

# OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

December 17, 2009

## Meeting Minutes

Northwest College of Construction 8111 NE Holman St Portland, Oregon 97218

### I. Call to Order

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

### II. Introductions

Council members:

Brad Avakian, Oregon Labor Commissioner  
Paul Hill, Public Member  
Mike McFall, Industrial Employee  
Jason Landon, Trades Employer

Bob Rogers, Public Member  
Nelda Wilson, Trades Employee  
John Rozell, Trades Employer

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:

Roseanna Ayres, Medford  
Tony Cracolice, Eugene  
Stacy Ozer, Portland  
Larry "Will" Williams, Portland

Tamara Boyd, Portland  
Elizabeth Farmer, Eugene  
Richard Petersen, Portland

### III. Welcome

Chair Avakian welcomed attendees and thanked Northwest College of Construction (NWCC) for hosting the meeting.

Dan Graham, NWCC President, welcomed everyone and spoke briefly about the College's dedication to education and workforce recruitment, and its work with high school students and career exploration.

### IV. Approval of Meeting Minutes: September 2009 Council, December 2009 Subcommittees

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

### V. Reports

#### A. Rules and Policy Subcommittee

Subcommittee Chair Mike McFall requested that Director Simms give the report.

Affirmative Action Task Force (AATF):

- **Independent Apprenticeship Website:** The Division has contracted with a vendor to construct the website and it should be operational by February 1, 2010. The AATF is looking for committee suggestions regarding additional content.
- **Cultural Competency/Diversity Training:** A work group is being established to draft minimum guideline requirements for the training. Volunteers are still needed.

# OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

December 17, 2009

## Meeting Minutes

- **Mentoring:** The team's latest meeting was held December 16, 2009. The team is currently developing a survey of all apprenticeship committees regarding current mentoring activities, and identification of activities that are working.

Next AATF meeting: January 22, 2010, 10:00 a.m., Pacific Northwest Carpenters Institute.

### Revised Apprenticeship Registration Agreement Form:

The Shared Information System (SIS) for tracking aggregate workforce information in Oregon was replaced by the Performance Reporting Information System (PRISM) in 2007. The subcommittee recommended approval of revisions to the registration agreement correcting references to the SIS and replacing them with references to PRISM, effective March 1, 2010. This will enable the Division to obtain aggregate workforce reports about apprenticeship from the State's system.

### Calculation of Average Wage, Fringe Benefits & PWR:

ORS 660.137(6) requires committees to determine the average journey worker wage annually based upon a survey of journey worker wages paid by training agents. The statute does not provide guidance as to how the average should be determined. Committees have used different strategies in calculating their averages, with a wide range of outcomes.

Proposed calculation guidelines were presented at the December 2009 subcommittee meeting. Inclusion or exclusion of fringe benefits in the computation was a contentious item that the subcommittee felt needed additional discussion. The Division was asked to survey other states and report to Council about their procedures regarding fringe benefits and wage surveys. The subcommittee otherwise recommended approval of the proposed guidelines.

The Division reported to Council that all sixteen states contacted exclude fringe benefits from the calculation of average journey wage for apprenticeship purposes.

## **B. Standards Review Subcommittee**

Mr. Simms gave the subcommittee report in the absence of Subcommittee Chair Ken Fry.

7012 Warm Springs TATC (Committee/Standards)  
Carpenter

The subcommittee recommended that MA 7012 and its standards be dissolved for failure to meet on a timely basis and failure to address its obligations as an Oregon apprenticeship committee. The committee has been cited twice to appear before the subcommittee and has failed to do so. If approved, formal deregistration proceedings will begin with possible deregistration in March 2010.

## **VI. Consent Agenda**

One item was removed from the Consent Agenda at the request of Council Member Rogers:

