

OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

March 18, 2010

Meeting Minutes

Pacific Northwest Carpenters Institute

4222 NE 158th Ave

Portland, OR 97230

I. Call to Order

Chair Brad Avakian called the meeting to order at 10:11 a.m.

II. Introductions

Council members:

Brad Avakian, Oregon Labor Commissioner
Paul Hill, Public Member
John Rozell, Trades Employer
Bob Rogers, Public Member
Nelda Wilson, Trades Employee

Bob Ferguson, Industrial Employer
Jason Landon, Trades Employer
Mike Pollock, Trades Employee

Staff members:

Stephen Simms, Director, Apprenticeship and Training Division
Karen Dale, Apprenticeship Operations Manager
Paul Joiner, Apprenticeship Integration Coordinator
Maureen Pointer, OSATC Recording Secretary

Apprenticeship Representatives:

Stacy Ozer, Portland
Tony Cracolice, Eugene
Richard Petersen, Portland

Larry "Will" Williams, Portland
Tamara Boyd, Portland

III. Welcome

Chair Avakian welcomed Mike Pollock to the Council and thanked Pacific Northwest Carpenters Institute (PNCI) for hosting the meeting.

John Steffens, PNCI Director of Training, welcomed everyone and spoke briefly about the training center and offered a tour of the facility after the meeting.

IV. Approval of Meeting Minutes: December 2009 Council, March 2010 Subcommittees

M/S/C unanimously by voice vote to approve the minutes as submitted.

V. Reports

A. Rules and Policy Subcommittee

Director Simms gave the subcommittee report in the absence of Subcommittee Chair Mike McFall.

Affirmative Action Task Force:

Phase II recommendations are being implemented and should be complete by September 1, 2010.

- p Apprenticeship Community Website (www.oregonapprenticeship.com)
 - i Formal launch and preview will be held later in this meeting, a formal press release will be going out later in the day.
 - i Current information on all trades, outreach activities, apprenticeship stories.

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- i "Submit information" icons for committees to submit photos, activities, videos, stories.
- i Financial support from apprenticeship community needed to maintain the website.
- p Cultural Competency/Diversity Training
 - i Incorporate into related training curriculum by all committees.
 - i Initially required by June 30, 2010 with possible extension to September 1, 2010.
 - i Put resources in place to train and certify committee members.
 - i Possible training provided in April or May 2010.
 - i More information will be available on the Division's website and sent out electronically.
- p Mentoring Strategy
 - i Adopt and incorporate at least one mentoring strategy into committee Affirmative Action Work Plans by January 1, 2011.
 - i Task Force to develop and distribute a survey to evaluate apprenticeship program mentoring activities by June 2010.
 - i Evaluate responses and update matrix of possible mentoring options.
- p Outreach
 - i Create a common brand for all Oregon registered apprenticeship programs to identify and draw individuals to the programs.
 - i Promote common brand on apprenticeship community website.

Phase III of the task force's work will likely focus on affirmative action and selection methods.

Next Affirmative Action Task Force Meeting: April 23, 2010. Finalized meeting information will be posted on the Division's website and emailed to task force members.

Compliance:

Staff conducted compliance reviews on ten programs in February utilizing the new process. A follow-up meeting was held to review the process. Compliance reviews will be conducted on all remaining programs in 2009, beginning in April 2010.

Revised Apprentice Registration Agreement:

A revised apprentice registration agreement was approved at the December 2009 Council meeting and implemented on March 3, 2010. The new agreement is now available online, electronically, or as a paper copy by request. Agreements should be printed on white paper.

Electronic Notification:

In November 2009 the Division began the process of transitioning from U.S. mail to electronic distribution of general Division and Council correspondence to committee and interested parties. Electronic distribution will aid in reducing state expenditures and in expediting delivery of correspondence. To date, the mailing list has been reduced by approximately 60%.

