL CALL - CONFIRMATION OF A QUORUM
Richard J. Williams, State Apprenticeship Director, OWINN

Richard J. Williams called roll and informed the Chair that a quorum was present.

III. VERIFICATION OF PUBLIC POSTING
Richard J. Williams, State Apprenticeship Director, OWINN

Richard J. Williams affirmed that the notice and agenda for this December 16, 2019, Nevada State Apprenticeship Council Meeting was posted according to Nevada's Open Meeting Law pursuant to NRS. 241.020.

IV. PUBLIC COMMENT(S)
(Public Comment will be taken regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. The Chair of the State Apprenticeship Council will impose a time limit of three minutes. Public Comment #2 will provide an opportunity for public comment on any matter within the Council's jurisdiction or advisory power.)

Chair Quitt invited public comment.

Josh Morrow, Training Coordinator for Northern Nevada Sheet Metal Workers' Apprenticeship Program, stated he would like to cover a few points on a WAC Program review for the ABC Northern Nevada Apprenticeship standards for a sheet metal worker, and cited Section 2.B.1, noting it was unclear to him how the representatives on the JATC would be appointed, and ensure fair representation. He added that in Section 2.C.2, a fair representation of the employees was also important. **Mr. Morrow** cited page 25, signature sheet, and noted that it was interesting the both JATC representatives were ADC representatives. He noted that on Attachment 1, Section 3, there was a math test on the application process and asked for clarification on how that would affect ranking. On Number 7's reference to applicants who did not take the drug test being subject to removal from the program, **Mr. Morrow** commented that he believed an applicant could not be drug tested prior to being offered a position. Citing Number 8, "Committee shall rank applicants objectively" he stated that section was unclear as to what applicants would be ranked on.

Brian Reeder, Ferrari Public Affairs, on behalf of the Nevada Contractors' Association, spoke in general support of Item 9, ABC Apprentice Program, stating he believed more apprenticeship programs are needed in the State of Nevada.

Kevin Christiansen, Local 12, Joint Apprenticeship and Training Committee, commented on Agenda item 9.2, Certification for Operating Engineer, noted that the Council's focus should be on the apprentice and the quality of the program, as this application did not work for "one size fits all," due to safety elements of working around heavy equipment such as dozers, loaders, and cranes. He believed more emphasis on equipment safety is needed as this work inherently can be

dangerous. The curriculum needs more detail, and it should be ensured that the processes and classes are also provided, as well as certification that would lead to competency. He added that no instructors were listed, and it was important to list them and to confirm the instructors' capacities and backgrounds, based upon the statute's requirement to be meaningful and trustworthy. Wages are another consideration, as the application listed wages well below standard, at one-half the public's typical rate, with \$73 to \$78 per hour being standard, and the application proposed only \$30 per hour (SB207 required horizontal public work by apprentices), so it was proposed that more than double this wage be approved. Ratio standards should be listed as 5-1 in the Ratio Standards section but was not. He requested that the Council focus on: the value of apprentice, quality of program, facilities and equipment, and deny this application as submitted.

Antonia Godinez, Operating Engineer, graduated apprentice, full-time instructor, part-time operator, and working at a company in crusher and mining operations and CDL super-truck operation, stated she was thankful for the apprenticeship, noting that skills learned by in-classroom activities, including interaction with instructors and peers since there was not a lot of opportunities to ask on the job. She added that a well-rounded apprenticeship program would include grade checking, hazmat, and other items that would ensure safety.

Louis Loupias, Local 12 Training Center Engineer, commended the Council for their review of items and commented on several items, which were: last meeting minutes were not posted for public review, referred to page 5 qualifications for Timet that stated program would select from current pool of employees and that written industry recommendations were not stated in the standards or selection procedure, so he hoped that Council would see clarification if the program wanted to use the referral system, but if not, it should be stated what standards would be used and that the application process should be open to the public. If it is the intention of the program to sue Timet instructors it should be stated and their experience should be listed. He added that under process Appendix A2., the ratio is 1:1, but optimal ratios should be established only by Council if less than 3:1. In the February 6, 2015 meeting, the Council Chair asked to see the safety record of the program and sponsor. Process F shows 1,000 hours of basic carpentry for a crane mechanic in order to learn carpentry. He added that in 2016, a Councilmember had stated that a test must be validated, so this process must be used for all items under consideration.

David Gardner, Deputy Attorney General, stated that while there was no ability to transfer time between people, it was the Chair's prerogative to enlarge the time for a meeting. **Chair Quitt** said she would allow Mr. Loupias to speak three minutes on each item if that was permissible. **Mr. Gardner** said that it was important to provide equality across all speakers, so the Chair opted to retain a consistent approach and keep Mr. Loupias to the three-minute time frame already exhausted.

Brian Prather, Operating Engineers of Northern Nevada Apprenticeship Program, said there are many shortcomings to the applicants' standards, which misrepresent the apprenticeship program, with the objective to dismantle the safety standards. He added that on the job training does not allow for proper training because without the experience beforehand provided in the apprenticeship program, people often make rash and unsafe decisions, jeopardizing others and the expensive equipment in use. He said that when people are accepted into the apprenticeship

program, they actually quit their paying jobs in order to gain appropriate training, including safety training. If they are not provided that training, after having to disrupt their lives, they would have no recourse but to leave the industry if they should incur a safety issue, as they would be let go. He hoped Council would consider that before they changed standards.

Bill Stanley, Southern Nevada Building Trades Union, commented on items 7, 8, and 9, and noted the intent of SB 207 which had the Legislature voting unanimously to increase apprentices in Nevada, but at no time considered rushing apprenticeships forward in such a way as to neglect competency and due process, especially in the building trades, to allow the apprentice to have a way to grieve to the Committee, and allow the apprentice due process. Secondly, he hoped the Council would be cognizant of the fact that apprentices are properly trained and live up to the promise of apprenticeship, which is training and ability to work around the globe since the value of apprenticeship and gold standards of the program is recognized.

