

OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL

September 17, 2009

Meeting Minutes

Superior Aircraft Maintenance, Inc.

3650 Biddle Road

Medford, Oregon 97504

I. Call to Order

Chair Brad Avakian called the meeting to order at 10:05 a.m. The Chair expressed his pleasure at being able to hold an Apprenticeship Council meeting in Medford, noting that southern Oregon is very important to the State's economy and to the State's economic vitality.

Apprenticeship Representative Ree Ayres announced that Medford will be holding their 7th annual Rogue Valley Business Resource Fair on Saturday, October 3rd. This is a free information event for small business owners and those thinking about becoming entrepreneurs and is a special opportunity to get free consultations and attend seminars on topics critical to small businesses, including apprenticeship information. Information booths will be staffed by representatives from banking, insurance and government as well as local trade organizations.

II. Introductions

Council members:

Brad Avakian	Oregon Labor Commissioner		
Paul Hill	Public Member	Nelda Wilson	Trades Employee
Jason Landon	Trades Employer	John Rozell	Trades Employer
Ken Fry	Trades Employee	Mike McFall	Industrial Employee
Bob Rogers	Public Employee	Bob Ferguson	Industrial Employer

Staff members:

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

Apprenticeship Representatives:

Tamara Boyd	Portland	Elizabeth Farmer	Eugene
Larry 'Will' Williams	Portland	Tony Cracolice	Eugene
Roseanna Ayres	Medford	Richard Petersen	Portland

III. Welcome

Chair Avakian welcomed attendees and thanked Superior Air Maintenance, Inc. for hosting the meeting.

Joe Keith, President, welcomed everyone to southern Oregon and spoke briefly about Superior Air, their business operations and their reasons for participating in a registered apprenticeship program.

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

A. Correction to June 2008 Council meeting minutes

Agenda item XI. D. Director's report - The June 2008 Council meeting minutes were corrected to read:

"Celebrate Oregon: Director Simms reported that Oregon will be **150** next year and the State will be holding Celebrate Oregon festivities throughout the year."

M/S/C unanimously by voice vote to approve the 2009 minutes as submitted and the June 2008 Council minutes as amended.

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V. Reports

A. Rules and Policy Subcommittee

Rules and Policy Subcommittee Chair Mike McFall requested that Director Simms give the subcommittee report.

Mr. Simms reported that two of the Rules and Policy agenda items required a vote and are included under the Consent Agenda:

- Related instruction requirements: The subcommittee recommended reaffirmation of OAR 839-011-0084 and Council action taken in September 2006, regarding the requirement for certified curriculum to apply to both new and existing programs and new and revised standards submitted to Council.
- Affirmative Action Goals & Timetables: The subcommittee recommended continued use of the goals and timetables expectations adopted at the December 2007 Council meeting.

Affirmative Action Task Force - Phase II recommendations approved by Council June 2009:

- Independent Apprenticeship Website: Bids for design and development proposals are due by September 21, 2009.
- Cultural Competency/Diversity Training: As part of related training, all committees are required to have training in place by June 30, 2010. A work group will be reconvened to discuss minimum requirements for such training. In the interim, discussions have taken place with the Office of Community Colleges and Workforce Development (CCWD) and individual community colleges regarding possible assistance and support to deliver the training.
- Mentoring: Each program will adopt one mentoring strategy as a part of its affirmative action plan by January 1, 2011. The mentoring work team and core group will meet on September 14 to discuss the recommendation.
- Outreach: Common branding and logos will be developed that all programs can use to promote apprenticeship. The outreach and website work groups will likely reconvene in the next month to review progress.

Next Affirmative Action Task Force Meeting: September 25, 2009, 2:30 p.m., location TBA.
Committees were urged to contact Mr. Simms if interested in hosting the meeting.

Average Journey Wage Calculations: Proposed guidelines were presented and guidance from the subcommittee was requested. Staff will incorporate recommendations into the guidelines for subcommittee review in December 2009.

Selection Methods: Discussion revolved around how to design fair, equitable, and quantifiable selection methods to ensure that committees get the best people and that everyone has equal opportunity to obtain apprenticeship training.

Fringe Benefits & PWR/Apprenticeship Standards: State and federal laws were reviewed. The Council made a decision several years ago not to include fringe benefit information in the standards based upon the belief that apprenticeship goes beyond prevailing wage work.

