

# OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

September 16, 2010

## Meeting Minutes

Crater Lake Electrical Training Center 4864 Airway Drive Central Point, Oregon 97502

### I. Call to Order

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

### II. Introductions

Council Members:

Brad Avakian, Oregon Labor Commissioner

Paul Hill, Public Member

Jason Landon, Trades Employer

Mike Pollock, Trades Employee

Mike McFall, Industrial Employee

Bob Ferguson, Industrial Employer

Bob Rogers, Public Member

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, Acting Recording Secretary

Apprenticeship Representatives:

Roseanna Ayres, Medford

Tony Cracolice, Eugene

Elizabeth Farmer, Eugene

Richard Petersen, Portland

Jeff Hauck, Bend

Tamara Boyd, Portland

### III. Welcome

Chair Avakian welcomed everyone in attendance and thanked the Crater Lake Electrical Training Center for hosting the meeting. Training Director Clarine Lizana provided a brief overview of the training center.

Chair Avakian reported that he was removing Agenda Item VI.A.8. from the agenda as neither the Council nor the parties were prepared to present evidence at this time. A hearing will be rescheduled on the issue as soon as possible. Individuals present at this meeting will be able to testify regarding their experiences as women in the trades during Agenda Item XVII, Good of Apprenticeship. Testifiers were cautioned not to present information specific to facts underlying the agenda item in order to preserve issues currently under consideration within the Bureau.

### IV. Approval of Meeting Minutes

**July 2010 Special Council**

**September 2010 Subcommittees**

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

### V. Reports

A. Rules and Policy Subcommittee

Administrative Rules Revision:

Revised administrative rules took effect on August 1, 2010 and are posted on the Division and the Oregon Secretary of State websites:

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[http://www.oregon.gov/BOLI/ATD/A\\_OR\\_S\\_References.shtml](http://www.oregon.gov/BOLI/ATD/A_OR_S_References.shtml)

[http://arcweb.sos.state.or.us/rules/OARS\\_800/OAR\\_839/839\\_011.html](http://arcweb.sos.state.or.us/rules/OARS_800/OAR_839/839_011.html)

The Division plans to hold a brief training session prior to the December 2010 Council meeting that will summarize the major changes.

### Compliance:

Approximately 45 reviews have been completed to date, with 3 programs found out of compliance. Staff anticipates completing approximately 75% of the scheduled reviews by end of year. Programs found out of compliance will automatically be cited to appear at the next scheduled Standards Review Subcommittee meeting.

### Indenture of New Apprentices during High Unemployment:

At the December 2009 meeting, the Council stated that committees should be able to indenture a limited number of new apprentices when no work is available to maintain related training schedules and to cover any sudden unanticipated need for apprentices. The Council also indicated that it was the committee's decision on how such a limited indenture plan would be implemented. The Division sent a guidance letter advising all committees that it was acceptable to:

- Indenture enough new apprentices to maintain a first-year class;
- Maintain enough apprentices should an emergency need arise; and
- Implement a procedure that would protect the rights of apprentices on the out-of-work list and individuals on the existing list of eligibles when new apprentices are indentured.

Some of the committee proposals received by the Division have elevated new indentures over individuals on current out-of-work lists. The subcommittee provided additional guidance on how to address the issues and develop better strategies to protect these individuals while safeguarding the committee's interests:

- Proposals that permit committees to put new indentures to work before out-of-work apprentices and individuals on the list of eligibles should be limited and subject to strict scrutiny;
- Staff should work with committees to develop legitimate procedures that protect the interests of unemployed apprentices and individuals on the list of eligibles; and
- New indentures should be taken in to maintain first- and second-year classes only.

### 29 CFR 29 Amendment:

Statutory changes to ORS 660 are required to comply with the 29 CFR 29 amendments. Legislative concepts have been submitted to Legislative Counsel for the February 2011 session and additional administrative rule revisions will be needed following legislation. Full implementation should occur by December 2011.

### PWR for Apprentices in Sub-Classifications:

Clarification has been requested regarding the applicable rate to be paid to an apprentice performing sub-classification work on prevailing wage projects. The issue deals with the intersection of PWR and registered apprenticeship regulations. PWR law states that apprentices will be paid based upon the classification of the work they are doing.