Calculation and Determination of Average Journey Wage (ORS 660.137(6) and 660.142):

Following distribution of the Council's guidance letter after the December 2009 meeting, the Division received numerous telephone calls and emails disagreeing with the Council's position. The Council had issued the following guidance:

- p **Fringe benefits:**

The Council concluded that it does not have statutory authority to include fringe benefits in the calculation of the average journey wage (ORS 660.137(6)). This was confirmed by the agency's legal counsel. Additionally, a survey of other state apprenticeship councils indicated that they

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do not include fringe benefits. The Council's decision will remain in effect, absent compelling information or legal authority.

p Calculation of average journey wage:

Many committees exclude prevailed wages when determining average journey wage. After discussion at the December 2009 Council meeting it was agreed that committees could continue to calculate the average in an independent fashion but the wage would need to fall within an acceptable range for the occupation and region.

Staff will compare average wages for occupations within shared jurisdictions. Differences exceeding 10% will be analyzed and compared to wages established by the Oregon Employment Department and the prevailing wage for the occupation. Wage survey information submitted by committees will be evaluated to identify reasons for the difference. A report will be provided for Council review in June 2010.

Supervision of apprentices by another employer

Subcommittee and local committee members supported draft language in the proposed administrative rule regarding ratio (OAR 839-011-0143(1)) that would require registered apprentices to work only for training agents registered to the same committee and to be supervised by journey workers employed by the same training agent. Comments will be taken in the public hearings scheduled regarding the proposed rules.

HB 3652 (Electrical Apprentice Indirect Supervision)

House Bill 3652 was approved during the 2010 interim session of the Oregon Legislature. It expands the indirect supervision provisions in ORS 660.123(3) to include apprentices who have completed 5,000 OJT hours for licenses requiring 6,000 hours of apprenticeship training. The bill will require the Council to adopt a rule similar to the current provisions of OAR 839-011-0280. Committees have requested that the provision be implemented prior to the January 1, 2011 effective date. The Division will be requesting concurrence from the Electrical and Elevator Board at their March 25, 2010 meeting. If approved, implementation of the provision should be complete within approximately 60 days.

M/S/C by roll call vote to direct the Division to implement indirect supervision under **HB 3652** upon receiving concurrence from the Oregon State Electrical and Elevator Board:

Mr. Ferguson	Yes	Dr. Hill	Yes
Mr. Landon	Yes	Mr. Pollock	Yes
Mr. Rogers	Yes	Mr. Rozell	Yes
Ms. Wilson	Yes		

B. Standards Review Subcommittee

Subcommittee Acting Chair Nelda Wilson requested that Director Simms give the report. Mr. Simms thanked Ms. Wilson for stepping in and running an efficient meeting.

a. Administrative Correction (Ratification requested)

- 1008 OR SW-WA Mason Trades JATC**
- Administrative Correction (minimum qualifications/point system)**
- ❖ Tile, Terrazzo, Brick and Marble Finisher

Two administrative errors have been corrected and approved by Director:

- p Educational requirements removed in December 2006 were not included in the finalized standard and reappeared in the March 2007 submittal. The effective correction date is January 1, 2007.
- p Point system revisions approved in December 2009 failed to remove inapplicable language. The effective correction date is January 1, 2010.

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M/S/C by roll call vote to ratify **MA 1008** administratively corrected standards:

Mr. Ferguson	Yes	Dr. Hill	Yes
Mr. Landon	Yes	Mr. Pollock	Yes
Mr. Rogers	Yes	Mr. Rozell	Yes
Ms. Wilson	Yes		

b. Pending Dissolution – Committees and Standards

7012 Warm Springs TATC
Dissolution of Committee and Standards (*involuntary*)
Carpenter

c. Inactive Standards

1008 Oregon SW-Washington Mason Trades JATC
Marble Setter (last apprentice terminated 3/12/09, last prior action 5/10/07)

The standard will be included in the June 2010 report with the other standards reported to the subcommittee.