Some committee are now requesting amendments to their standards to include fringe benefit language stating that apprentices will be paid fringe benefits in accordance with the collective bargaining agreement or pursuant to the appendix to the Oregon BOLI/PWR Handbook, whichever is greater. Mr. Simms and the Federal Wage and Hour Division have discussed and agreed upon the proposed revisions.

The subcommittee recommended that committees adopt the proposed fringe benefit language into their standards if they have an order from the Labor Commissioner stating that paying apprentices a

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percentage of the fringe benefit is a prevailing practice in their occupation and that the division be given authority to administratively revise standards at the committee's request.

B. Standards Review Subcommittee

Subcommittee Chair Ken Fry requested that Director Simms give the subcommittee report.

The subcommittee had an extended discussion on ratio issues regarding Oregon Department of Correction (DOC) programs. Both DOC committees proposing new standards this quarter have since withdrawn their application due to uncertainty about the ratio issue.

ORS 660.142 states that the Council may make exceptions to the journey worker wage scale and to the minimum ratio of journey workers to apprentices for programs operated by the DOC. There are currently 4 approved DOC standards with a ratio of three apprentices to one journey worker. This is opposite most other registered apprenticeship programs in Oregon where the ratios are typically reversed.

Council members and the apprenticeship community expressed their concerns regarding the issue being discussed each time a proposed DOC program is submitted for approval.

Council Member Fry believes that additional discussion is needed regarding whether the correction's programs are truly apprenticeship programs or types of trainee programs. Mr. Fry believes that individuals completing a prison program should get some acknowledgement for their training but questions whether they should receive full apprenticeship credit for their training.

Further discussion will take place at the December 2009 subcommittee to establish and recommend a position on the issue.

Late Submittal Request - none

Items Recommended for Contingent Approval

- 1028 Portland Sheet Metal Workers JATC – contingencies met, moved to Consent Agenda
Revised Standards
Sheet Metal Worker
- 1093 SP Newsprint Co – Pacific Region TATC – contingencies met, moved to Consent Agenda
New Standards
Limited Energy Technician B
Revised Standards
Manufacturing Plant Electrician
Millwright
- 3001 Central Electrical JATC – contingencies met, moved to Consent Agenda
Revised Standards
Inside Electrician
Limited Energy Technician A
Limited Residential Electrician
- 1123 Intel Industrial Electrical JATC – contingencies met
Revised Standards
Limited Energy Technician B
Limited Maintenance Electrician
Manufacturing Plant Electrician

M/S/C unanimously by voice vote to move MA 1123 revised standards to the Consent Agenda.

3. Contingencies Not Met - none

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~~1123 Intel Industrial Electrical JATC – moved to contingencies met, request to move to Consent Agenda ↗~~

~~Revised Standards
Limited Energy Technician B
Limited Maintenance Electrician
Manufacturing Plant Electrician~~

4. Deferred Items

~~Willamette Valley JATC
New Standards/New Committee
*Limited Building Maintenance Electrician~~

Per notice from committee representatives on September 16, 2009, the application is withdrawn.

~~1144 Oregon LBME JATC
New Standards
*Limited Building Maintenance Electrician~~

Per notice from committee representatives, the application is withdrawn.

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. Legislative and Budget Update
- b. Internal Review**
- c. Affirmative Action – Expectations re: goals & timetables**

3. Follow-ups from Previous Council Meetings

- a. Calculation of Average Journey Wage – Discussion
- b. Selection Methods – Update
 - i. Use of Exceptions/Alternating Employer Choice
 - ii. Use of GED and High School Diploma as minimum qualifications and scoring criteria