**Artector, Inc.:** Placed under Agenda Item VII for additional discussion.

### **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

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL**

**December 17, 2009**

**Meeting Minutes**

2. Staff Reports
  - a. Compliance / Affirmative Action Goals
  - b. Revised Apprenticeship Registration Agreement**  
*(Revised agreement to be distributed to all committees, effective March 1, 2010.)*
3. Follow-ups from Previous Council Meetings
  - a. Calculation of Average Journey Wage**  
*(Approved guidelines to be distributed to all committees.)*
  - b. Selection Methods – Update – *Reports - March 2010*
    - i. Use of Exceptions/Alternating Employer Choice
    - ii. Use of GED and High School Diploma as minimum qualifications and scoring criteria
  - c. Unemployed Apprentices – Proposed parameters for new registrations
  - d. Fringe Benefits & PWR
4. Council Policy 16 – Registration parameters
- 5. Certifying OJT Hours for WA Exams**  
*Affirmed the current policy of not certifying apprenticeship experience to licensing bodies for active apprentices unless the committee has submitted meeting minutes notifying the Division that:*
  - *The apprentice's agreement has been terminated, with completed OJT and RT hours noted; OR*
  - *The apprentice has completed all program requirements and is ready to take the license exam.*
6. DOC Ratio Discussion
- ~~7. Arctector, Inc. (see Agenda Item VII ↗)~~
8. Team Awareness Training – *Discussion tabled to March 2010*
9. 29 CFR 29 Amendment – Status Report
10. Multi-State Reciprocal Agreement – Status Report
11. Correspondence
12. Council and Subcommittee Meeting Dates
13. Good of Apprenticeship

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL**

**December 17, 2009**

**Meeting Minutes**

B. Standards Review Subcommittee

1. Staff Reports

- a. Reciprocal Standards – Discussion

2. Follow-Up Reports from Previous Council Meetings

- a. Contingencies Met

1244 North Coast Electrical JATC (Sept 09)  
Administrative Revisions (geographic area)  
Industrial Plant Electrician  
Inside Electrician  
Limited Maintenance Electrician

- b. Inactive Standards - Extension Requested

**7003 Central Oregon Outside Electrical JATC**  
❖ Substation Electrician

*(Extension request approved, with review of the standards in June 2011.)*

**7012 Warm Springs TATC (Committee/Standards)**  
Carpenter

*(No action on extension request; Division directed to commence formal deregistration proceedings.)*

3. Committee Submittals

- a. New Standards/Current Committees

**1053 Limited Energy Technicians JATC**  
**New Standards**  
❖ Limited Energy Technician - B

- b. Committees Submittals – Other

**1008 Oregon SW-Washington Mason Trades JATC**  
**Revised Standards**  
❖ Mason Trades Finisher

*(Committee to complete curriculum transition and review selection criteria for disparate impact by December 2010.)*

**1013 Pacific NW Ironworker & Employer JATC**  
**Revised Standards**  
❖ Ironworker

1050 Greater Portland Roofers JATC  
Revised Standards  
Roofer

*(Submission tabled until March 2010.)*

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL**

**December 17, 2009**

**Meeting Minutes**

- 3004 Lane County Industrial Electrical JATC**  
**Revised Standards**
  - ❖ Limited Maintenance Electrician
  - ❖ Manufacturing Plant Electrician
  
- 4002 Coos Bay Outside Electrical Workers TATC**  
**Compliance Review (PO only, Jan 2006 – Aug 2009)**
  - ❖ Estimator
  - ❖ Meterman
  - ❖ Outside Lineman
  
- 4016 Area IV (Roseburg) Inside Electrical JATC**  
**Affirmative Action Goals & Timetables**
  - ❖ Inside Electrician
  
- 5035 Southern Oregon Aviation JATC**  
**Compliance Review (POAA, Sep 2006 – Aug 2009)**
  - ❖ Air Frame & Power Plant Mechanic
  
- 6008 Ontario TATC**  
**Revised Standards**
  - ❖ Inside Electrician
  - ❖ Plumber
  
- 6012 Utility Electrical Workers JATC**  
**Compliance Review (PO only, Jun 2008 – Jun 2009)**
  - ❖ Estimator
  - ❖ Lineman
  - ❖ Meterman
  - ❖ Substation Electrician
  
- 6013 Area VI Inside Electrical JATC**  
**Compliance Review (POAA, June 2008 – Jun 2009)**
  - ❖ Inside Electrician
  
- 7005 Area VII Plumbers JATC**  
**Affirmative Action Goals & Timetables**
  - ❖ Plumber

4. Items Requiring Council Ratification

a. Administrative Conversions/Revisions

- 1057 Oregon SW-Washington Carpenters JATC**  
**Administrative Revision (RT provider name change)** **Effective 11/17/09**
  - ❖ Carpenter
  - ❖ Exterior / Interior Specialist
  - ❖ Industrial Maintenance Millwright
  - ❖ Millwright
  - ❖ Pile Driver
  - ❖ Scaffold Erector

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL**

**December 17, 2009**

**Meeting Minutes**

- 4002 PacifiCorp/UWUA Outside Electrical Worker JAC**  
**Administrative Revision (minimum guideline)** **Effective 11/18/09**
  - ❖ Meterman
  