As an example of the conflict, inside electrical apprentices may perform limited energy (LE) work on a PWR job as LE work is within the scope of an inside electrician's standards and the prevailing wage definition for that classification. However, an employer may believe that an inside electrical apprentice performing LE work should be paid at the limited energy rate because the PWR law states that individuals should be paid based upon the nature of the work performed.

The Division and the Bureau's Wage and Hour Division (WHD) dispute this position for two reasons:

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- Limited energy work is included in the inside electrician apprenticeship standards and falls within the scope of the inside electrician apprenticeship program so the nature of the work performed is inside electrician work.
- The apprentice should be paid at the rate applicable to the occupation to which the apprentice is registered.

The Division requested that the subcommittee and Council provide guidance to be presented to the Prevailing Wage Advisory Committee (PWAC) on September 23, 2010.

The subcommittee agreed that apprentices should be classified, trained and paid according to the standards to which they are registered. When those standards fully include the work of another trade, the apprentice's registration should determine the classification under which the individual is paid as long as the work is also within the PWR classification for the trade.

A report from the PWAC meeting will be provided at the December 2010 Subcommittee meeting, along with guidance from WHD if appropriate. It will be determined at that time whether clarification to the administrative rules is necessary.

Chair Avakian suggested that a subcommittee member attend the PWAC meeting to provide information regarding the subcommittee's recommendations.

### Multi-State Reciprocal Agreement:

Draft revisions to simplify the agreement were reviewed by the subcommittee. With Council approval, recommendations will be forwarded to the Washington State Apprenticeship and Training Council for review in October 2010. Staff hopes to have a final agreement ready for review and approval by OSATC in December 2010.

### B. Standards Review Subcommittee

#### Related Training Parameters:

Proposed related training revisions for utility programs were reviewed by the subcommittee, with discussion concerning program objectives and outcomes, and integrity and certification of distance learning curriculum. The Division worked with the programs involved to resolve the concerns and has proposed the following guidelines:

- Delivery method, curriculum provider and certifying entity must be specified in the standards;
- Curriculum must be certified by a state educational certifying authority or nationally recognized industry association;
- Alternative related training curriculum must be equivalent to course content used by other programs training in the occupation;
- Lab work must be provided when course work requires hands-on training; and
- Curriculum revisions can be administratively approved, with Council ratification at the next scheduled meeting.

#### 1. Contingency met

1023 Portland Outside Electrical Workers JATC  
Revised Standards  
Estimator  
Meterman  
Station-Substation Construction and Maintenance Wireman

Standards were recommended for approval pending clarification of related training program objective language. Clarification is complete; see Agenda Item VII.B. for additional information.

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**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
  - 2. Staff Reports
    - a. Compliance
    - b. Internal Review – Related Training Parameters
  - 3. Follow-ups from Previous Council Meetings
    - a. Selection Methods -Update
      - i. Use of Exceptions/Alternating Employer Choice
      - ii. Indenture of New Apprentices during High Unemployment: Update
    - b. Calculation and Determination of Average Journey Wage (ORS 660.137(6) and 660.142)
    - c. Status: DOC Evaluation (Ratio)
  - 4. 29 CFR 29 Amendment – Status Report
  - 5. Multi-State Reciprocal Agreement – Status Report
  - 6. PWR for Apprentices in Sub-Classifications
  - 7. Discussion: Defining Geographic Jurisdiction
  - 8. Apprentice Request for Review: Eugene-Springfield Utilities JATC (*Subcommittee recommended deferring to September 2010 Council meeting; see Agenda Item VII A below*)
  - 9. Correspondence
  - 10. Council and Subcommittee Meeting Dates
  - 11. Good of Apprenticeship
- B. Standards Review Subcommittee
  - 1. Staff Reports – *None*
  - 2. Follow-Up Reports from Previous Council Meetings
    - a. Contingencies Met
      - 1043 OR SW-WA NW-CA Metal Trades Pipefitter JATC  
Revised Standards  
Removal of AA & Selection Procedure Requirements  
Metal Trades Pipefitter
      - 2023 Oregon-Columbia Laborers JATC  
Revised Standards  
Laborer