Robert Martinez, Operating Engineers Local 12, stated that he had worked as a union and non-union worker, and he agreed that the apprenticeship program should continue to provide the same standards of the past, and he looked forward to good training and advancing skillsets with the apprenticeship training.

Richard Hecht, Operating Engineers Local 12, a Marine Corps veteran, said he has four technical degrees as well as an associate's degree and has seen no technical training any better than the apprenticeship program. He believed that the safety standards were very important, with ample time allowed for training.

Travis Merrihew, Operating Engineers Local 12, said he was almost finished with his apprenticeship, and noted that he made a lot of sacrifices to get into the program, and would like to see all apprenticeships held to the same standards because of the personal sacrifices he had made to enter the program. He added that there was an agreement that is monitored by the Department of Labor, that the Trust pick up the tab, in order to ensure that the same wages are paid to all apprentices, and the difference between the typical program and the proposed program was \$32,230, not including the additional \$27.09 they are entitled to under the fringe benefits for 6,000 hours (a total of \$162,540). He asked where the money would go for the ABC apprentice, and he recommended the Council consider there were too many unanswered questions before taking action on the proposed program today.

Paul Palleschi, Operating Engineers Local 12, Army veteran, stated that he had learned in the service the importance of safety when lives are at stake. He said that without an established time frame for the apprenticeship, or specifics on how training would be administered, safety and proficiency could suffer, and he believes people with proper apprenticeship training and experience are essential to furthering knowledge and adhering to safety standards.

Daniel Durfee, Navy veteran, stated that at the time he earned his business degree, he had to work two jobs in order to get through college, and he believes in apprenticeship due to its fair wages,

with hands-on training, and meeting deadlines. Having employees answer questions on the job is not practical, and safety was of concern to him.

Sergio Enriquez, Operating Engineers Local 12, stated the importance of proper training and safety in the apprenticeship program. He was once injured through an unskilled novice worker, and he was able to still participate in the apprenticeship program.

Chris Trolson, Southern Nevada Operating Engineers Training Trust Instructor, stated he had gone through the apprenticeship program for three years and it was paramount that instructors taught a lot of safety as well as how to survive on the job site, along with the journeymen in the field. He added that he had come back in 2000 to assist in training young apprentices, and he felt that safety is supreme, while the speed of work is secondary and would come later. He added that after 40 years in the business he had learned a lot of tips and tricks that he passed on, and there were 17 instructors with more than 20 years of experience. He added that teaching with simulators does not really work, and stressed the value of fieldwork.

Kyle Gilbert, USAF veteran, stated he joined the apprenticeship over two years before and had seen the military side of safety, having joined the military, and having been a firefighter, after completing a two-year college program (where he had never used a fire hose), and after being deployed three times to Afghanistan, he had a rough transition, so had joined the apprenticeship program based on a friend's suggestion. He stated that he trusted his fellow apprenticeship members over his Reservists because he knew their focus on safety.

Justin Mader, Operating Engineers Local 12 Apprenticeship, said he was 45 years old and had struggled for some time as non-Union. He was very thankful for this program, and the training center instructors were one-on-one and professional. He was grateful for his family and the great living and the healthcare had helped his family through a rough time, with his wife going through cancer treatment twice. He said that safety is very important.

Warren Hardy, Associated Builders, and Contractors of Nevada said that he disagreed with **Mr. Stanley's** statement that there wasn't enough time to initiate apprenticeship programs, as there had been significant discussion on that, with the time frame of putting those together. He added that SB 207's purpose was to extend apprenticeship opportunities for young people into the construction industry in Nevada. He said that it had been mentioned by a previous speaker that the Union program had been in place for decades, and to expect that the facilities would remain at that level was unrealistic. He was very confused about the concerns expressed since the program is mirrored by the current apprenticeship programs. He acknowledged that the unions have a phenomenal program across the board, which the Associated Builders and Contractors aspired to be. He appreciated the testimony of the apprentices who had noted how the program changed their

lives. He pled for the Committee to treat the SB 207 design the programs with the same respect as the other programs.

Chair Quitt thanked all the members of the public who had comments and noted that there were not often that many apprentices or veterans in attendance.

VI. NEW PROGRAM - Sierra Pacific Power Company DBA NV Energy
1. Utility Fleet Mechanic (Competency-based)

Mr. Williams confirmed that this new program met the standards to be considered by the Council.

Chair Quitt recused herself from this item, as did **Jeremy Newman**.

Ryan Peterson, Senior Fleet Equipment and Training Advisor for NV Energy, stated that NV Energy was requesting a new program since the current program had been dormant for some time. He added that NV Energy was utilizing unique opportunities by provided full-time regular employment, as a represented employee of IBW1245, with college classes to be taken at TMCC while on the clock. He said this would be the first program that would allow an associate's degree into the curriculum.

Randy Canale commended the NV Energy program, stating the standards were well put together, but he had a question under Appendix D, Qualifications and Selection procedures, under Section C, physical qualifications, with applicants passing any physical agility test, and on the aptitude test it said applicants must pass an aptitude test, but according to NAC 610-820 and 825, those tests must be stated in detail in order together with the procedures for determining the standards and whether they would eliminate applicants from the eligible list.

Ryan Peterson said that during the application process, some tests would be performed such as mechanical testing, and such, so NV Energy was looking for mechanical abilities.

Mr. Gardner stated that the discussion was about part of the standards, which were not on the agenda today. **Chair Quitt** stated that the standards had already been approved, and this was a new occupation under those standards, so those generalized standards of the typical standards of a new occupation. She encouraged clarifying templates being used going forward, and encourage applicants for new programs to clarify standards.

Archie Walden said he understood the program had previously been approved as a competency-based program, but it was listed as a 2,000-hour program, although 18 months of the pay scale and 20 months of classes were outlined. He asked when the program would end, and Mr. Peterson stated that the program length would be two years because the apprentice's time would be split between the job site and the program at TMCC. He added that the limitation for topping out would be to achieve a two-year degree at TMCC.

Chair Quitt added that Appendix A showed competencies established by program competency and almost 1,200 hours of education.

Archie Walden stated that Section 20 should have OWINN listed as a contact for complaints.