- 4009 Pacific Inside Electrical JAC**  
**Administrative Revision (PWR fringe benefit language)** **Effective 11/20/09**
  - ❖ Inside Electrician
  - ❖ Limited Residential Electrician
  - ❖ Local Telecommunications Installer-Technician
  
- 5001 Crater Lake Electrical JATC**  
**Administrative Revision (PWR fringe benefit language)** **Effective 11/17/09**
  - ❖ Inside Electrician
  - ❖ Limited Energy Technician A
  - ❖ Limited Residential Electrician
  
- 7003 Central OR Outside Electrical JATC**  
**Administrative Revision (minimum guideline)** **Effective 11/19/09**
  - ❖ Lineman

b. Administrative Corrections

- 1039 City of Portland TAC**  
**Administrative Correction (wage schedule)** **Effective 7/1/09**
  - ❖ Maintenance Electrician / Instrument Technician

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

<b>Dr. Hill</b>	<b>Yes</b>	<b>Mr. Landon</b>	<b>Yes</b>
<b>Mr. McFall</b>	<b>Yes</b>	<b>Mr. Rogers</b>	<b>Yes</b>
<b>Mr. Rozell</b>	<b>Yes</b>	<b>Ms. Wilson</b>	<b>Yes</b>

**VII. Subcommittee Items Forwarded to Full Council**

A. Rules and Policy Subcommittee

**Artector, Inc.**

*Artector, Inc. Representative: Anthony Arnautov*

*Additional testimony:*

*Keith Wright, OR SW-WA Mason Trades JATC (MA 1008)*

*Tiffany Kriesel, Oregon Columbia Masons TATC (MA 1065)*

Artector, Inc. registered as a training agent with the Oregon Columbia Masons TATC in 2008, but never used the services of the committee. Upon investigation of a complaint regarding a possible ratio violation, the Division determined that Artector misrepresented itself as a registered training agent when they certified they would be using apprentices on the Wheeler Library Project in Washington State and when they submitted certified payrolls indicating that four plasterer apprentices were employed on the project. The individuals listed were not registered apprentices in Oregon or Washington and would have been working out of ratio even if registered. Artector was never registered as a plasterer training agent in either state. The alleged apprentices were paid sub-prevailing wages, a violation of Washington's prevailing wage law.

The Washington State Prevailing Wage Unit cited Artector and required that journey worker rates be paid for all hours on the Wheeler job. Artector indicated that they had made proper payment of the wages and had since resigned as a training agent from the TATC.

# OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

December 17, 2009

## Meeting Minutes

Artecor was cited to appear at the December 2009 Rules and Policy Subcommittee meeting but failed to appear or request a set over. The Subcommittee recommended that Artecor be prohibited from registering as a training agent with any program in the State of Oregon for 24 months. The Division subsequently received a letter from Anthony Arnautov, Artecor representative, requesting that the Council reconsider the subcommittee's recommendation.

Mr. Arnautov stated that Artecor's status as a registered training agent in Oregon is irrelevant to the Washington plasterer project and denied the allegation that Artecor used its Oregon training agent status to get the Wheeler job. He stated they failed to realize that apprentices had to be registered when they filed the affidavit in Washington to pay apprentice wages, noting that Artecor has an in-house training program and refers to their trainees as apprentices.

Chair Avakian clarified two primary issues:

- Paying sub-prevailing wages on a public works project and
- Representing unregistered individuals as registered apprentices.

Council members summarized the following facts; that Artecor signed an agreement that it would be using apprentices on the Washington project; that Artecor signed an agreement with the TATC acknowledging that they had received, read and understood its duties and obligations as a registered training agent and that it agreed to abide by those obligations; and that Artecor should have known that only registered apprentices can be paid a sub-prevailing wage on a prevailing wage project.

Mr. Wright questioned Artecor's level of commitment to training apprentices.

Ms. Kriesel assured the Council that Artecor met with the TATC and attended the required orientation for new training agents prior to approval. They received and signed all pertinent documents stating that they understood the policies, procedures and requirements of apprenticeship training.

Council Member Rozell noted that it is irrelevant whether the violation was purposeful. Contractors are responsible for knowing the law and rules and to honor their commitments as training agents.