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- b. **Ratio Expiration** (*tabled to December 2010*)
    - 1126 Renewable Energy Technician JATC
      - Solar Heating and Cooling System Installer
      - Combined Renewable Energy Technician
  - c. Roofer Program Status
  - d. **Inactive Standards** (*additional extension approved*)
    - 1028 Portland Sheet Metal Workers JATC**
      - ❖ Residential Sheet Metal Worker & Service Technician
    - 1043 OR SW-WA NW-CA Metal Trades JATC**
      - ❖ Metal Trades Pipefitters
    - 1095 Leupold & Stevens of Beaverton JATC**
      - ❖ Manufacturing Plant Electrician
3. Committee Submittals
- a. New Standards/Current Committees - *None*
  - b. New Standards/New Committees – *None*
  - c. New Standards/Current Committees – *None*
  - d. **Committee Submittals - Other**
    - 1023 Portland Outside Electrical Workers JATC**
      - Revised Standards**
        - ❖ Estimator
        - ❖ Meterman
        - ❖ Station-Substation Construction and Maintenance Wireman
      - (*See Agenda Item VII B*)
    - 1077 Oregon SW-Washington Sprinkler Fitters JATC**
      - Affirmative Action Goals & Timetables**
        - ❖ Sprinkler Fitter/Pipe Fitter
    - 1078 Tri-Met Rail Maintenance Vehicle Mechanical Technician JATC**
      - Revised Standards**
        - ❖ Field Equipment Technician (formerly Fare Equipment Technician)
    - 1080 Area I HVAC JATC**
      - Affirmative Action Goals & Timetables**
        - ❖ Environmental Control System Servicer/Installer
    - 1277 Sheet Metal JATC**
      - Affirmative Action Goals & Timetables**
        - ❖ Sheet Metal Worker

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**3022 Southern Willamette Valley Limited Energy Electricians JATC  
Revised Standards**

Limited Energy Technician A  
Limited Energy Technician B

*(Council denied approval)*

~~3025 Area III Sheet Metal/HVAC Environmental Systems JATC  
Revised Standards~~

~~Environmental Control System Servicer/Installer  
Sheet Metal Worker~~

*(Withdrawn from Consent Agenda, see Agenda Item VII B)*

~~4002 Coos Bay Outside Electrical Workers JATC  
Revised Standards~~

~~Estimator  
Meterman~~

*(Subcommittee tabled; See Agenda Item VII B)*

**5001 Crater Lake Electrical JATC  
Affirmative Action Goals & Timetables**

❖ Inside Electrician

~~5007 Southern Oregon Electrical Utilities JATC  
Revised Standards~~

~~Estimator  
Meter Repairer  
Power Line Construction/Maintenance  
Substation Electrician~~

*(Subcommittee tabled; See Agenda Item VII B)*

~~6012 Utility Electrical Workers JATC  
Revised Standards~~

~~Estimator  
Lineman  
Meterman  
Substation Electrician~~

*(Subcommittee tabled; See Agenda Item VII B)*

~~7003 Central Oregon Outside Electrical JATC  
Revised Standards~~

~~Line Repairer  
Meter Person  
Substation Electrician~~

*(Subcommittee tabled; See Agenda Item VII B)*

**7024 Klamath Basin Inside Electrician JATC  
Affirmative Action Goals & Timetables**

❖ Inside Electrician

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e. Proposed Dissolution

**1112 Weyerhaeuser Inc. Warrenton Sawmill JATC**  
**Dissolution of Committee & Standards** (*administrative*)

- ❖ Manufacturing Plant Electrician

**1180 USW & O-I, Portland JATC**  
**Dissolution of Committee & Standards** (*voluntary*)

- ❖ Mold Maker

4. Items Requiring Council Ratification

a. Administrative Conversions/Revisions

**1078 Tri-Met Rail Maintenance Vehicle Mechanical Technician JATC**  
**Administrative Revision** (wage schedule) Effective 08.10.10

- ❖ Overhead Technician
- ❖ Rail Vehicle Technician
- ❖ Signal Technician
- ❖ Traction/Substation Technician