Madison Burnett made a motion to approve the new occupation as submitted. Randy Canale seconded. The motion carried with two abstentions (Chair Quitt and Member Newman).

- VII. NEW PROGRAM - Titanium Metal Corporation (Timet) and United Steelworkers Local 4856
1. Crane Mechanic (Time-based)

Mr. Williams confirmed that this new program met the standards to be considered by the Council.

Ms. Susan Ross, College of Southern Nevada (CSN), presented the time-based position with apprentice ratio 1:1, referring to page 2, Apprentice Wage Schedule, and stated that the position has a pathway of associate's degree (CSN to provide instruction by certified instructors), and on-site training to be provided by Timet. She cited page 4, Appendix A.2., the 450 hours was incorrect and should have been revised per last meeting's direction (had not had time to meet with OWINN staff). She noted that Item F should state "basic mechanics," not "basic carpentry."

Chair Quitt clarified that if the Council chooses to approve this item today, it would be under the standards previously approved with all amendments, and **Mr. Williams** confirmed that. He added that OWINN staff would sit down with the sponsor over the next few weeks to make those amendments.

Randy Canale was confused on the O*NET code (494031 is for bus and truck mechanics and diesel engine specialists), noting that in Appendix 2, page 4, "crane" was not referenced. He was not sure why the crane mechanic was the title chosen for the occupation.

Mr. Williams stated that OWINN staff would double-check the O*NET code, although crane mechanics appeared to be the most appropriate compared to the job standards. **Mr. Canale** said that he simply did not see the connection to crane mechanic, so he did not see how that could be recruited as that occupation.

Ms. Ross asked whether inserting the word "crane" where applicable would suffice. **Mr. Canale** said that he was not necessarily looking for the word "crane" but perhaps an analysis to ensure this was actually a crane mechanic by duties, based on the fact that the O*NET code being used is typically for bus and truck mechanics, and diesel engine specialists. **Mr. Williams** stated he had just reviewed the codes and the one used seemed the most appropriate for that standard right now, but when considering other codes, perhaps code 49-3042.00 for mobile heavy equipment mechanic might be more appropriate.

Chair Quitt asked if there were other codes that had been researched, and **Archie Walden** stated he had researched the matter, and the 49-3042.00 would be the most appropriate code.

Mr. Williams said that he did not have the information available to see if there was a similar program from OWINN.

Mr. Canale made the motion to table the item until the appropriate code and similar programs could be researched. Jeremy Newman seconded. Motion carried unanimously.

Chair Quitt stated the item should be on the February meeting agenda, and requested that OWINN staff work with the program's sponsor.

VIII. NEW PROGRAM - Nevada System of Higher Education DBA Truckee Meadows Community College

1. CNC Set-Up Programmer Milling and Turning (Competency-Based)

Mr. Williams confirmed that the new item met the requirements by the Council to be considered today.

Cheryl Olson, Nevada System of Higher Education, representing Truckee Meadows Community College (TMCC), stated that the program was a two-year competency-based program, including 360 hours of related technical instruction, with approximately 4,000 hours of on the job training, with related technical instruction being provided by TMCC, taught by qualified instructors, with the apprenticeship program leading to associate of applied science in manufacturing technology. She noted the competency matrix is utilized to assess and document apprentices' progress towards full competency.

Chair Quitt asked if there were any questions, and **Caleb Cage**, from Nevada System of Higher Education, asked what might be the possibility of replicating something like this for the College of Southern Nevada in the future, and Ms. Olson said TMCC would be happy to work with any other educators/employers across the state to duplicate such a program.

Randy Canale asked if there was a company associated with the apprenticeship standards, and **Ms. Olson** said that there was one employer partner who would participate in the occupation. **Chair Quitt** stated that the standards that were previously approved would apply.

Mr. Canale thought the signature pages dated November 2017 should possibly be updated, and **Ms. Ross** stated she would work with OWINN to update that signature page. **Mr. Gardner** stated that this should be a future agenda item as it was not on the agenda.

Chair Quitt encouraged the Council to consider updated signature pages as a wide-range item that should be addressed as a Council matter.

After it was confirmed that the signature page is part of the standards, Mr. Canale dropped his request.

Tom Pfundstein made the motion to approve the new program for TMCC Set-Up Programmer Milling and Turning (competency-based) apprenticeship. Mr. Canale seconded. Motion carried unanimously.

- IX. NEW PROGRAM - Associated Builders and Contractors (ABC) Nevada Chapter Northern and Southern Apprenticeship Trust Fund
1. Operating Engineer North (Time-Based)

Chair Quitt reminded the Council that the standards have previously been approved, and **Mr. Williams** confirmed that all items in the new program met the statutory rules for consideration by the Council. **Kara Arenas**, Vice President, Associated Builders, and Contractors, Nevada Chapter, presented the new program information, noting that she had been managing programs for 16 years, and ABC's strategic plan was to focus on building additional apprenticeship programs for all the other trades in the association. She stated that southern and northern division standards are exactly the same. She provided the following information:

- Pages 1-30 already approved with other ABC standards in place and new programs will follow the same standards
- Apprentices will work for approved ABC Nevada contractors
- All contractors paid for students' training costs, college education and health insurance throughout the four years in the program
- Apprentices pay for books and tools
- Minimum qualifications are must be 18 years or older, have GED or HS diploma and possess a birth certificate
- The 8-member Apprenticeship Committee consisted of 4 management and 4 field representatives, appointed by apprenticeship trustees
- Representatives will be added by trade
- The maximum amount of OJT that can be approved by the committee are 1,000
- All programs require a minimum of 144 classroom hours
- All apprentices will also attend OSHA courses (paid for by trustees) and any specific certification courses needed to excel in their area
- National Center for Construction Education and Research (NCCER) will be the curriculum for all programs
- Classes will be one night a week for four hours
- NCCER students will receive certificates and transcripts when completed
- All NCCER modules consist of a multiple-choice class and hands-on performance
- Classes will be held at ABC facilities in classrooms
- Labs will be held in designated areas based on specific training
- Instructors are all NCCER certified (at least a journey worker level, and attend mandatory instructor training)
- All have 10 years' experience in their specific area of training
- The probationary period for all programs will be 25% of specific OJT program duration
- Apprentice wages will receive a raise every 1,000 of OJT
- All apprentices covered by ABC health insurance program for the duration of the program by the companies they work for
- Majority of apprentices are usually on the insurance up to a year or two after graduation
- Students receive 5 credits per semester
- Students will receive a skills certificate and a certificate of achievement
- Encourage students to move forward to achieve associate's or bachelor's degree
- Attend all job fairs to help with recruiting opportunities
- Ms. Arenas meets with middle and high school counselors to inform them of the programs
- Building a stronger partnership with Hope for Prisoners in re-entry efforts (Casa Grande)
- ABC is approved OJT program with the VA
- Some apprentices are receiving an extra \$1,500 per month (since they do not have student loans)