d. Subcommittee Contingencies Met (*listed on Consent Agenda*)

1050 Greater Portland Roofers JATC
Revised Standards
Roofer

1004 NECA-IBEW Electrical JATC
Revised Standards
Inside Electrician
Renewable Energy Technician
Residential Electrician

1053 Limited Energy Technician JATC
Revised Standards
Limited Energy Technician – A
Limited Energy Technician – B

e. Tabled items

7001 Area VII Inside Electrical JATC
Revised Standards
Inside Electrician

VI. Consent Agenda

A. Rules and Policy Subcommittee

1. OSATC Task Force Reports

a. Affirmative Action Task Force – Status Report

b. Administrative Rules and Policy Task Force

i. Administrative Rules Revision – Status Report

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2. Staff Reports
 - a. Compliance
 - b. Use of Revised Registration Agreement
 - c. Corrected ORS 660 reference, standards boilerplate
 - d. Electronic Notification
 - e. Options Unlimited (Career Event)
 3. Follow-ups from Previous Council Meetings
 - a. Selection Methods – Update
 - i. Use of Exceptions/Alternating Employer Choice
 - ii. Use of GED and High School Diploma as minimum qualifications and scoring criteria
 4. Calculation and Determination of Average Journey Wage (ORS 660.137(6) and 660.142)
 5. Department of Corrections (DOC) Ratio Discussion
 6. Employer Supervision of Apprentices for PWR purposes (supervised by another employer)
 7. HB 3652 (Electrical Apprentices)
 8. Complaint Report – Diverse Communications (MA 1099)
 9. Team Awareness Training
 10. 29 CFR 29 Amendment – Status Report
 11. Multi-State Reciprocal Agreement – Status Report
 - 12. Administrative Rules Hearing (March 3, 2010)**
 13. Correspondence
 14. Council and Subcommittee Meeting Dates
 15. Good of Apprenticeship
- B. Standards Review Subcommittee
1. Staff Reports

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2. Follow-Up Reports from Previous Council Meetings

a. Inactive Standards

1121 Blue Heron Paper Company JATC
Manufacturing Plant Electrician

(Proposed dissolution rescinded; apprentice registered)

3. Committee Submittals

a. Minimum Guideline Standards

8012 Oregon Roofers Guideline JATC
Follow-up Report (Ratio)
Roofer

(The minimum guideline committee was directed to convene and address the ratio and related training issues, requiring them to report to the Sep 2010 Council meeting.)

b. Committees Submittals – Other

1004 NECA-IBEW Electrical JATC
Revised Standards
❖ Inside Electrician
❖ Renewable Energy Technician
❖ Residential Electrician

(Formatting revisions will be completed prior to finalization.)

1015 Oregon & SW Washington Cement Masons JATC
Revised Standards (Reciprocal)
❖ Cement Mason

1050 Greater Portland Roofers JATC
Revised Standards
❖ Roofer

(Related training issues were tabled pending review by minimum guideline committee, follow-up report due Sep 2010.)

1053 Limited Energy Technician JATC
Revised Standards
❖ Limited Energy Technician – A
❖ Limited Energy Technician – B

(Formatting revisions will be completed prior to finalization.)

1065 Oregon Columbia Masons TATC
Affirmative Action Goals & Timetables
❖ Bricklayer/Masonry Restoration
❖ Cement Mason

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- 1121 **Blue Heron Paper Company JATC**
Rescind Proposed Dissolution
 - ❖ Manufacturing Plant Electrician

- 1199 **OSEA & Hood River School District JATC**
Compliance Review (PO, 2008-09; in compliance)
 - ❖ Limited Maintenance Electrician

- 1280 **Oregon/Columbia Tile Trades JATC**
Compliance Review (POAA, Jan 2008 - Dec 2009; in compliance)
 - ❖ Tile Trades Finisher
 - ❖ Tile Trades Setter