**M/S/C by roll call vote** to prohibit **Artecor, Inc.** from registering as a training agent with any apprenticeship and training program in the State of Oregon for 24 months:

<b>Dr. Hill</b>	<b>Yes</b>	<b>Mr. Landon</b>	<b>Yes</b>
<b>Mr. McFall</b>	<b>Yes</b>	<b>Mr. Rogers</b>	<b>Yes</b>
<b>Mr. Rozell</b>	<b>Yes</b>	<b>Ms. Wilson</b>	<b>Yes</b>

B. Standards Review Subcommittee – *none*

### VIII. Items Requiring No Council Action

A. Follow-Ups from Previous Council Meetings – *none*

### IX. Meritorious Service Awards – *attached*

**M/S/A by unanimous voice vote** to approve.

### X. Certificate of Appreciation – *attached*

The number of service years for Chris Davis was listed incorrectly on the agenda. He will be awarded a Meritorious Service Award for ten years of service to the Oregon & SW-WA Cement Masons JATC (MA 1015).

**M/S/A by unanimous voice vote** to approve.

### XI. New Committee Members – *attached*

**M/S/A by unanimous voice vote** to approve.

# OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

December 17, 2009

## Meeting Minutes

XII. Honorary Completion – *none*

XIII. Policy and Staff Briefing

- A. General Council - *none*
- B. OSATC Member Reports - *none*
- C. Commissioner's Report

Prevailing Wage Survey: The Commissioner thanked the Prevailing Wage Advisory Committee and Co-Chairs Don Kool and Jim McKune for their hard work in reviewing proposed revisions to the survey. The committee has developed recommendations to improve the survey process in addition to the recommendations made by the Oregon Employment Department.

Current prevailing wage determinations will remain in place until final survey decisions have been made. It is hoped that new determinations will be made during the first quarter of 2010.

*Agenda Item XVII was taken out of order.*

XVII. Good of Apprenticeship

**Average Journey Wage**: Council approved the proposed calculation guidelines under the Consent Agenda (*Agenda item VI*) and this information will be distributed to committees. Director Simms noted that several individuals had requested to speak on the issue at the Council meeting.

*Representatives:*

*Bill Regan, Western-OR SW-WA Painters JATC (MA 1024), OR SW-WA Coordinators Association  
Keith Wright, OR & SW-WA Mason Trades JATC (MA 1008);  
Rod Belisle, NECA-IBEW Electrical JATC & Limited Energy Technicians JATC (MA 1004, 1053);  
Aida Aranda, Oregon Laborers JATC (MA 1058)  
Larry Lovelady, OR SW-WA IUOE Local #701 & AGC JATC (MA 1041)  
Frank Wall, Plumbing & Mechanical Contractors Association (MA 1070, 1071)  
John Steffens, Pacific Northwest Carpenters Institute (MA 1057)*

Representatives expressed concern regarding the possible elimination of prevailing wages and fringe benefits from the average wage calculation.

The Council clarified that prevailing wages would not be excluded and that staff will direct committees to include it when appropriate. The new guidelines give the local committee the option of including wages from prevailed projects as a part of their survey. Staff would have to evaluate the wage reported by the committee with wages for similar programs in the State to determine whether survey results submitted that excluded the prevailing wage were reasonable. Mr. Simms confirmed that fringe benefits would be excluded for purposes of determining the average journey wage.

Council Member Rogers asked to hear from open shop programs in the audience.

*Representative: John Killin, Independent Electrical Contractors, Associated Builders and Contractors (MA 1060, 1077, 1080, 1099, 2016)*

Mr. Killin stated that it would be difficult for non-union programs to include fringe benefits in the absence of an established fringe benefit package uniformly covering all open shop contractors. Noting that benefit package costs are substantially higher for small employers, he believes that including fringe benefits in the wage calculation would unfairly upset the market.

Chair Avakian stated that the average wage issue is very important and warrants additional discussion at the next Rules and Policy Subcommittee meeting.

# OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

December 17, 2009

## Meeting Minutes

### Selection Methods:

*Representative: Cris Baugher, OR SW-WA Glaziers Architectural Metal Glass Workers JATC (MA 1017)*

Mr. Baugher expressed concern regarding the possible elimination of the alternating employer choice selection method. Their current process is working well; minority participation is approximately 25% and they have tripled their female participation rate. They believe that this change may have a negative impact on their hiring process. Mr. Simms stated that the Council had not yet taken a position regarding the elimination of certain selection methods and exceptions but was sure that the Council would permit adequate public input prior to making a decision.