c. Kliewer Hearing – Report

4. Fringe Benefits & PWR

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5. Team Awareness Training
 6. 29 CFR 29 Amendment – Status Report
 7. Multi-State Reciprocal Agreement – Status Report
 8. Correspondence
 9. Council and Subcommittee Meeting Dates
 10. Good of Apprenticeship
- B. Standards Review Subcommittee
1. Staff Reports
 - a. Late Submission Requests - *none*
 - b. Reciprocal Standards – Discussion
 2. Follow-Up Reports from Previous Council Meetings
 - a. Contingencies Met
 - 1016 Oregon/SW Washington Drywall Finishers JATC (Jun 09)
Revised Standards
Drywall Finisher (Taper)
 - 1024 Western Oregon/SW WA Painters JATC (Jun 09)
Revised Standards
Painter
 - 1082 Tillamook County Outside Electrical JATC (Jun09)
Revised Standards
Line Installer/Repairer
Meterman
 - 1133 Clatskanie PUD JATC
Revised Standards
Lineman
 - 3021 Southwestern Oregon Roofers JATC (Mar 09)
Revised Standards
Roofer
 - b. Inactive Standards - Extension Requested
 - 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**

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Manufacturing Plant Electrician

1121 Blue Heron Paper LLC JATC
Manufacturing Plant Electrician

7003 Central Oregon Outside Electrical JATC
Substation Electrician

Action deferred to the December 2009 subcommittee meeting. Committee representation required.

7012 Warm Springs TATC (Committee/Standards)
Carpenter

Action deferred to the December 2009 subcommittee meeting. Committee representation is required to discuss the issues raised and show cause why the committee and standards should not be dissolved.

c. Inactive Standards - Dissolution Requested

2009 Mid-Willamette Industrial TATC
Dissolution of Standards – Committee Request
Industrial Welder

3. Committee Submittals

a. Minimum Guideline Standards - *none*

b. New Standards/New Committees (*withdrawn under Agenda Item V ↗*)

c. New Standards/Current Committees (*listed for discussion under Agenda Item VII ↗*)

d. Committees Submittals – Other

1015 Oregon & SW Washington Cement Masons JATC
Affirmative Action Goals & Timetables
❖ Cement Mason

1017 OR & SW-WA Glaziers, Architectural Metal and Glass Workers JATC
Affirmative Action Goals & Timetables
❖ Glazier

1028 Portland Sheet Metal Workers JATC
Revised Standards
❖ Sheet Metal Worker
Affirmative Action Goals & Timetables
❖ Sheet Metal Worker

1057 OR SW-WA Carpenters JATC
Affirmative Action Goals & Timetables
❖ Carpenter
❖ Exterior/Interior Specialist
❖ Millwright
❖ Pile Driver
❖ Scaffold Erector

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Compliance Review (POAA, Jun 2008 – Jun 2009)

- ❖ Carpenter
- ❖ Exterior/Interior Specialists
- ❖ Industrial Maintenance Millwright (**PO only**)
- ❖ Millwright
- ❖ Pile Driver
- ❖ Scaffold Erector

1070 OR SW-WA NW-CA Plumbers JATC

Affirmative Action Goals & Timetables

- ❖ Plumber

Compliance Review (POAA, Jan 2008 – Jun 2009)

- ❖ Plumber

1071 OR SW-WA NW-CA Steamfitters JATC

Affirmative Action Goals & Timetables

- ❖ Steamfitter

Compliance Review (POAA, Jan 2008 – Jun 2009)

- ❖ Steamfitter

1093 SP Newsprint Co – Pacific Region TATC

New Standards

- ❖ Limited Energy Technician B

Revised Standards

- ❖ Manufacturing Plant Electrician
- ❖ Millwright

1123 Intel Industrial Electrical JATC

Revised Standards

- ❖ Limited Energy Technician B
- ❖ Limited Maintenance Electrician
- ❖ Manufacturing Plant Electrician

3001 Central Electrical JATC

Revised Standards

- ❖ Inside Electrician
- ❖ Limited Energy Technician A
- ❖ Limited Residential Electrician

3019 Area III Inside Electrical JATC

Revised Standards

- ❖ Inside Electrician

3025 Area III Sheet Metal/HVAC Environmental Systems JATC

Revised Standards

- ❖ Sheet Metal Worker

Affirmative Action Goals & Timetables

- ❖ Environmental Control System Service/Installer
- ❖ Sheet Metal Worker

5006 South Central Oregon Sheet Metal JATC

Affirmative Action Goals & Timetables

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- ❖ Sheet Metal Worker

**6040 Columbia Gorge JATC
Compliance Review (PO, first year review, Jun 2008 – Aug 2009))**

- ❖ Limited Maintenance Electrician
- ❖ Manufacturing Plant Electrician
- ❖ Sheet Metal Worker

e. Dissolution of Committees and Standards - *none*

f. Other - *none*

4. Items Requiring Council Ratification

a. Administrative Conversions/Revisions

1024 Western Oregon SW WA Painters JATC
Administrative Revision (geographic area) **Effective 7-20-09**
❖ Painter

1074 Oregon/Columbia Carpenters JATC
Administrative Revision (geographic area) **Effective 7-21-09**
❖ Carpenter

1100 Protective Signaling JATC
Administrative Revision (6500-hr card) **Effective 5-20-09**
❖ Limited Energy Technician – A