- 3012 **Lane County Industrial Maintenance Mechanic JATC**
Revised Standards
 - ❖ Machinist
 - ❖ Industrial Maintenance Millwright
 - ❖ Industrial Mobile Equipment Mechanic

- 3021 **Southwestern Oregon Roofers JATC**
Revised Standards
 - ❖ Roofer

- 4002 **PacifiCorp/UWUA Outside Electrical Worker JATC**
Revised Standards
 - ❖ Estimator

- 5009 **Area V Inside Electrical JATC**
Affirmative Action Goals & Timetables
 - ❖ Inside Electrician

- 6002 **Con Agra Foods TATC**
Compliance Review (PO, Jan 2008 - Jun 2009; in compliance)
 - ❖ Industrial Maintenance Mechanic
 - ❖ Manufacturing Plant Electrician
 - ❖ Programmable Controller Technician

- 6011 **Blue Mountain TATC**
Compliance Review (Jan 2008 - Jun 2009; in compliance)
 - ❖ Plumber (POAA)
 - ❖ Sign Maker-Erector (PO)
 - ❖ Sprinkler Fitter/Pipe Fitter (PO)

- 6016 **Eastern Oregon Industrial TATC**
Compliance Review (PO, Jan 2008 – Jun 2009; in compliance)
 - ❖ Limited Energy Technician – A
 - ❖ Limited Energy Technician – B
 - ❖ Limited Maintenance Electrician
 - ❖ Manufacturing Plant Electrician
 - ❖ Programmer Controller Technician

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**6020 Boise Cascade/WCIW NE-OR TATC
Compliance Review (PO, Jan 2008 – Jun 2009; in compliance)**

- ❖ Industrial Maintenance Mechanic
- ❖ Manufacturing Plant Electrician

**6026 Hermiston Foods LLC TATC
Compliance Review (PO, Jan 2008 – Jun 2009; in compliance)**

- ❖ Limited Maintenance Electrician
- ❖ Manufacturing Plant Electrician
- ❖ Programmable Controller Technician

7001 Area VII Inside Electrical JATC (*Tabled to June 2010*)
Revised Standards
Inside Electrician

4. Dissolution of Committees and Standards

7012 Warm Springs TATC
Dissolution of Committee and Standards (*involuntary*)
Carpenter

(*Formal dissolution hearing will be held June 2, 2010.*)

5. Items Requiring Council Ratification

a. Administrative Conversions/Revisions

**1017 OR & SW WA Glaziers, Architectural Metal and Glass Workers JATC
Administrative Revision (fringe benefit language) Effective 1/25/10**
❖ Glaziers

**1280 Oregon Columbia Tile Trades JATC
Administrative Revision (geographical area) Effective 2/24/10**
❖ Tile Trades Finisher
❖ Tile Trades Setter

**4002 PacifiCorp/UWUA Outside Electrical Worker JATC
Administrative Revision (minimum guidelines) Effective 1/25/10**
❖ Outside Lineman

b. Administrative Corrections

**1016 Oregon/SW Washington Drywall Finishers JATC
Administrative correction (name change, geogr area)**
❖ Drywall Finisher (Taper)

M/S/C by roll call vote to approve the Consent Agenda:

Mr. Ferguson	Yes	Dr. Hill	Yes
Mr. Landon	Yes	Mr. Pollock	Yes
Mr. Rogers	Yes	Mr. Rozell	Yes
Ms. Wilson	Yes		

VII. Subcommittee Items Forwarded to Full Council - *none*

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VIII. Items Requiring No Council Action - *none*

IX. Meritorious Service Awards – *attached*

M/S/C by unanimous voice vote to approve.

X. Certificate of Appreciation – *attached*

M/S/C by unanimous voice vote to approve.

XI. New Committee Members – *attached*

M/S/C by unanimous voice vote to approve.

XII. Honorary Completion - *none*

XIII. Policy and Staff Briefing

A. General Council

Council members will convene for a one-day strategic planning session during the next quarter.

