

State Construction Craft Laborers Apprenticeship Advisory Committee Meeting

April 28, 2015

Webinar

Approved Minutes

Members Present	Employer/Organization
Burke, Daniel	Laborers' Local 464
Dehnhoff, Jeff	Laborers' Local 268
Hoerke, Damien	McCabe Construction
Jensen, Clark	Laborers' Local 140
Marcelle, Tony	Laborers' Local 330
Miller, Kent	WI Laborers
Neira, Anthony	Laborers' Local 113
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
Grohmann, Gert	AGC of Greater Milwaukee
Grundman, Eric	Michels Corporation

Consultants & Guests	Employer/Organization
Eckert, Rob	Bureau of Apprenticeship Standards
Johnson, Joshua	Bureau of Apprenticeship Standards
Perkofski, Lisa	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Tourdot, Kelly	ABC of Wisconsin
Wiatt, Ray	Laborers Apprenticeship

1. The meeting was called to order at 1:00 p.m. by John Schmidt, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. Roll call was taken by Owen Smith.

3. **For action: discuss and vote on whether to modify apprentice-to-journey worker ratio**

Owen Smith reviewed that the state committee had voted to hold the webinar for the sole purpose of discussing and voting on proposed revisions to the apprentice-to-journey worker ratio, because not enough voting members attended the previous meeting.

A member proposed amending the ratio to 1:2 across the board. A general discussion on the advantages and disadvantages followed. Proponents of the 1:2 ratio argued that it opened the program to smaller contractors that had neither the business need nor the economic wherewithal to hire more than two journey workers. Opponents argued that such a low ratio would be too low for large companies that typically employ at least 10 journey workers and would decrease the amount of journey workers hired.

***Action:** a motion to amend the ratio to 1:2 across the board was denied.*

Owen revisited the procedure for lack of consensus. He noted that consensus means that all members may not agree with the decision but they can live with it. He opened the floor back to the dissenting parties for suggestions on how the motion could be modified to achieve consensus.

A member proposed amending the ratio to 1:2 up to and including five apprentices, and 1:5 thereafter. A general discussion on the advantages and disadvantages followed. Proponents argued that this granted access for small contractors while providing for a balanced workforce in large companies that typically employ ten or more journey workers. Opponents argued that the revised ratio could be increase to better ensure a balanced workforce for larger companies. The motion did not go to vote.

A member proposed amending the ratio to 1:2 up to and including nine apprentices, and 1:5 thereafter. A general discussion on the advantages and disadvantages followed. Many members agreed that this revision addressed all interests well.

***Action:** a motion was approved to amend the apprentice-to-journey worker ratio to 1:2 up to and including nine apprentices, and 1:5 thereafter.*

4. The meeting adjourned at 2:00 p.m.

Respectfully submitted by Owen Smith, BAS.