Mr. Gardner said that public comment was allowed at this point, but the topics must be on the agenda.

Chair Quitt asked for discussion for any Council Member discussion on 1. Operating Engineer North (Time-Based).

Madison Burnett stated that since much of the public comment referred to safety, he would like details regarding ABC's 5910 form, which listed only two instructors for programs north and south. **Ms. Arenas** stated that the instructor for the north was in process and not yet set up. She added that in the southern area, one instructor has 24 years of experience, while the other has 15. At **Mr. Burnett's** question regarding heavy equipment training, **Ms. Arenas** stated that will be working with quality contractors and the classroom time would be at a specific pit in southern Nevada, and every module in the curriculum would be on actual equipment and hands-on for evaluation purposes, with CDL and other certifications earned by apprentices, will be awarded the first year of the program.

Mr. Pfundstein asked about qualifications for instructors, and **Ms. Arenas** replied that they have at least five years' experience as journeymen, and are vetted and interviewed by the Committee. They were not required to have a degree but attended the NCCER Instructor Training, which requires periodic recertification. Upon **Mr. Pfundstein's** question about grading, **Ms. Arenas** stated that apprentices have to achieve 75% on every test. Attendance issues and/or failed tests would bring them before the Apprenticeship Committee and possible removal from the program. She noted that the operator's program duration and ratio, as well as classroom hours and hands-on program, instructor longevity, are all the same as OWINN requirements.

Mr. Canale asked why the standards were not renewed or discussed when new programs are introduced. **Mr. Williams** said the program standards review will begin next year for all programs; he expects to report on that in February. **Chair Quitt** said the previous Council had the same concern and had provided a work plan that would apply to those standards outside of the review time period. **Mr. Williams** said he will look to Council for further input during the review period. **Mr. Canale** said he appreciates that. It is difficult to go through the number of programs without standards being fully available and updated. He inquired about an address of a training program that would always be available. **Ms. Arenas** said the pit address would always be available for instructors. **Mr. Canale** added that the ABC classroom is another such location. **Ms. Arenas** undertook to provide those addresses once the program starts. **Mr. Canale** noted the curriculum and standards have to be approved by the Apprenticeship Council. **Mr. Von Collenberg** said the former requirement was for approval by the Department of Education. **Mr. Canale** said he appreciates that but reviewing all parts of programs before the Council is important.

Mr. Pfundstein moved to have the items tabled until the program staff could provide full details on the curriculum. Mr. Canale seconded the motion, stating that he would like to see full details on the programs, along with the standards.

Chair Quitt asked for clarification on what the unanswered questions were. She also clarified the motion was to deny this program, and **Mr. Von Collenberg** stated that other programs had been

voted upon in the past without the standards, so if that was the reason for tabling, that could cause some problems.

Mr. Warren Hardy objected to the motion for the reason that **Mr. von Collenberg** cited, and noted that the standards were already approved, and wanted it stated for the record that no one else had been held to that standard in the past.

[The Council took a short break]

Chair Quitt conducted roll call after the break. Having served for over eight years, she implored the Council to remember Council's responsibility to review pertinent statutes, not to encourage program sponsors to pay a certain wage, but to ensure that the agenda items are treated fairly and consistently. Based on the motion on the table, she had grave concerns about the standards already being approved, and she felt the Council should look at the statutes and reminded them that they have a legal obligation to those statutes.

Mr. Canale said that he questioned the agenda items, such as number IX, being stated as new programs, so his question was why they were not being evaluated as programs, not agenda items. He added that the standards had not been updated by five years, as the statute required. He believed that the item is on the agenda should allow for discussion of the standards. **Chair Quitt** stated that the review of standards was not an agenda item so it was not up for discussion. She asked **Mr. Pfundstein** to restate his motion; he said he wanted the motion to remain as he worded it before the break. He again mentioned the importance of quality for programs and he believed the standards should be the same across programs.

Mr. Hardy respectfully requested that **Mr. Pfundstein** provide a detailed description of where the standards were different and precisely what was under discussion. He added that there had been discussion all morning about disparities in the program, regarding safety and instructors. He added that those questions had all been answered and nothing was missing. He requested that **Mr. Canale** recuse himself, based upon an apparent bias unless issues could be clearly described. He respectfully requested an opportunity at this time, so that an opportunity in this duly noticed meeting was given for a response. He added that the standards had already been accepted and did not need to be defended. Two or three other programs were brought by others to this Council and the Council had been told not to discuss the standards. He wondered why standards were now an issue when they had not previously been in this meeting. **Mr. Hardy** said that he would respectfully suggest that the Council adopt **Mr. Pfundstein's** motion so that the next judicial level could be pursued.

Chair Quitt asked for clarification again from **Mr. Pfundstein** and reminded him that standards were not on the agenda. She noted that the previously approved standards were not to be

considered since this is a new program under the previously approved standards. She was unsure what his motion was regarding the standards.

Mr. Pfundstein asked **Mr. Kevin Christiansen** to speak on this item, to hear his concerns and to provide guidance.

Chair Quitt stated it was not within the purview of the Council to receive guidance from the public, but noted that **Mr. Pfundstein** was allowed to ask questions of the public in regards to clarifying any concerns regarding this new program.