*Chair Avakian left the meeting at 12:00 p.m. Council Member Bob Rogers chaired the remainder of the meeting.*

### D. Director's Report

Average journey wage calculation: Issue has been discussed at the previous two subcommittee meetings and guidelines have been established for future use. Additional discussions to refine the guidelines can be held at future subcommittee meetings.

Selection methods and alternating employer choice: Discussed at subcommittee meetings since September 2008, with no final decisions to date. Staff will consider committee concerns as they continue working on the issues.

Bureau of Labor & Industries Business Leadership Awards: Commissioner Avakian has established awards to honor Oregon employers for significant community contributions. Two awards were recently granted to employers involved in registered apprenticeship programs:

- Intel Corporation was awarded the 2009 Diversity Leadership Award for establishing support and development networks for diverse employee populations to promote cultural awareness.
- Hampton Affiliates was awarded the 2009 Business Leadership Award for their efforts in working with the Bureau and the Tillamook School District in developing a variety of outreach activities to make vocational training available to students.

Council Member and Vice Chair Ken Fry: Mr. Fry has resigned from the Council effective December 31, 2009. Qualified individuals interested in filling the vacancy should fill out the "Executive Appointments Expression of Interest" form found on the Governor's website (<http://www.oregon.gov/Gov/boards.shtml>).

Mr. Fry has served as a trades employee member since 2003 and has been involved in registered apprenticeship for the past 35 years. His contributions have been immeasurable and the Division plans to honor his long-standing commitment at the March 2010 Council meeting.

Division staffing: Two Apprenticeship Representatives (AR) positions have been vacant for almost two years and an Office Specialist position for one year due to budget constraints. The Division plans to interview for one of the AR positions in January 2010, and hopes to fill the remaining positions by March 2010 if the interim legislative session supports the initial budget.

Compliance: Full compliance reviews will be conducted for every program in 2010.

Oregon Apprenticeship Website: Please submit website contributions or questions to Director Simms, Apprenticeship Representative Stacy Ozer or Cindy Regier, Associated Builders & Contractors.

Director Simms expressed his appreciation for the Council's hard work and thanked the apprenticeship community for working with staff to make apprenticeship a partnership.

# OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

December 17, 2009

## Meeting Minutes

### XIV. Reports

#### A. Washington State Apprenticeship and Training Council (WSATC)

Elizabeth Smith, Washington State Apprenticeship Program Manager, thanked Columbia Pacific Building Trades Council Chair John Mohlis and OR SW-WA Coordinators Association Chair Bill Regan for participating in the Clark County Board of Commissioners' work session on registered apprenticeship opportunities.

The number of apprentices registered in Washington has decreased due to the economic downfall. The WSATC is currently discussing options to help apprenticeship programs deal with these economic circumstances.

New legislation implemented in July 2009 requires a 15% registered **apprenticeship utilization rate** on total labor hours for all state construction, state transportation, and 4-year college and school construction projects in Washington. A "two strikes" **compliance measure** was included for contractors working apprentices out-of-ratio or outside scope of work and will result in an out-of-compliance finding by the WSATC.

Washington's 29 CFR 29 implementation work group meets December 18, 2009 to review state laws and administrative codes to bring them into compliance with the new federal rules.

New WSATC Member: Tim Wilson, Boeing (employer)

Next WSATC meeting: January 21 & 22, 2010 in Tumwater, WA.

Pacific Northwest Apprenticeship Education Conference: May 19-20, 2010 at the Greater Tacoma Convention & Trade Center.

**Multi-State Reciprocal Committee meeting:** December 21, 2009, Washington L & I Office, Kelso, WA.

*Council member Jason Landon left the meeting at approximately 12:15 p.m.*

#### B. Apprenticeship Training, Employer and Labor Services (OATELS) – U.S. DOL – *Anne Wetmore*

**Name change:** Office of Apprenticeship (OA)

OA sponsored "action clinics" have been held around the country to help with Work Investment Act system integration and promote apprenticeship programs. Paul Joiner participated on the Oregon action team.

They are looking for planners, speakers and attendees for the May 2010 Pacific Northwest Apprenticeship Education Conference.

Registered apprenticeship has been listed in the Recovery Act grant and the OA will receive funding. President Obama also approved a 20% budget increase for the OA.

The OA is considering **revisions to 29 CFR 30**. Initial discussions will begin in January 2010. Certification of pre-apprenticeship programs may also be considered.