**1148 Solaicx JATC**  
**Administrative Revision** (name change to MEMC JATC) Effective 08.16.10

- ❖ Limited Maintenance Electrician
- ❖ Manufacturing Plant Electrician

**2015 Area II Plumbers JATC**  
**Administrative Revision** (hostile applicant language) Effective 07.08.10

- ❖ Plumber

b. Administrative Corrections – *None*

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

<b>Mr. Ferguson</b>	<b>Yes</b>	<b>Dr. Hill</b>	<b>Yes</b>
<b>Mr. Landon</b>	<b>Yes</b>	<b>Mr. McFall</b>	<b>Yes</b>
<b>Mr. Pollock</b>	<b>Yes</b>	<b>Mr. Rogers</b>	<b>Yes</b>
<b>Mr. Rozell</b>			

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

A. Rules and Policy Subcommittee

~~Apprentice Request for Review: Eugene-Springfield Utilities JATC~~ (*Removed from agenda*)

B. Standards Review Subcommittee

1023 Portland Outside Electrical Workers JATC  
Revised Standards

- ❖ Estimator
- ❖ Meterman
- ❖ Station-Substation Construction and Maintenance Wireman

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**4002 Coos Bay Outside Electrical Workers JAC**  
**Revised Standards**

Estimator  
Meterman  
Outside Lineman

**5007 Southern Oregon Electrical Utilities JATC**  
**Revised Standards**

Estimator  
Meter Repairer  
Power Line Construction/Maintenance  
Substation Electrician

**6012 Utility Electrical Workers JATC**  
**Revised Standards**

Estimator  
Lineman  
Meterman  
Substation Electrician

**7003 Central Oregon Outside Electrical JATC**  
**Revised Standards**

Line Repairer  
Meter Person  
Substation Electrician

*Committee representatives: CarolLee McReynolds, Administrator; Bob Wimmer, Chair*

Related training revisions in the standards listed above generated discussion, questions and concerns at the Standards Review Subcommittee meeting.

The MA 1023 standards were recommended for contingent approval pending clarification of proposed outcomes and objectives language. The contingency was met and the standards were approved under the Consent Agenda.

**MA 4002, 5007, 6012, 7003:** Action was tabled to full Council pending staff working with the programs to address the outstanding related training issues. The Division developed clarifying language and forwarded it to Council members, affected committees and staff for review prior to the Council meeting. Approval of the proposed language was requested, with the language to be inserted in individual standards as appropriate (not all revisions apply to all standards):

Delivery method: Validated distance learning curriculum specific to occupation to be identified in the standards; administrative revision to be approved for equivalent curriculum, subject to Council ratification.

'Other subjects...': Pre-approval and authorization by committee for specific training agent requirements to be identified in the standards under related training subjects if appropriate.

Program objectives: Competencies to be verified and documented prior to exam referral and/or completion; reference to 'Other subjects...' to be removed in objectives and outcomes section of the standards.

Revisions to the boilerplate language regarding home study and approved correspondence courses should be made in all standards to reflect current certification requirements. Recommendations will be forwarded to the December 2010 subcommittee meeting.

Committee representatives confirmed their approval of the proposed language.

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**M/S/C by roll call vote** to approve **MA 4002, 5007, 6012, 7003** contingent upon inserting the appropriate language:

<b>Mr. Ferguson</b>	<b>Yes</b>	<b>Dr. Hill</b>	<b>Yes</b>
<b>Mr. Landon</b>	<b>Yes</b>	<b>Mr. McFall</b>	<b>Yes</b>
<b>Mr. Pollock</b>	<b>Yes</b>	<b>Mr. Rogers</b>	<b>Yes</b>
<b>Mr. Rozell</b>	<b>Yes</b>		

**3025 Area III Sheet Metal/HVAC Environmental Systems JATC  
Revised Standards**

Environmental Control System Servicer/Installer  
Sheet Metal Worker

*Committee representative: Lou Long, Training Coordinator*

The committee proposed changing from a ranked selection method based upon point system scores, to a random ranking method. Due to miscommunication between staff and the committee, safeguards relating to the random selection method were overlooked. The subcommittee recommended deferral to the December 2010 subcommittee meeting.

The concerns have been addressed and the standards were removed from the Consent Agenda. Revised language was submitted for review:

- Existing applicants in the ranked pool will be added to the new pool and all applicants will be randomly drawn to form a new ranked list.
- Language will be added to the Environmental Control standards to establish conditions for continued use of exceptions. This information already exists in the Sheet Metal standards.

Staff recommended approval of the proposed standards as revised.