Mr. Pfundstein stated he would not withdraw his motion.

Mr. Gardner stated that since there was a motion and a second, only the motion could be discussed until the motion was decided upon or withdrawn.

Mr. Kennedy asked for clarification on the motion. **Mr. Walden** said that while he had some issues with the program, he did not have a strong reason to deny the new program.

Chair Quitt noted that several members of the Council had requested **Mr. Pfundstein**, who made the motion, to state the motion again for the record before moving forward. **Mr. Pfundstein** stated that what he wanted with the motion was the same equality that is now present throughout the apprenticeship program, and was not disrespecting the organization or not wanting them to have a program. He wanted clarity in the program that after apprentices went to school and back out to the workforce, they would be safe.

Mr. Hardy asked where that was not provided, and **Mr. Pfundstein** stated he did not hear that so far. **Mr. Pfundstein withdrew his motion** and stated that he would like to open discussion to ensure that the construction site would have parity with the other programs in place. He is still not hearing that, and he did not want anyone later to say that the Council crucified an apprenticeship program.

Mr. Hardy again asked for clarification, beyond the standards, of what had not been provided. He added that the opportunity to review the standards had already been given before the presentation today. **Mr. Pfundstein** said that one point was the quality of a program with teachers who potentially do not have degrees, or plans to obtain a degree going forward. **Mr. Hardy** asked if that was a standard required by the state and **Mr. Pfundstein** said that it was not. **Mr. Hardy** asked why this program was being held to standards that others were not. He objected and reminded the Chair that a member of the Council had requested that legal counsel have the Operating Engineer's Program come up and provide guidance. He noted he had been doing this

work for 35 years and did not need further explanation of where this process was headed. He excused himself.

Chair Quitt asked **Mr. Gardner** for the protocol since the motion was withdrawn by **Mr. Pfundstein**. **Mr. Gardner** clarified that once the motion was withdrawn the second to the motion was also withdrawn automatically.

Chair Quitt asked if there was a motion, and **Mr. Newman** stated he had questions on the program. **Chair Quitt** stated that he was allowed to ask questions on Agenda Item IX.1. **Mr. Newman** asked if crane training for apprentices would be provided in-house or by a third party. **Ms. Arenas** stated that those details are being worked out, and a third party would be involved, with all the training being provided at the pit.

Mr. Matt Sizewell (phonetic) ABC Home and Heart, asked if it would be possible to excuse **Mr. Christiansen** as he is counsel for another entity and was sitting next to his client. **Chair Quitt** asked **Mr. Christiansen** to step away from the podium.

Mr. Walden stated his current concern is that northern Nevada did not have instructors. **Ms. Arenas** stated that she had not been able to make it to Reno to get the initial training done, but that would be completed within the next few weeks, and she already has instructors in mind. She added that she was a master trainer for NCCER, and they have several instructors throughout the country.

Mr. Canale stated that he would not recuse himself, and had previously stated that he believed the program should be brought in, but under the same conditions that every other program with the same job classifications had been brought in with. Since there was not an instructor for Northern Nevada right now, that would have to be listed on the 5910 as part of the new occupation. He said that not being done was the same as being given special instructions. He also wanted to know **Ms. Arena's** credentials for the train the trainer capacity, since normally that should come from someone working in that occupation.

Mr. Hardy respectfully asked that statute be cited that requires the items **Mr. Canale** mentioned, and he also asked why he had been asked numerous times for items that were not in the statute, while other programs are not asked. The statute allows a year to get all these items in place. He requested that every request from this Committee going forward be accompanied by an NRS statute that would indicate why that information should be provided when others do not have to provide it.

Chair Quitt said that it was permissible for the Council to ensure that new programs meet statutes so Council Members could ask for items in order to ensure that. She added that there is a probationary period, and some information would come forth after that. **Chair Quitt** said that the safety record of a new occupation should be reviewed to ensure that safety precautions are met.

Archie Walden said that the program would have a one-year probationary period. **Mr. Williams** verified that NRS-Statute gave the following wording: "Each newly approved program will be on

probation for a period of at least two years.” **Mr. Walden** said that would give time to correct issues, and his only concern was the 5910 form not being included, but other than that, it looked like all documents were followed.

Madison Burnett said that he would like to see the experience and safety record of the three employers in the north and south section, and **Ms. Arenas** stated she did not have that on hand but noted those employers were all required to complete the ABC national application and there was a standard for safety.

Mr. Hardy noted that was not required, but seeing it was a fair question, it would be provided to the Council.

Mike Kennedy asked if the ABC application was relied upon to insure contractors. **Ms. Arenas** confirmed that. **Mr. Hardy** stated that was the same definition in all the other ABC approved programs.

Jeremy Newman asked if there were any NRS codes that would prevent the Council from approving this new program, and **Mr. Williams** stated that OWINN had not found any issues when they reviewed the program.

Mr. Hardy said that there were three minutes originally allowed for public comment at the beginning of the meeting.

Mr. Christiansen interjected that statute, NRS 6101443-I (3) sub-parts i and n, called for “adequate facilities.” **Mr. Canale** asked if the program required proof of journeymen employees. **Ms. Arenas** said that at this time, there was no process in place, but it was planned to perform testing for all journeymen (working with NCCER on that). **Mr. Hardy** stated that was not a requirement of the standards, so he respectfully requested that if there was an area where the state standards were not being met, they should be articulated so they can be addressed.

Upon **Chair Quitt’s** question regarding which other programs are currently functioning under the same standards, **Ms. Arenas** replied those are electrical (approved 1991), sheet metal (approved 2008), and plumbing (approved 1995) apprenticeship programs.

Randy Canale said that during the public comment period, several engineers had noted a difference in their programs, and asked if it would be appropriate to ask for a statement from one of them as to why they felt the programs were not similar. **Chair Quitt** said that would be allowed for a specific question. **Mr. Canale** asked **Mr. Christiansen** to define the multiple differences in the programs to which he referred in the public comment period, and **Mr. Christiansen** cited NRS 6101443-I (3) sub-parts i and n, noting that standard required provisions for adequate and safe equipment and facilities for training.

