

State Construction Craft Laborers Apprenticeship Advisory Committee Meeting

Webinar to Discuss Proposed Revisions to Apprentice to Journey Worker Ratio

July 28, 2014

APPROVED MINUTES

| Members Present | Employer/Organization |
|--------------------------|---------------------------------------|
| Burke, Dan | Laborers' Local 464 |
| Dehnhoff, Jeff | Laborers' Local 268 |
| Grohmann, Gert | AGC of Greater Milwaukee |
| Grundman, Eric | Michels Corporation |
| Jensen, Clark | Laborers' Local 140 |
| Marcelle, Tony | Laborers' Local 330 |
| Pratt, Dawn (Co-Chair) | Payne and Dolan |
| Schmitt, John (Co-Chair) | WI Laborers' District Council |
| Topp, John | ACEA |
| Ziegler, Craig | WI Laborers Apprenticeship & Training |
| Zignego, Dan | Zignego Company--ABC |

| Members Absent | Employer/Organization |
|-----------------------|------------------------------|
| Bohne, Hunter | Stevens Construction--ABC |
| Neira, Anthony | Laborers' Local 113 |

| Consultants & Guests | Employer/Organization |
|---------------------------------|------------------------------------|
| Cook, Jim | Madison Area Technical College |
| Morgan, Karen | Bureau of Apprenticeship Standards |
| Smith, Owen | Bureau of Apprenticeship Standards |
| Tourdot, Kelly | ABC of Wisconsin |
| Wiatt, Ray | Laborers Apprenticeship |

1. A roll call was conducted by Owen Smith, Bureau of Apprenticeship Standards, as members signed into the webinar.
2. The meeting was called to order at 1:05 p.m. by Owen Smith, Bureau of Apprenticeship Standards, in conformance with the Wisconsin Open Meetings Law.
3. **For action: Proposed Revisions to State Standards, Section IX: Apprentice to Journey Worker Ratio**

Owen Smith explained the reason for the webinar. At the end of the 2014 spring meeting, Members expressed concern that the apprentice to journey worker ratio might need to be adjusted over the course of the summer work season in order to increase the number of apprentices in the program and on the job. Karen Morgan advised Members to notify the Bureau if the need should arise, because several options for revising the standards would be available. Co-Chair John Schmidt contacted Owen Smith in mid-July to request the meeting. The Bureau chose to convene the Committee via webinar to abide by the Wisconsin Open Meeting Law, receive input from as many Members and stakeholders as possible, and eliminate travel. The Bureau followed its standard process for notifying stakeholders of a State Committee meeting: it posted an agenda online, and emailed it to all Members, guests and consultants, technical college coordinators, and Bureau staff.

At this point, Owen Smith and Karen Morgan turned the meeting over to Co-Chair Schmidt. He briefly reiterated the needs for revising the ratio, and proposed revising it to one (1) apprentice to three (3) journey workers, up to and including eighteen (18) journey workers, and one (1) apprentice to five (5) journey workers thereafter. Thus, the ratio would be expressed as 1:3, 2:6...6:18, 7:23, 8:28, etc.

A general discussion followed on the whether the ratio was reasonably achievable for the majority of contractors within the industry. Members reached consensus that it was fair and reasonable, and helpful for small and mid-sized contractors. In addition, the Committee would review the progress and effects of the revised ratio at the 2014 fall meeting, and revise it further, if needed.

Action: *Craig Ziegler motioned to revise the apprentice-to-journey worker ratio to 1:3 up to and including 18 journey workers, and 1:5 thereafter. The motion was seconded by Dan Zignego. The motion carried.*

4. **Next steps:** The Bureau will notify local committees and Bureau field staff of the revisions via mail. Local Committees must meet to adopt the revisions or a higher minimum ratio. The fall meeting of the State Committee is tentatively scheduled for Thursday, October 9, 2014 at 09:00 a.m. at the Laborer Training Center in DeForest.
5. **The meeting adjourned** at 2:00 p.m.

Respectfully submitted by Owen Smith, Program and Policy Analyst