1135 North Coast Industrial Trades JATC
Administrative Revision (geographic area) **Effective 8-5-09**
❖ Industrial Maintenance Millwright

1244 North Coast Electrical JATC
Administrative Revisions (geographic area) **(Pending wage update)**
❖ Industrial Plant Electrician
❖ Inside Electrician
❖ Limited Maintenance Electrician

b. Administrative Corrections

1057 Oregon SW Washington Carpenters JATC
Administrative Correction (ratio) **Effective 3-17-05**
❖ Pile Driver

1180 USW & O-I, Portland JATC
Administrative Correction (wage schedule) **Effective 6-15-09**
❖ Mold Maker

M/S/C to approve the Consent Agenda:

Mr. Ferguson	Yes	Dr. Hill	Yes
Mr. Landon	Yes	Mr. McFall	Yes
Mr. Rogers	Yes	Mr. Rozell	Yes
Ms. Wilson	Yes	Mr. Fry	Yes

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VII. Subcommittee Items Forwarded to Full Council

A. Rules and Policy Subcommittee

1. Unemployed Apprentices – Proposed parameters for new registrations - *Discussion*

Due to the statewide economic recession, there are many unemployed apprentices in the State of Oregon. There are approximately 6,400 Oregon apprentices currently registered, compared to almost 8,000 active registrations at the same time last year. More apprentices are being laid off due to the lack of work each week.

Committees are asking to indenture new apprentices despite a lack of work for them in order to retain their contract with related training providers and/or to help maintain a pool of individuals for their future workforce. These requests become a larger issue when committees want to put the newly registered apprentices to work prior to dispatching out-of-work apprentices, creating a basic fairness issue for the current apprentices.

The subcommittee concluded that there is a need:

- to provide a mechanism to keep apprentices in the pipeline for future work needs;
- to be sensitive to related training contractual issues;
- for committees to establish clear reemployment policies and procedures; and
- to limit the ability to indenture apprentices when there is no work.

The Council then debated the following issues and potential solutions:

- Create unemployment policies with respect to:
 - indenturing a limited number of new apprentices for related training contract purposes and for future work needs;
 - ensuring new indentures receive some on-the-job training in addition to related classroom training;
 - ensuring re-employment to for existing apprentices prior to new indentures;
- Guidance is needed for:
 - Unemployed, late term apprentices who are not progressing as quickly as other apprentices.
- Related training issues:
 - sponsors and related training providers need to be involved;
 - size of the program will make a difference;
 - larger programs have the ability to be more creative with their related training;
 - sponsors need to design and present solutions that will address their individual problems;
 - related training creativity is needed, possibly combine related training with other programs.

Additional discussion will be held at the December subcommittee meeting.

2. Muhoberac Request for Reconsideration

The termination of former apprentice Martin Muhoberac's apprenticeship agreement was reviewed at the June 2009 Council meeting. The Council determined that the Stationary Engineer's Joint Apprenticeship and Training Committee did not violate any rules, policies or procedures in terminating Mr. Muhoberac.

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An email from Mr. Muhoberac was received by the Division on July 31, 2009 requesting reconsideration of the Council's decision. His request did not include specific reasons in support of the request.

Mr. Simms spoke with Mr. Muhoberac and summarized his reasons for requesting reconsideration. Council members were provided with written details of Mr. Muhoberac's allegations and Council's options in the matter.

The subcommittee recommended that the Council take no action on Mr. Muhoberac's request for consideration.

Chair Avakian stated that he would like to see the issue resolved and encouraged the Council to make motion to either accept Mr. Muhoberac's request for reconsideration or to deny the request.