Mr. Gardner noted that the standards were again in the discussion, even though they were not amended. **Mr. Canale** asked what the difference was in training requirements as opposed to the new occupation. **Mr. Christiansen** stated that there was no way to assess the merits of a program

without looking at standards. **Chair Quitt** respectfully asked that any Council Members ask questions in order to conduct its duty here today. She entertained a motion.

Chair Quitt moved to approve the new program under agenda item IX. 1., as it met the statute standards requirements, as well as the standards for ABC company, and that the company's standards be reviewed by this Council in February 2020.

Mr. Louis Loupias stated that as a point of order, the Chair could not make a motion. **Chair Quitt** requested a second to her motion. **Mr. Loupias** asked Mr. Gardner if the Chair can make a motion. **Mr. Gardner** said he was not allowed to respond to the public. **Mr. Louis Loupias** said that a fair process would not allow the Chair to make a motion.

Mr. Walden asked Mr. Gardner if the Chair was allowed to make a motion. **Mr. Gardner** stated Chair could, but was not allowed to vote, except in the instance of a tied vote.

Chair Quitt mentioned that all non-voting members are allowed to make motions, but only voting members are allowed to speak in favor or opposition.

Mr. Madison seconded the motion and Mr. Walden noted that he would like to see some things added to 5910, such as instructors, and years in experience and occupation, as well as a physical address, as a valid, safe place of training. The motion carried with no opposition.

2. Operating Engineer South (Time-Based)

Chair Quitt said that she believed the program overview had already been provided and she opened for questions from the Council of the program sponsor.

Chair Quitt moved that the new program in Agenda Item IX.2. be approved, pending review of their standards by SAC Council in February 2020. Mr. Kennedy seconded. Motion carried with no dissension (Mr. Walden requested the same information as Item IX.1. be added for the 5910).

3. Carpenter North (Time-Based)

Chair Quitt stated she believed a review of this program had been provided and opened for questions from the Council of the program sponsor. **Mr. Walden** said his only concern was the ratio, according to NFC16438, the program was asking for a 1:1, while that statute stipulates a 1:3 ratio for instructor/apprentice. He requested that the ABC program change the 1:1 to 1:2 and 1:2 to 1:3 ratios. **Ms. Kara Arenas** agreed to that.

Archie Walden moved that the new program in Agenda Item IX.3. be approved with the above change in ratios. Jeremy Newman seconded. Motion carried without dissension.

Mr. Gardner asked if the ratio was found in the standards and **Chair Quitt** noted that Attachment III overview referred to the ratios.

4. Carpenter South (Time-Based)

Ms. Kara Arenas stated she would like to change the ratios to the 1:1 to 1:2 and 1:2 to 1:3 on this program as well.

Jeremy Newman moved that the new program in Agenda Item IX.4. be approved with the change in ratios. Mr. Burnett seconded. Motion carried without dissension.

5. Sheet Metal Worker North (Time-Based)

Ms. Arenas noted that this was for the northern division only, as there was already a program in the southern division (which this proposed new program mirrors).

Archie Walden requested that the ratios be changed on this one also to the 1:1 to 1:2 and 1:2 to 1:3, and **Ms. Arenas** agreed to that.

Madison Burnett moved to approve as amended above for Agenda Item IX.5. Mr. Pfundstein seconded. Motion carried without dissension.

6. Telecommunications Technician North (Time-Based)

Ms. Arenas said that this program had been approved before but had been in hibernation, and all was mirrored to the previously approved program.

Madison Burnett stated he was of the parallel program so would abstain.

Jeremy Newman also abstained, for the same reason.

Mr. Walden once again requested that the ratios be changed, and **Ms. Arenas** agreed to make the change on this item and the south proposal.

Mr. Archie Walden moved to approve with the change in ratios on Attachment 3, as above.

Upon **Mr. Kennedy's** question about the programs hibernating, **Ms. Arenas** stated that the north program went inactive in 2010 and the south program around 2013, due to contractors' companies dissolving.

Tom Pfundstein seconded. Motion carried with two abstentions (Mr. Burnett and Mr. Newman).

7. Telecommunications Technician South (Time-Based)

Ms. Arenas stated that she would also change the ratios on this program as well.

Jeremy Newman and Madison Burnett abstained due to being in parallel programs.

Tom Pfundstein moved to approve, with the change in ratios in Attachment 3, as above. Mike Kennedy seconded. Motion carried with two abstentions (Mr. Newman and Mr. Burnett).

Chair Quitt thanked those present from the sponsors and stated she would see them in February.

Ms. Arenas thanked those present.

X. SECOND PUBLIC COMMENT(S)

(Public Comment will be taken regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. The Chair of the State Apprenticeship Council will impose a time limit of three minutes. Public Comment #2 will provide an opportunity for public comment on any matter within the Council's jurisdiction or advisory power.)

Bob MacKenzie, Building and Construction Trades Council Member in Nevada, noted that every agenda item was considered a new program, not a new occupation. He added that the attorney had not made this agenda clear, and the meeting in its entirety was held in violation of the statute and he believed the Attorney General's Office would receive a similar complaint.

Donnie Gibson, President of Civil Works, commented that Civil Works is a horizontal contractor in the Las Vegas market, and he felt this was about workforce development, energizing youth, and giving options while providing career opportunities without college debt. He believed such programs are vital for the future and growth of the industry. He added that the industry is responsible for many conveniences, and Nevada is short over 16,000 workers, with the workforce rapidly aging. He said the union and non-union shops should coexist for the betterment of the state, the industry, and workers.

There was no further public comment.

Chair Quitt reminded OWINN staff and Council to be cognizant of the agenda items that would be revisited at the next meeting, as well as the previous work plan document as submitted by the council regarding probation and programs that were to be reviewed and reported the council.

Mr. Williams stated that OWINN looked forward to getting programs reviewed at the next Council meeting. Chair Quitt reminded him that in November the Council had asked for some programs to attend the February meeting, so she suggested the minutes be reviewed to clarify those items in preparation.

