

Apprenticeship Advisory Committee

Meeting Summary

November 29, 2016

9:30-12:00 PM

WSDOT HQ Nisqually Conference Room (1D2)

Attendees: **Committee Members Present:** Bob Adams, Chris, Christopher (chair), Dean Smith, Terry Tilton, and Tom Zamzow

WSDOT Staff: Craig McDaniel, Dan Gasche, Mike Grigware, Dacia Dunbar, Amy Palo, Christine Riley

Committee Members Absent: Lee Newgent, Dave Myers, Pamp Maiers, Don McLeod, Josh Swanson

Welcome and Introductions

Chris Christopher welcomed the committee and had everyone introduce himself or herself. Chris then reviewed the agenda and went over safety procedures for the Nisqually Conference Room.

Program Update

Dan Gasche handed out eight reports to the committee and audience members. He introduced a new report that included category of work. This report, Contracts with Apprenticeship Requirement that had a contract Completion Date in 2016 (through September 30, 2016), looked at the number of completed projects, the number of contracts that met the requirement through labor hours, the number of contracts that met the requirement through an approved Good Faith Effort (GFE) or the number of contracts that did not meet the requirement. It further looked at the primary category of work for which the contract was advertised and the assigned Region. It also displayed the total apprenticeship hours, journeyman hours and total contract hours. This data was also displayed in the form of a graph that at the bottom of the report

The next four reports were standard reports. They were:

- *Overall WSDOT Apprenticeship/Journeymen Participation Summary for Completed Projects 2014 – Current*
- *WSDOT Apprenticeship/Journeyman Participation Summary – Completed Projects*
 - *2014*
 - *2015*
 - *2016*
- *Apprenticeship Occupation by Trade*
- *WSDOT Apprenticeship/Journeyman Participation Summary – Active Projects*

- *Advanced Schedule of Projects*
- *It was discussed and agreed that future meeting handouts would include only the current year information. Past information is available on line.*

Specification Changes – Good Faith Effort

Mike Grigware shared a four-page handout with the committee that provided a brief overview of the RCWs that pertain to Apprentice Utilization and the proposed changes to the Standard Specification including:

- What constitutes a valid Good Faith Effort (GFE);
 - documented solicitation of Apprentices from state-approved apprenticeship programs and the response from the program;
 - documentation of steps taken to require subcontractors to utilize apprentices
 - documentation that the inclusion of other requirements hampered the contractor’s ability to meet the goal such as specifically Tribal Employment Rights Ordinances (TERO), Federal Special Training or Disadvantaged Business Enterprises (DBE);

Mike also discussed the proposed Construction Manual changes that will be deployed in conjunction with the new Specification.

Mike explained that the records indicate WSDOT and the Committee decided if an apprentice graduated during a project, their hours would be reported as journeyman hours and tracked separately by the contractor. If the contractor failed to meet the apprentice utilization requirement the graduated apprentice hours could be backed out of journeyman hours and counted as apprentice hours as part of the Good Faith Effort documentation. The graduated apprentice’s hours could be used in this manner until the end of the contract or for one year by that same contractor (whichever comes first.)

2017 Legislative Session and Other Upcoming Issues

Chris stated that he was not aware of any legislative initiatives for WSDOT for the 2017 session.

Chris and Craig discussed the inclusion of the possible requirement for Labor Harmony specification and hiring preference in certain state funded contracts. Using a hiring preference did not seem to be a concern with regard to interfering with meeting apprentice requirements.

Pre-apprenticeship Efforts

Amy Palo gave a presentation on OEO’s activities surrounding pre-apprenticeship. Amy explained that there was money available to help apprentices to complete training and be successful. Amy also mentioned that she would be willing to be the point of contact for contractors, apprentice programs or apprentices seeking assistance.

Amy will be invited to attend future meetings to provide updates with regard to pre-apprentice.

Other Topics Discussed

Terry Tilton suggested that failures to meet Apprentice Utilization requirement should be communicated to L&I and other certifying agencies. WSDOT believes that that information is available for the most part on line. In 2016, there were seven (7) warning letters sent which constitute strike ones.

There was also discussion of problems getting new or out-of-state subcontractors to participate in apprentice utilization. Perhaps there should be more emphasis at preconstruction conferences, and providing Amy Palo's contact information will improve the situation. This can be discussed further at the next meeting.

Next Meeting Scheduling and Topics

June 22, 2017 9:00AM to 12:00PM next meeting date and time..

Topics of interest are:

- Data updated with categories of work included
- Provide examples and data on Good Faith Effort documentation
- Share documented procedure of three strike process
- Apprentice to journeyman reporting/GFE documentation
- How WSDOT will inform LNI of contractors that have had three strikes I
- Amy Palo, OEO to discuss Pre-Apprenticeship

The meeting adjourned at 11:45 a.m.

AFTER MEETING UPDATE:

The next meeting is scheduled for June 22, 2017 from 9:00-Noon at the WSDOT Headquarters Building.