B. OSATC Member Reports - *none*

C. Commissioner's Report - *none*

D. Director's Report

Administrative Rules Hearing, OAR 839-011-XXXX

Mr. Simms reported that the proposed changes are primarily the result of the work of the Council's Rules and Policy Task Force. Additional changes have been made to conform to the rules of other Bureau of Labor and Industries divisions, and pursuant to staff input.

Mr. Simms called the hearing to order at 10:50 a.m.

Mr. Simms summarized the substantive changes. He encouraged the apprenticeship community to review the proposed rules and comment verbally at one of the scheduled hearings, or submit comments in writing or electronically to him by 5:00 p.m., March 29, 2010. Information for submitting comment is available on the Division's website.

One or two additional hearings will be held for public comment prior to March 29, 2010. Meeting notices will be sent out electronically and will also be available online.

The floor opened for public comment; none was received.

The public hearing concluded at 11:10 a.m.

At the Council's request the rules will be distributed to the Council members for review after all public comment has been received.

Mr. Simms thanked John Steffens and PNCI for hosting the Council meeting. Mr. Steffens presented a Meritorious Service Award to Ron Hansen, who retired after 16 years of service to the Carpenters.

New ATD Apprenticeship Representatives: Jeff Hauck, a Business Services Account Representative for the Oregon Employment Department has been hired to fill the Bend vacancy. Maureen Pointer, the OSATC Recording Secretary will fill the Portland vacancy.

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Chair Avakian stated that the Legislature heard from a number of people about the importance of the Bureau's work and that public support partially attributed the agency's ability to fill vacancies. The Legislature will be looking at the budget in the near future and public support of the agency will once again be necessary to ensure the least amount of cuts.

Pacific Northwest Educational Conference: May 19-20, 2010; Tacoma, Washington; sponsored by Washington State Labor and Industries, U.S.DOL, and the Washington NECA-IBEW. They are seeking conference sponsors, speakers, and nominees for their Apprenticeship Excellence Awards. For more information please visit www.apprenticeshipconference.com.

Washington Labor and Industries (L & I): Apprenticeship Program Manager Elizabeth Smith has resigned effective March 1, 2010. She will be the new Program Manager for L & I Employee Standards, the equivalent to BOLI's Wage and Hour Division. Jody Robbins is the Acting Apprenticeship Program Manager until a new manager is hired.

Washington State Apprenticeship and Training Council: Next meeting – April 15-16, 2010, Bellingham, Washington.

Welcome: Mr. Simms welcomed Mr. Pollock to the Council.

Ken Fry: After serving six years on the Council, Mr. Fry resigned effective December 31, 2009. Mr. Fry was not present to receive a plaque commending him for his service to the Council and the apprenticeship community.

XIV. Reports

- A. Washington State Apprenticeship and Training Council - *none*
- B. Office of Apprenticeship (OA) – U.S. DOL - *none*
- C. Oregon Building Codes Division - *none*
- D. Coordinators Group

Bill Regan, Coordinator's Group Chair announced that they will continue to hold Information Panels as they have done in the past despite the poor economy. The panels will provide a general overview of apprenticeship (qualifications and requirements, apprenticeable occupations, program benefits) followed by an open discussion with Coordinators from specific trades.

April 2, 2010, UA 290 Plumbers & Steamfitters Training Center, Redmond, OR

July 9, 2010, Central Electrical Training Center, Tangent, OR

Date TBA, St. Helens High School, St. Helens, OR

XV. Correspondence – *All correspondence is attached and included in Council packets.*

XVI. Council and Subcommittee Meeting Dates

Rules & Policy Subcommittee	June 2, 2010 at 9:30 am, PSOB, Rm 1A
Standards Review Subcommittee	June 2, 2010 at 1:00 pm, PSOB, Rm 1A
Council	June 17, 2010 at 10:00 am, Deer Creek Correctional Institution, Madras