XI. ADJOURNMENT

The meeting of the Apprenticeship Council was adjourned.

NOTE (1): Persons with disabilities who require special accommodations or assistance at the meeting should notify Joan Finlay, OWINN, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 555 East Washington Ave, Ste. 4900; or call (702) 486- 8080 on or before the close of business, Tuesday, December 10, 2019.

NOTE (2): Agenda items may be taken out of order, combined for consideration by the public body, and/or pulled or removed from the agenda at any time. The Chair may continue this meeting from day-to-day. Pursuant to NRS 241.020, no action may be taken upon a matter raised during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

NOTE (3): All comments will be limited to 3 minutes per speaker. Comment based on viewpoint may not be restricted. No action may be taken upon a matter raised under the public comment period unless the matter itself has been specifically included on an agenda as an action item. Prior to the commencement and conclusion of a contested case or quasi-judicial proceeding that may affect the due process of individuals, the Board may refuse to consider public comment. See NRS 233b.126

NOTE (4): Please provide the secretary with electronic or written copies of testimony and visual presentations if you wish to have complete versions included as exhibits with the minutes

NOTE (5): Supporting public material provided to members for this meeting is posted on OWINN's website at OWINN.NV.GOV/ and may be requested from the Governor's Office of Workforce Innovation (OWINN) at 555 E. Washington Avenue, Ste. 4900, Las Vegas, Nevada 89101 or by calling Joan Finlay at 702-486-8080.

NOTE (6): NOTICE OF THIS MEETING WAS FAXED, E-MAILED, OR HAND DELIVERED FOR POSTING TO THE FOLLOWING LOCATIONS: on or before 9:00 a.m. on the third working day before the meeting: DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 4500 E.Sunset Road, Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 2281 Pyramid Way, Sparks, NV; CAPITOL BUILDING, 101 N. Carson Street, Carson City, NV 89701; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 6330 W. Charleston Blvd., Las Vegas, NV. This agenda was also posted on the internet through OWINN's website at: OWINN.NV.GOV.

MEMORANDUM

To: Nevada State Apprenticeship Council Members

From: Lleta Brown, Deputy Labor Commissioner

Subject: Annual Review of Apprentice Minimum Wage for the Construction Industry

Date: January 24, 2020

In accordance with NAC 610.490, attached is the computation used to determine the apprentice minimum wage. Please note that the computation does include an increased amount from \$14.00 to \$14.38 per hour.

For your review the regulation has been inserted below.

NAC 610.490 Adjustments to minimum reasonable and profitable wage for apprentice in construction industry on certain projects. ([NRS 610.090](#), [610.144](#))

1. The Council will determine whether to adjust the minimum reasonable and profitable wage for apprentices in the construction industry who work on projects other than public works at the first regularly scheduled meeting after February 1 of each year.

2. The Council will determine the amount of an adjustment to the minimum reasonable and profitable wage for apprentices in the construction industry who work on projects other than public works by multiplying that wage as determined on March 1 of the year immediately preceding the year for which the adjustment is being calculated by one plus the average of the percentage change in the Consumer Price Index for All Urban Consumers: U.S. City Average calculated for:

(a) Los Angeles/Anaheim/Riverside; and

(b) San Francisco/Oakland/San Jose,

as compiled by the Bureau of Labor Statistics of the United States Department of Labor, for the month of December of each of the 2 years immediately preceding the year for which the adjustment is being calculated.

3. In adjusting the minimum reasonable and profitable wage pursuant to subsection 2, the Council may:

(a) **Accept the results** of the computation as the minimum reasonable and profitable wage;

or

(b) **Adjust the wage** if the Council determines that the results of the computation do not reflect a fair, reasonable and profitable minimum wage.

4. The Director shall notify all existing programs of apprenticeship in the construction industry not later than March 1 of each year if the Council adjusts the minimum reasonable and profitable wage pursuant to subsection 2 or 3.

5. A program must pay its apprentices not less than the adjusted minimum reasonable and profitable wage:

(a) Not later than August 1 of each year; or

(b) Not later than the renewal of or execution of a new collective bargaining agreement, if the wage for apprentices is set by or in conjunction with a collective bargaining agreement.

6. Any adjustment to the minimum reasonable and profitable wage is applicable immediately to any program which is approved after the adjustment is made by the Council.

(Added to NAC by Apprenticeship Council, eff. 11-14-97)

COMPUTATION OF MINIMUM REASONABLE AND PROFITABLE WAGE FOR APPRENTICES IN
THE CONSTRUCTION INDUSTRY PURSUANT TO NEVADA ADMINISTRATIVE CODE 610.490

	CURRENT YEAR CPI (2018)	PRIOR YEAR CPI (2017)	DIFFERENCE	CHANGE RATE FACTORS	CHANGE RATE	PREVIOUS YR RATE	PROPOSED CHANGE	PROPOSED RATE
SAN FRANCISCO	297.007	289.896	7.111	0.024529				
LOS ANGELES	275.553	267.631	7.922	0.0296	0.027065	14.00	0.378909606	14.37890961
			Current CPI less prior year CPI	(Difference divided by prior year CPI)	Sum of change rate factors divided by 2			

PROPOSED INCREASE \$14.38

Apprenticeship Program and Associated Occupations Possible
Deregistration Action Item

Sponsor Name: WNC Child Development Center

Address: 2201 West College Parkway

Program Type: Individual Non-Joint

Products / Services: Child Care

Occupation: Child Care Development Specialist

Term Length: 4,000 Hours

Wage: Start - \$3.50 End Wage - \$7.00

Current Number of Active Apprentices: 0

Date Last Apprentice Registered: No record

Date Last Apprentice Completed: No record

January 10, 2020

WNC Child Development Center
2201 West College Parkway
Carson City, NV 89703

To Whom It May Concern:

According to our records, Western Nevada College Child Development Center's apprenticeship program has never had a registered apprenticeship since its registration in August 2007. At the direction of the Nevada State Apprenticeship Council, your program will be formally de-registered at the next Nevada State Apprenticeship Council meeting, which is scheduled for February 13, 2020.