M/S/C unanimously by voice vote to deny Mr. Muhoberac's request for reconsideration.

B. Standards Review Subcommittee

All items were resolved either by meeting the contingencies prior to the Council meeting and were moved to the Consent Agenda or were withdrawn by the sponsors.

VIII. Items Requiring No Council Action

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

IX. Meritorious Service Awards – *attached*

Special recognition went to Daniel Kowitz for 24 years service to Lane County Industrial Electrical JATC.

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 this quarter*

XIII. Policy and Staff Briefing

A. General Council - *none*

B. OSATC Member Reports - *none*

C. Commissioner's Report

Chair Avakian addressed the following issues:

Prevailing Wage: The prevailing wage survey mailing has been postponed pending revisions to the survey. The Prevailing Wage Advisory Committee has been reviewing a number of proposed revisions to the survey and has come up with nine recommendations to enhance the survey process. A public hearing will be held on September 24, 2009 to receive public comment on the recommendations. Recommendations include:

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- online reporting
- auditing process for:
 - contractors information
 - analyzing the data system
- eliminate peak week, replace with full year data collection

The Commissioner stated that he is considering moving the survey from an involuntary to a voluntary system. This idea has not yet been addressed by the Advisory Committee. He noted that Oregon is one of only two states that require that the surveys be turned in, and penalizes contractors who do not.

The Commissioner will make final decisions regarding the proposed survey shortly after the September 24 meeting. A new survey should be available the beginning of 2010 with new prevailing wage determinations following.

Legislative Session: The past Legislative Session did not include any new regulations that would directly affect the Council or registered apprenticeship.

While most state agencies, including the Bureau, received approximately a 16% budget cut, the Bureau was able to work with Legislative leaders to restore many of the positions that were eliminated, resulting in a net budget reduction of just over 2.5%. The Legislature made decisions to restore some of the positions slated for elimination and to begin reinvesting in areas that have experienced historical cuts over the last 20 years at the Bureau. The Bureau hopes to begin the process of restoring additional positions that have been cut over the years during the next legislative session.

Restoration of Career Education Classes to the Public Education System: Although the proposed bill to restore career education classes to middle and high schools failed, the Commissioner strongly supports the concept as a critical piece to Oregon's workforce development system. The restoration of classes would support community college programs and union and non-union apprenticeship programs by clearly providing students with a career pathway in their more formative years. The bureau continues to pursue the concept with the Governor's Office and the Legislature.

D. Director's Report

Council members were thanked for attending and for participating in the subcommittee meetings.

The division continues to be short-staffed with two vacant, soon to be filled apprenticeship representative positions and is pleased that the Southern Oregon apprenticeship representative position was restored. Director Simms added that Apprenticeship Representative Ree Ayres has a great relationship with the employers in Southern Oregon and that these relationships are key to growing apprenticeship.

Southern Oregon poses unique opportunities as the economy improves, such as a growing aerospace and health care industry. Employment in the occupations that support these industries will continue to grow and that future workforce will be fueled by technical instruction in high schools that the Commissioner spoke of in his report. Paul Joiner, Apprenticeship Integration Coordinator, hopes to work with the Southern Oregon school districts in the near future, to set up technical programs for students in traditional and non traditional careers, such as construction, manufacturing, aerospace and health care. The importance of employer support for such programs was noted.

1. Corvallis High School/Oregon Laborers' Pre-Apprenticeship Training Program – *presentation*

Presenters: Paul Joiner, ATD; Donna Keim, Corvallis High School District; Aida Avanda, Oregon Laborers JATC – MA 1058

Mr. Joiner worked with the Al DeVita - Training Coordinator, Oregon Laborers JATC and the Corvallis High School District to develop a training program for students. The Oregon Department of

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Education (ODE) provided funding for the program, but the dedication from the training center and the school district is really what made the program possible. Fifteen students applied to the program, including four female and four minority applicants. Six of the applicants were seniors, eight were juniors, and one was a sophomore. The program has been successful as two of the seniors are now indentured in the Laborers training program.

A short video of the high school training program was played for Council, staff and audience members.