**29 CFR 29 revisions:** Ms. Wetmore provided an overview of the new regulations.

#### C. Oregon Building Codes Division - *none*

#### D. OR SW-WA Coordinators Association – *no report given*

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

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL**

**December 17, 2009**

**Meeting Minutes**

XVI. Council and Subcommittee Meeting Dates

Rules & Policy Subcommittee	March 3, 2010 at 9:30 a.m., PSOB Rm. 1A
Standards Review Subcommittee	March 3, 2010 at 1:00 p.m., PSOB Rm. 1A
Council	March 18, 2010 at 10:00 a.m., Pacific Northwest Carpenters Institute

XVIII. Adjournment

The meeting was adjourned at 12:45 p.m.

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL**

**December 17, 2009**

**Meeting Minutes**

**MERITORIOUS SERVICE AWARD:**

<u>MA</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>	<u>YEARS</u>
1015	OREGON & SW-WA CEMENT MASONS JATC	CHRIS DAVIS	10
1018	METRO MFG PLANT ELECTRICIANS JATC	GLENN KREWSON	4
1057	OREGON SW WASHINGTON CARPENTERS JATC	RICK HALL	6
1100	PROTECTIVE SIGNALING JATC	KEN RIGGS	3
1121	BLUE HERON PAPER COMPANY JATC	RICK SCHREITER	11
1126	RENEWABLE ENERGY JATC	ANDREW KAYAANISQATSI	7

**CERTIFICATE OF APPRECIATION:**

<u>MA</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>	<u>YEARS</u>
1015	OREGON & SW-WA CEMENT MASONS JATC	GARY WEYANT	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>
1038	M	A	E	AREA I PLUMBERS JATC	JUSTIN CULLERS
1047	M	P	R	OREGON-SW-WASHINGTON ELEVATOR INDUSTRY JATC	JASON D'AMBROSIO
1056	M	A	R	AREA I PAINTERS JATC	JIM VAN DAMME
1057	M	P	R	OREGON SW WASHINGTON CARPENTERS JATC	MIKE PITTS
1074	M	A	R	OREGON/COLUMBIA CARPENTERS JATC	BRENT VINSONHALER
1081	M	A	R	BOEING PORTLAND JATC	TED MCCROW
1081	M	A	E	BOEING PORTLAND JATC	STEVE WILSON
1081	M	A	E	BOEING PORTLAND JATC	THOMAS NGUYEN
1148	M	P	E	SOLAICX JATC	LARRY GODFREY
1148	M	A	E	SOLIACX JATC	KIRK BENSON
1175	M	P	E	OR/COLUMBIA HEAVY EQUIP OPERATOR JATC	JERRY CLARK
2008	M	P	R	MID-WILLAMETTE IND'L ELECTRICAL JATC	RALPH FOSTER
2008	M	P	R	MID-WILLAMETTE IND'L ELECTRICAL JATC	ROGER CARTER
2015	M	A	E	AREA II PLUMBERS JATC	TRAVIS CARPENTER
2017	M	A	E	CONSUMERS POWER JATC	JAVIN LAKEY
2035	M	A	E	KNIFE RIVER OREGON JAC	JASON CHAMBERLAIN
2037	M	P	E	OREGON FRUIT PRODUCTS JATC	KEN KELSO
3001	M	P	E	CENTRAL ELECTRICAL JATC	RICH LOFTON
3001	S	P	E	CENTRAL ELECTRICAL JATC	NICKI HALIN
3002	M	A	R	CENTRAL SIGN HANGER JATC	JAY PERDUE
3004	M	A	E	LANE COUNTY INDUSTRIAL ELECTRICAL JATC	KONRAD LOHNER
3012	M	A	E	LANE COUNTY INDL MAINT MECHANIC JATC	KONRAD LOHNER
3015	M	A	E	AREA III PLUMBERS JATC	RICHARD KINSILLA
4016	M	P	E	AREA IV INSIDE ELECTRICAL JATC	CALEB OTIS
5035	M	A	E	SOUTHERN OREGON AVIATION JATC	TIM TANGUAY
6028	M	P	R	COLUMBIA POWER ELECTRICAL UTILITIES JATC	TROY COX
7004	M	P	E	CENTRAL OREGON TATC	BRIAN RENFRO
7004	M	P	E	CENTRAL OREGON TATC	BRIAN RENFRO
7010	M	A	R	BURNS-HINES TATC	PAUL WEIL
7015	S	P	R	HARNEY ELECTRIC COOPERATIVE JATC	SHANE SWEET