XVII. Good of Apprenticeship

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Apprenticeship Community Website – Launch / Presentation www.oregonapprenticeship.com

Presenters: Cindy Regier, AATF member and Stacy Ozer, Apprenticeship Representative

A live overview of the website was presented. The primary goal of the website is to promote general apprenticeship to the community, with a primary target market of women and minorities, ages 16 – 30. The website is interactive, tells the story of apprenticeship, and is a portal to individual apprenticeship programs through ATD's webpage. The initial focus of the website is on the building trades industry, with the industrial trades to be incorporated in the future. Interfacing with Twitter and Facebook is being explored.

The task force is seeking additional photos, videos, stories, and public events for posting, and feedback on the website itself. Financial support from the apprenticeship community will be needed for ongoing maintenance of the website.

Women in Trades Fair: April 29 – May 1, 2010, NECA-IBEW Training Center, Portland, OR.

XVIII. Adjournment

The meeting was adjourned at 11:38 a.m.

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MERITORIOUS SERVICE AWARD:

<u>MA</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>	<u>YEARS</u>
1009	WEST LINN PAPER COMPANY JATC	GARY HUFFMAN	10
1057	OREGON SW WASHINGTON CARPENTERS JATC	RON SEAWELL	12
1080	AREA I HVAC JATC	CAL WIGANT	17
1081	BOEING PORTLAND JATC	CLINT LEE	11
1082	TILLAMOOK COUNTY OUTSIDE ELECTRICAL JATC	LINDA HAMILTON	16
1082	TILLAMOOK COUNTY OUTSIDE ELECTRICAL JATC	RANDY FOSHEE	5
2008	MID-WILLAMETTE IND'L ELECTRICAL JATC	LEE KING	20
2009	MID-WILLAMETTE INDUSTRIAL TATC	DAVID C POST	19
3019	AREA III INSIDE ELECTRICAL JATC	JACK REYNOLDS	20
4016	AREA IV INSIDE ELECTRICAL JATC	GARY WILFONG	10
5006	S CENTRAL OR SHEET METAL JATC	ROY PROBST	11

CERTIFICATE OF APPRECIATION:

<u>MA</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>	<u>YEARS</u>
5007	SOUTHERN OREGON ELECTRICAL UTILITIES JATC	AARON GRATIAS	2

NEW COMMITTEE MEMBERS:

<u>MA</u>	<u>POS</u>	<u>P/A</u>	<u>E/R</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>
1009	M	P	R	WEST LINN PAPER COMPANY JATC	JOHNNY MUELLER
1013	M	P	R	PACIFIC NW IRONWORKER & EMPLOYER JATC	GIL CARREON
1015	M	P	R	OREGON & SW-WA CEMENT MASONS JATC	JAMES FAISON
1028	M	P	E	PORTLAND SHEET METAL WORKER JATC	WILLY MYERS
1028	M	P	R	PORTLAND SHEET METAL WORKER JATC	JERRY HENDERSON
1035	M	A	R	PCC STRUCTURALS LARGE PARTS CAMPUS JATC	CHRIS BAPTISTE
1039	C	P	R	CITY OF PORTLAND TAC	GARY DEVORE
1039	M	A	R	CITY OF PORTLAND TAC	DEAN NELSON
1039	M	P	E	CITY OF PORTLAND TAC	CHUCK LARSEN
1046	M	A	E	AREA I INSIDE ELECTRICAL JATC	TYLER STEENSLID
1046	M	A	R	AREA I INSIDE ELECTRICAL JATC	DAVID PARKIN
1047	M	P	R	OREGON-SW-WASHINGTON ELEVATOR INDUSTRY J	TODD JOHNSON
1050	M	A	E	GREATER PDX ROOFERS & WATERPROOFERS JATC	TRAVIS HOPKINS
1057	M	P	E	OREGON SW WASHINGTON CARPENTERS JATC	RONALD ROBBINS
1080	M	P	R	AREA I HVAC JATC	JIM KOHN
1081	M	A	R	BOEING PORTLAND JATC	KEVIN MILLER
1082	M	A	E	TILLAMOOK COUNTY OUTSIDE ELECTRICAL JATC	KRIS AUFDEMAUER
1099	M	A	E	LTD ENERGY ELECTRICIAN JATC	TRACY BRODIE
1100	M	A	E	PROTECTIVE SIGNALING JATC	PAT PETRIE
1126	M	P	E	RENEWABLE ENERGY JATC	KYLE BOLGER
1138	M	P	R	PCC STRUCTURALS DEER CREEK TATC	JIM JORDAN
1144	M	P	E	OREGON LBME JTC	FRED WILKINSON
1175	M	A	R	OR/COLUMBIA HEAVY EQUIP OPERATOR JATC	JENNIFER ERICKSON
1175	M	A	R	OR/COLUMBIA HEAVY EQUIP OPERATOR JATC	JUDY BETTS
1280	M	P	R	OR COLUMBIA TILE TRADES JATC	JOHN OGLE
2008	M	A	E	MID-WILLAMETTE IND'L ELECTRICAL JATC	CHARLES GIBSON
2008	M	A	E	MID-WILLAMETTE IND'L ELECTRICAL JATC	ANDREW LARSEN
2009	M	A	E	MID-WILLAMETTE INDUSTRIAL TATC	CHRIS STEWART