**M/S/C by roll call vote** to approve **MA 3025** revised standards as submitted:

<b>Mr. Ferguson</b>	<b>Yes</b>	<b>Dr. Hill</b>	<b>Yes</b>
<b>Mr. Landon</b>	<b>Yes</b>	<b>Mr. McFall</b>	<b>Yes</b>
<b>Mr. Pollock</b>	<b>Yes</b>	<b>Mr. Rogers</b>	<b>Yes</b>
<b>Mr. Rozell</b>	<b>Yes</b>		

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 - *None*

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 - *None*
- B. OSATC Member Reports - *None*
- C. Commissioner's Report - *None*

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### D. Director's Report

Special recognition was given to three individuals with 20 or more years of service to registered apprenticeship:

- Joe Maupin, Area II Plumbers JATC, 20 years
- David Kohls, Area II Limited Energy Electrical JATC, 20 years
- Ron Furrer, Utility Electrical Workers JATC, 39 years

WorkKeys: The Council has been discussing the possibility of making the WorkKeys Career Assessment available to committees as a real time screening tool. WorkKeys is looking for partners to use the test to ensure the testing process and scores are applicable for any given region. Committees were encouraged to test the system and may want to consider replacing existing minimum qualifications and/or ranking process with objective testing like WorkKeys. Interested parties should contact Mr. Simms, Division staff or Council Member Paul Hill.

ODOT Supportive Services Contract: The Division is working with ODOT to help identify, develop and pre-train individuals who would be good candidates to enter the heavy highway trades. Funding is available for this project and will be spread throughout all five ODOT regions.

A Request for Proposals (RFP) will be distributed in October and open to apprenticeship committees, employer organizations, organized labor, and community organizations. Proposals must help to identify and recruit women, minorities, and other unrepresented populations and once identified, provide training that will increase their chance to succeed in a heavy highway career.

Committees were encouraged to work with recruitment sources to create a proposal that will benefit both individuals and committees. The project is an opportunity to help the EEO portion of apprenticeship programs and to help get better applicants for the program.

The RFP will be available on the Division's website in early October and will be emailed to committees throughout the state.

### XIV. Reports

- A. Washington State Apprenticeship and Training Council  
Melinda Nichols, Apprenticeship Program Manager, Washington State Labor and Industries

Utility Recruitment Subcommittee: A subcommittee consisting of members from Washington utilities has been created to develop better strategies for utility apprenticeship positions. Oregon utilities were invited to join the subcommittee.

Sustainable Energy Jobs: Washington Initiative 937 encourages the use of apprentices on sustainable energy jobs. Washington L & I would like to give a presentation on this subject at the December 2010 Council meeting.

Washington is looking to share "best practices" used during times of recession and noted the need to continue to build the apprenticeship system, including non-traditional apprenticeships

Next WSATC Meeting: October 20-21 in Spokane, WA

Quarterly meetings are held the third week in January, April, July, and October. Subcommittee meeting dates will be sent to Mr. Simms.

- B. Office of Apprenticeship (OA) – U.S. DOL  
Anne Wetmore

Connie Ashbrook was recently appointed to serve on the national Advisory Committee on Apprenticeship (ACA). Ms. Ashbrook was also invited by Secretary of Labor Selise to speak at a roundtable session on how to get more women and minorities into apprenticeship and what can be done to ensure equal treatment while in the program.

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Ms. Wetmore offered her assistance to the Division in developing non-traditional trade apprenticeship programs.

C. Oregon Building Codes Division - *None*

D. Coordinators Group - *None*

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

XVI. Council and Subcommittee Meeting Dates

Rules & Policy Subcommittee            December 1, 2010 at 9:30 am, Portland State Office Building

Standards Review Subcommittee       December 1, 2010 at 1:00 pm, Portland State Office Building

Council                                        December 16, 2010 at 10:00 am, Clackamas Community College

Proposed 2011 OSATC Meeting Dates – All meetings will be scheduled in or around the Portland area in 2011.