Ms. Keim described the key components that made the program successful:

- utilize personnel resources available – ATD, apprenticeship program;
- obtain a Service Learning Grant;
- elect a “point person” from each school for decision making;
- find a week (or a day or two) for training that is acceptable for staff (one day/week in the fall and one in the spring);
- tie the second week into a community service learning project;
- change the culture of apprenticeship to be an acceptable alternative to college (apprenticeship/work first, college later);
- student advertising, best voice for apprenticeship; and
- consistent standards for all programs and apprentices.

Ms. Avanda thanked Ms. Keim, Mr. Joiner, and Mr. DeVita, for making the program a reality. She stated that success of the program depends on getting the information out to the high school students. Many are unaware that apprenticeship opportunities exist and may be a better option for them than college. The students had fun and applied much of what they learned to their math, science and writing skills.

Commissioner Avakian commended the program and all who worked to make it happen.

Discussions are being held with respect to the possibility of encompassing Albany and Lebanon School Districts into the program. Mr. Joiner has also talked with Dave Baker, Central Electrical JATC – MA 3001 and Oregon SW Washington Carpenters – MA 1057 about being a part of the program.

XIV. Reports

- A. Washington State Apprenticeship Council - *none*
- B. Apprenticeship Training, Employer and Labor Services (OATELS) – U.S. DOL - *none*
- 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 2 at 9:30am, PSOB Rm 1B
Standards Review Subcommittee	December 2 at 1:00pm, PSOB Rm 1B
Council	December 17 at 10:00 am, Northwest College of Construction (Portland)

XVII. Good of Apprenticeship

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Public comment:

Cary Brennan, Klamath Basin Inside Electrician JATC and Ed-Pat Electric, Klamath Falls, Oregon stated that it is difficult to attend the subcommittee meetings when they are five hours away, noting that it is time consuming and costly. Concerns:

- Affirmative action goals and timetable - easy to set, difficult to meet;
- Out-of-work apprentices – due to the economy apprentices have transferred in because of the economy, creating a larger out-of-work list;
- Instructor/related training issues – difficulties in keeping class time and instructors paid. Instructors have taken cut in pay due to lack of work and fewer apprentices;
- Not being able to hire new apprentices due to lack of work;
- Ranking methods sometimes eliminate the most interested individuals;
- Prevailing wage survey requirements.

Council Member Rozell encouraged Mr. Brennan to attend the subcommittee meetings if possible and to connect more with the apprenticeship community to see that others have the same concerns/issues. He noted that the subcommittees and the Council look for genuine effort on the part of the committees and are open to creative solutions to unique problems that a committee may have, adding that the subcommittee and the audience may be able to offer guidance from their experience. He commended Mr. Brennan and others in the apprenticeship community who make the effort to stay involved in all aspects of training.

Mr. Simms acknowledged the need to provide more support to Southern Oregon programs as well as Klamath Community College and stated that he would be in contact with Mr. Brennan in the near future.

Commissioner Avakian acknowledged the problem of adequately serving the apprenticeship community outside of the Valley, stating that he appreciates their dilemma with respect to the need for new jobs, affirmative action goals and timetables. He added that the Council is continually trying to find ways to help the committees succeed under the standards in place.

Good of Apprenticeship:

Vicki Bash is retiring after 30 years of employment with BOLI and was commended for her dedication and service to the bureau and the public. Ms. Bash has worked under several Commissioners and with the Apprenticeship and Training Division three times over the years. The Commissioner and Mr. Simms thanked her for her service to the Bureau and the State and she was recognized by those in attendance.

XVIII.Adjournment

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MERITORIOUS SERVICE AWARD:

<u>MA</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>	<u>YEARS</u>
3004	LANE COUNTY INDUSTRIAL ELECTRICAL JATC	DANIEL N KOWITZ	24
3015	AREA III PLUMBERS JATC	JOE BARNES	17
3038	LANE/DOUGLAS COUNTIES CARPENTERS JATC	JIM SLY	8
5002	JACKSON COUNTY MILLWRIGHTS JATC	RANDY BREEDLOVE	6
5002	JACKSON COUNTY MILLWRIGHTS JATC	RON PEARSON	4
6008	ONTARIO TATC	DENNIS SEWARD	11
6008	ONTARIO TATC	RICHARD MORAN	10
6008	ONTARIO TATC	JERRY ZIEGLER	10
6008	ONTARIO TATC	MARLIN JOHNSON	9