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2009	M	A	R	MID-WILLAMETTE INDUSTRIAL TATC	JAMES MORLEY
2009	M	A	R	MID-WILLAMETTE INDUSTRIAL TATC	JOE GIRD
2009	M	A	R	MID-WILLAMETTE INDUSTRIAL TATC	JOE GIRD
2015	M	A	E	AREA II PLUMBERS JATC	MIKE ZANCANELLA
2016	M	P	R	AREA II INSIDE ELECTRICAL JATC	BEN FEARS
2016	M	P	R	AREA II INSIDE ELECTRICAL JATC	CARL REDMAN
2026	M	A	R	MID-VALLEY HVAC JAC	JOE FLANDE
2038	S	A	E	GEORGIA PACIFIC TAC	MIKE CALAHAN
2119	M	P	E	WRIGHT PROTOTYPE JATC	RICH DORMER
3007	M	P	E	EUGENE/SPRINGFIELD UTILITIES JATC	CHAD HOLTEEN
3019	M	A	R	AREA III INSIDE ELECTRICAL JATC	KEN DENOUDEN
3022	M	A	R	SOUTHRN WILL-VALLEY LTD ENGY ELEC JATC	CARL OGAN
3025	M	P	R	AREA III SHEET MTL/HVAC ENV SYS JATC	HAROLD KELLY
4015	M	P	E	AREA IV (COOS BAY) INDEPENDENT TAC	JASON GREEN
5002	M	P	R	JACKSON COUNTY MILLWRIGHTS JATC	MITCH KIRBY
5007	M	P	R	SOUTHERN OR ELECTRICAL UTILITIES JATC	CARY ANN BAILEY
6002	M	A	E	CON AGRA FOODS TATC	BILL BIRDSSELL
6004	M	P	R	LU 112 - NECA ELECTRICAL JATC	RONALD E MITCHELL
6004	M	P	R	LU 112 - NECA ELECTRICAL JATC	GREG GALPIN
6004	M	P	R	LU 112 - NECA ELECTRICAL JATC	MITCH MURPHY
6004	M	P	E	LU 112 - NECA ELECTRICAL JATC	KEVIN BAUR
6004	M	P	E	LU 112 - NECA ELECTRICAL JATC	TRAVIS SELLERS
7026	M	P	E	CENTRAL OR LTD ENERGY ELECTRICAL JATC	DINNIE MCEUIN
7026	M	A	R	CENTRAL OR LTD ENERGY ELECTRICAL JATC	JAMES NEFF