**M/S/C by unanimous voice vote** to approve the 2011 OSATC meeting dates.

XVII. Good of Apprenticeship

Chair Avakian reminded speakers that he would not permit statements or testimony regarding any cases currently pending before the Bureau or the Apprenticeship Council in order to protect the integrity of those proceedings

Speakers:

Connie Ashbrook, Oregon Tradeswomen, Inc (OTI): Stated that the Council's expertise can provide leadership and technical assistance to committees who have not embraced an inclusive workplace philosophy. She requested that the Council, Division, BOLI and the Commissioner utilize their leadership and wisdom to send a strong message to Oregon committees that they must be strong components in the collaborative effort to address fair access and treatment for women in the trades. OTI's Facebook page contains information on steps that can be taken to support a respectful and inclusive work environment.

Jeanne Schraub, Carpenter and Instructor at Rogue Community College: Requested that the Council live up to its responsibility to ensure that equal opportunities for women and minorities are provided, and that harassment and racial discrimination in training and on the jobsite are not tolerated.

Lynda Weiss, Journeyman Plumber: Stated that apprenticeship is not an equal playing field for women; policies regarding safety and harassment are either absent or not enforced. She requested that training agents be required to attend training and testing on safety and harassment issues. Accountability from all parties ensures a respectful workplace that promotes a quality training environment.

Cathy Kenworthy, Inside Wireman, IBEW Local 48: Stated that the most dangerous jobsite is a hostile work environment and safety issues cannot be blamed on the victim alone. She requested that the Council establish consequences for abusers when a hostile work environment exists.

Jonni Ocejo, Inside Wireman, IBEW Local 48: Stated her belief that the work environment is not equal for women. She is expected to work harder, know more, and perform better, and knows several women who have washed out of apprenticeship programs because "they are just tired" (of the harassment). She requested that the Council protect and stand up for apprentice rights to work in an equal environment.

Responding to questions from Council members, testifiers stated:

Discrimination and harassment come from workers of all ages, but often older journey workers put pressure on younger workers to "fall in line" with differential treatment. Harassment has never been the vast majority of the trade, but rather the minority.

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There are differences in the way women are trained; many are not assigned to the tasks needed in order to advance in the trade.

Council members appreciated the women coming forward because nothing can be done to correct the situation if there is no knowledge of it. No apprentice should have to endure harassment during his or her program. When concerns are brought forward in the proper way, committees can be held accountable for training the apprentice and there can be change.

Lisa Bean, Eugene Water and Electric Board: Stated that it is not enough to recruit women and minorities if they are not provided an environment where they can succeed. Many women are silent about the treatment they have received; she endured harassment, sexual harassment and physical assaults on a daily basis. She urged the Council to stand up and say that this is not acceptable. She added that this is also about future opportunities for all women in the trades.

Jennifer Vandatta, Journeyman Carpenter, Service Rep for the Carpenters Union: Stated that her apprenticeship experiences were similar to those of other testifiers and she encouraged the Council to have a loud voice in support of equal rights for women in the trades. She suggested consulting with women about how to recruit and retain women in the trades.

Cristi Sawtell, Journeyman Lineman, Bonneville Power: Stated that she was verbally and sexually harassed throughout her apprenticeship. Zero tolerance policies are and will continue to be abused until personal accountability is required. Standard competencies are needed but questions remain: Who is evaluating the apprentice? Who is held accountable for teaching the apprentice to ensure they meet the competencies?

Melinda Nichols, Apprenticeship Program Manager, Washington State Labor and Industries: Stated that she endured similar treatment throughout her career as a tradeswoman. Doing the job is not the hard part, it is convincing others that a woman can do the job. Everyone belongs and has a right to a harassment-free workplace and pride in the work they do.

Connie Ashbrook: She called for action from Council members and urged them to rise to the challenge. Their leadership will set the tone for apprenticeship in Oregon.

Jenna Smith, Lineman Apprentice: State that she agreed that leadership will set the tone for what is acceptable.

Council members confirmed that all people deserve an equal opportunity, and that apprenticeship is a chance for any individual to better themselves. Discrimination and harassment exist because people in leadership roles are not willing to take an active position to end it. While many programs are working hard to ensure that all apprentices are treated fairly and equally, Council members concurred with the need to send a clear message to the entire apprenticeship community that harassment and discrimination will not be tolerated.

Additional written testimony from tradeswomen was received and provided to Council members for review. Chair Avakian cautioned members not to read the written testimony if it directly pertains to facts in cases pending before the Council.

### XVIII. Adjournment

The meeting adjourned at 12:22 p.m.