CERTIFICATE OF APPRECIATION:

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

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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>
1023	M	A	R	PORTLAND OUTSIDE ELECTRICAL WORKERS TATC	LARRY HANVILLE
1028	M	P	E	PORTLAND SHEET METAL WORKER JATC	DENNIS DOVER
1038	M	A	R	AREA I PLUMBERS JATC	JOEL DIRICKSON
1046	M	A	E	AREA I INSIDE ELECTRICAL JATC	NICK JACKSON
1047	M	A	E	OREGON-SW-WASHINGTON ELEVATOR INDUSTRY JATC	LANCE HILGER
1050	M	P	R	GREATER PDX ROOFERS & WATERPROOFERS JATC	TONY FREAS
1050	M	A	R	GREATER PDX ROOFERS & WATERPROOFERS JATC	DANIEL MUNOZ
1050	S	P	R	GREATER PDX ROOFERS & WATERPROOFERS JATC	JOHN PARADISE
1050	M	A	E	GREATER PDX ROOFERS & WATERPROOFERS JATC	ENRIQUE JIMENEZ
1058	M	P	R	OR LABORERS JATC	HANK LANE
1123	M	A	E	INTEL INDUSTRIAL ELECTRICAL JATC	PAT CHRISTENSON
1123	M	A	R	INTEL INDUSTRIAL ELECTRICAL JATC	PHIL SARIKAS
1126	M	P	E	RENEWABLE ENERGY JATC	SCOTT GOHAN
1140	M	P	R	IAMAW & SWAN ISLAND DAIRY JATC	BOB DALTON
1140	M	A	R	IAMAW & SWAN ISLAND DAIRY JATC	JASON BATES
1140	M	P	E	IAMAW & SWAN ISLAND DAIRY JATC	STEVE OSTERHOUT
1140	M	A	E	IAMAW & SWAN ISLAND DAIRY JATC	TRAVIS FROHREICH
1180	M	P	E	USW & O-I, PORTLAND JATC	JOHN ALLEN
1180	M	A	R	USW & O-I, PORTLAND JATC	BLAKE MCCARRICK
2015	M	P	E	AREA II PLUMBERS JATC	STEVE WOLFE
2023	M	A	R	OREGON COLUMBIA LABORERS JATC	SONDRA JAMESON SHARON MAXWELL- HENDRICKS
2023	M	A	R	OREGON COLUMBIA LABORERS JATC	HENDRICKS
2026	M	P	R	MID-VALLEY HVAC JAC	ART BENNETT
2026	M	A	E	MID-VALLEY HVAC JAC	ROBIN WILEY
3001	M	P	E	CENTRAL ELECTRICAL JATC	TIM FREW
3004	M	A	E	LANE COUNTY INDUSTRIAL ELECTRICAL JATC	MARK TOLLEN
3015	M	P	R	AREA III PLUMBERS JATC	SHANE WHITTED
3019	M	A	E	AREA III INSIDE ELECTRICAL JATC	SHILO FITZHENRY
4011	M	A	E	ROSEBURG INDUSTRIAL ELECTRICAL JATC	BRADLEY THOMPSON
4016	M	A	R	AREA IV INSIDE ELECTRICAL JATC	GARY SWANSON
5002	M	A	E	JACKSON COUNTY MILLWRIGHTS JATC	GLENN NUGENT
5007	M	A	R	SOUTHERN OR ELECTRICAL UTILITIES JATC	PABLO ARRONTE
5021	M	A	R	POWER LINE CLEARANCE TREE TRIMMERS JATC	JOE RAMIREZ
6011	M	A	E	BLUE MOUNTAIN TATC	BENJAMIN GUNNING
6020	M	P	E	BOISE CASCADE/WCIW NE-OR TATC	BOB CLEVELAND
6020	M	A	E	BOISE CASCADE/WCIW NE-OR TATC	LINDSEY PIERCE
7005	M	P	E	AREA VII PLUMBERS JATC	SHAWN ANASTASIO
7010	M	A	E	BURNS-HINES TATC	ROBB KEENEY
7013	M	P	R	CENTRAL OREGON SHEET METAL JATC	CHUCK POWELL
7016	M	A	E	KLAMATH BASIN INDUSTRIAL TATC	JOHN DOWLING