If you have received this correspondence in error and have registered apprentices or do not wish for your program to be de-registered, please contact OWINN at 702-486-8080 or NVapprenticeship@gov.nv.gov.

Thank you.

Sincerely,



Richard J. Williams
State Apprenticeship Director

Apprenticeship Program and Associated Occupations Possible
Deregistration Action Item

Sponsor Name: Alamo Power District #3

Address: PO Box 189, Alamo, NV 89001

Program Type: Individual Non-Joint

Products / Services: Power

Occupation: Line Maintainer

Term Length: 8,000 Hours

Wage: Start - \$23.48 End Wage - \$34.64

Current Number of Active Apprentices: 1

Date Last Apprentice Registered: January 2016

Date Last Apprentice Completed: January 2009

January 10, 2020

Ken Maxwell
Alamo Power District #3
PO Box 189
Alamo, NV 89001

Dear Ken,

Our records indicate that Alamo Power District #3 has not had a registered apprentice since 2016. The State Apprenticeship Council requests that representatives from your program appear before the Council at its next meeting to answer questions as to why your program should remain a Registered Apprenticeship program in Nevada. Your program will be subject to possible deregistration.

The State Apprenticeship Council will next meet on February 13, 2020. The meeting will occur at the following locations:

Grant Sawyer Building
Legislative Counsel Bureau Conference Room 4412
555 E. Washington Ave.
Las Vegas, NV 89101

And

Legislative Council Bureau Conference Room 3137
401 South Carson St
Carson City, NV 89701

If you have any questions, please contact the OWINN office at 702-486-8080 or NVapprenticeship@gov.nv.gov

Thank you.

Sincerely,



Richard J. Williams
State Apprenticeship Director

Apprenticeship Program and Associated Occupations Possible
Deregistration Action Item

Sponsor Name: Stationary Engineers Local 39

Address: 560 Barneveld Avenue, San Francisco. CA 94124

Program Type: Group Joint

Products / Services: Industrial Machinery and Equipment

Occupations: Service Engineer Repairer, Stationary Engineer

Term Length: Both 8,000 Hours

Wage: Start – Service Engine Repairer Start Wage - \$11.00 End Wage - \$21.98

Stationary Engineer Start Wage - \$9.50 End Wage - \$18.78

Current Number of Active Apprentices: 0

Date Last Apprentice Registered: August 2006

Date Last Apprentice Completed: August 2010

January 10, 2020

James Anderson
Stationary Engineers Local 39
560 Barneveld Avenue
San Francisco, CA 94124

Dear James,

Our records indicate that Stationary Engineers Local 39 has not had a registered apprentice since 2006. The State Apprenticeship Council requests that representatives from your program appear before the Council at its next meeting to answer questions as to why your program should remain a Registered Apprenticeship program in Nevada. Your program will be subject to possible deregistration.

The State Apprenticeship Council will next meet on February 13, 2020. The meeting will occur at the following locations:

Grant Sawyer Building
Legislative Counsel Bureau Conference Room 4412
555 E. Washington Ave.
Las Vegas, NV 89101

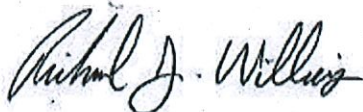
And

Legislative Council Bureau Conference Room 3137
401 South Carson St
Carson City, NV 89701

If you have any questions, please contact the OWINN office at 702-486-8080 or NVapprenticeship@gov.nv.gov

Thank you.

Sincerely,



Richard J. Williams
State Apprenticeship Director

TIM EGGEN
SECRETARY

NORTHERN CALIFORNIA AND NORTHERN NEVADA
Joint Apprenticeship Committee
Stationary Engineers' Trade

560 BARNEVELD AVENUE
SAN FRANCISCO, CALIFORNIA 94124
TELEPHONE 415-285-3939

DANNY MURTAGH
CHAIRMAN

OFFICIAL ANNOUNCEMENT
MARCH 1, 2020

THIS IS AN ANNOUNCEMENT FOR APPLICATION FOR APPRENTICESHIP
NOT A JOB ANNOUNCEMENT

SUBJECT: WRITTEN TEST FOR STATIONARY ENGINEER APPRENTICESHIP PROGRAM

WHEN: Applications will be available at the Stationary Engineers offices listed below beginning Monday, May 18, 2020 and ending Friday, May 29, 2020 (Monday thru Friday) **between the hours of 10:00am and 12:00 noon only. NO APPLICATIONS WILL BE ACCEPTED ON TESTING DATES.**

NOTE: Applications cannot be taken out of the District offices and all must be filled out in person without assistance.

WHERE: RENO NEVADA AREA
390 KIRMAN AVENUE
RENO, NV 89602

NOTE: Separate lists are established for each Area. You cannot transfer between Areas and can apply for only one Area to take the test. All persons discovered on more than one list will be disqualified from all Area lists.

REQUIREMENTS: Must be at least 18 years old by May 29, 2020, and have verification of High School graduation, State High School Proficiency Certificate or G.E.D. equivalent. **A copy** of a document verifying one of the above requirements **must be submitted at time of filing application** and will not be returned. Documents **MUST BE PRESENTED IN ENGLISH.** Consulate of individual Countries may be contacted in regard to translation.

1. A valid picture I.D., i.e., Drivers License, Passport, etc. **at time of application.**

EQUAL OPPORTUNITY Recruitment, selection, employment and training of Apprentices will be without discrimination because of race, color, religion, national origin, age or sex as required by California Administration Code, Title 8, Chapter 2.

WRITTEN TEST: **Qualified applicants will be instructed where and when the test will be given at the time they complete their application.** The tests will be conducted during the month of June, 2020 unless otherwise notified. A passing score of 72 correct answers is required. **Eligible candidates will be ranked by their test scores. It is anticipated that this list will be in effect for two years.**

NOTE: **All current apprentice eligibility lists will expire on July 31, 2020.** Any persons remaining on the eligibility list will be required to fill out another application and test again. All applications will be dated and numbered in the order in which they are received in District offices.

James Anderson / Apprenticeship Coordinator