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**MERITORIOUS SERVICE AWARD:**

<u>MA</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>	<u>YEARS</u>
1061	TRI MET HEAVY DUTY BUS MECHANIC JATC	GREG HALEY	6
2002	CENTRAL LINCOLN PUD LOCAL TATC	NANCY EASTHAM	19
2002	CENTRAL LINCOLN PUD LOCAL TATC	RICHARD OLIVER	10
2015	AREA II PLUMBERS JATC	JON MAUPIN	20
2015	AREA II PLUMBERS JATC	JERRY STEVENS	9
2015	AREA II PLUMBERS JATC	FRANK BEHNKE JR	8
2020	AREA II LTD ENERGY ELECTRICAL JATC	DAVID L KOHLS	20?
4016	AREA IV INSIDE ELECTRICAL JATC	DAN BEAN	12
5002	JACKSON COUNTY MILLWRIGHTS JATC	LANCE REPP	9
6012	UTILITY ELECTRICAL WORKERS JATC	RYAN COREY	3
6012	UTILITY ELECTRICAL WORKERS JATC	RON FURRER	39
7024	KLAMATH BASIN INSIDE ELECTRICIAN JATC	LAWRENCE HAND	14
7024	KLAMATH BASIN INSIDE ELECTRICIAN JATC	DON GRUENER	12
7024	KLAMATH BASIN INSIDE ELECTRICIAN JATC	CRAIG JAY LONG	8

**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>
1061	C	P	R	TRI MET HEAVY DUTY BUS MECHANIC JATC	ROBERT BROOKS
1061	M	P	R	TRI MET HEAVY DUTY BUS MECHANIC JATC	TOM PRYOR
1061	M	A	R	TRI MET HEAVY DUTY BUS MECHANIC JATC	SCOTT MICKELSON
1078	M	A	E	TRI MET RAIL MAINT/VEHI/MECH/TECH JATC	SALVADOR ALVARENGA
1078	M	A	E	TRI MET RAIL MAINT/VEHI/MECH/TECH JATC	DAVID HARVEY
1095	M	A	E	LEUPOLD & STEVENS OF BEAVERTON JATC	BRENDA BROWN
1121	M	P	R	BLUE HERON PAPER COMPANY JATC	DAVE TROUTMAN
1121	M	P	R	BLUE HERON PAPER COMPANY JATC	STEVE HELGERSON
2002	M	P	R	CENTRAL LINCOLN PUD LOCAL TATC	MATT HILLEBRAND
2015	M	A	E	AREA II PLUMBERS JATC	HANS RANDKLEV
2020	M	A	R	AREA II LTD ENERGY ELECTRICAL JATC	STEVE BAPTISTE
2020	M	P	E	AREA II LTD ENERGY ELECTRICAL JATC	DALE YOUNG
2037	M	P	E	OREGON FRUIT PRODUCTS JATC	JERRY ISAAC
3004	M	A	R	LANE COUNTY INDUSTRIAL ELECTRICAL JATC	STEPHEN BRAINARD
3025	M	A	R	AREA III SHEET MTL/HVAC ENV SYS JATC	CHRIS OSHEEDY
4016	M	A	E	AREA IV INSIDE ELECTRICAL JATC	FRANK ELIAS
5001	M	P	E	CRATER LAKE ELECTRICAL JATC	JON FLEGEL
5012	M	A	E	AREA V (ROGUE VALLEY) PLUMBERS JATC	JOHN VAUGHN
5012	M	A	R	AREA V (ROGUE VALLEY) PLUMBERS JATC	LANCE SHIELDS
5012	M	A	R	AREA V (ROGUE VALLEY) PLUMBERS JATC	RYAN HUKILL
6012	M	P	R	UTILITY ELECTRICAL WORKERS JATC	STEVE FERRARO
6012	M	P	R	UTILITY ELECTRICAL WORKERS JATC	DAVID O'NEILL
6012	M	A	E	UTILITY ELECTRICAL WORKERS JATC	PAT MCCLUSKEY
7004	M	P	R	CENTRAL OREGON TATC	MARC CHRISTMAN
7005	M	P	E	AREA VII PLUMBERS JATC	TERRY CHRISTENSEN
7024	M	P	E	KLAMATH BASIN INSIDE ELECTRICIAN JATC	BRIAN COLEMAN