

**Minutes of SAAC Meeting 1-19-06**  
**(5<sup>th</sup> Council Meeting)**

**Members in Attendance:** Jim Pruitt, Lori Blake, Al Herndon, James Nolan, Jerry Thomas, Billy Campbell, Henry Gonzalez, Cindy Johnson, Donna Beasley

**Members Absent:** John Spinella

**Staff in Attendance:** Dr. Bonnie Marmor, Nancy Cordill, Steve Campora, Bill Lauver, Joe Daly, Rob Grisar, Cindy Durant, Jon Goins, Charles Perez, Valvery Hillsman, Richard Melton [USDOL].

**Welcome/Introductions**

Dr. Bonnie Marmor called the meeting to order at 1:07 pm. She welcomed attendees and thanked Dutch Harold and the United Association for hosting the meeting. She then welcomed Donna Beasley as the new member of the Council and introduced other council members to attendees. DOE staff and Richard Melton from the USDOL were also introduced.

**Approval of October 27, 2005 Minutes**

Dr. Marmor requested a motion to accept the minutes of the October 27, 2005 meeting. Mr. Nolan so moved and Mr. Gonzalez seconded the motion. Ms. Blake provided corrections to the minutes, said corrections were noted, and the motion to accept the minutes as amended was passed unanimously.

**Follow-up from October 27<sup>th</sup> Meeting**

The SAC requested information and further explanation of the following topics:

- **LEA Accreditation & Audit Requirements**

Ms. Cordill gave a brief outline of the accreditation and auditing processes and indicated a PowerPoint presentation covering the information will be available on the DOE/Apprenticeship web site. Ms. Cordill indicated there are two accrediting agencies: (1) Southern Association of Colleges and Schools (SACS) the recognized accrediting organization for Community Colleges, Universities and private post-secondary institutions. The institutional requirements and program standards are established by SACS and are non-negotiable. An in-depth explanation of the standards is available at <http://www.sacs.org> (2) The Commission on Occupational Education (COE) is the recognized accrediting organization for Technical Centers. When an institution is due for an accrediting visit from either organization, all aspects of the institution are reviewed according to the accrediting organization standards.

The institution must provide documentation it is meeting the standards. The standards for COE are available at <http://www.council.org>. Ms. Cordill emphasized the requirements are not arbitrary and apprenticeship sponsors may be asked to provide documentation to the LEA. Accreditation affects, among other things, institutional prestige and credibility, ability to attract students and qualification for Title IV funds through Pell grants. SACS and COE reaffirm institutional accreditation on the average of every five to ten years.

Institutional program audits are performed by local and state auditors. Student records are reviewed for registration information, collection of fees, reporting of student progress, etc. Institutions are required to provide student records that demonstrate they are following state laws and rules that apply to the educational program. Ms. Cordill indicated it is possible for funds to be taken back from LEA's by the state or federal government as a result of such audits.

- **Sunshine Law Requirements**

Mr. Campora reported on his research regarding meeting notices. He noted that some boards are held more strictly to notification requirements due to their authority and role in government. He indicated that, since this board is only advisory in nature, requirements are less restrictive. As to the issue of notice of meetings of the committees, per Mr. Campora's information from the Governor's office, such notice is not required.

- **Request for List of Trade Associations**

Mr. Campora reported that the Department is still compiling the list. He indicated the list of Trade Associations is much broader than first envisioned and that work is being done to seek information on trade associations other than traditional construction trades.

- **Affirmative Action Contacts**

Mr. Campora indicated that progress is being made on compiling such a list but that these need to be local contacts. He noted that these contacts will assist in generating applications from minorities and women and to help in outreach and recruitment efforts.

- **Veterans Transition Contacts**

Mr. Campora noted that the Department recently issued its policy on returning apprentices, including returning veterans, and their right to reinstatement within five years. He continued by questioning how the apprenticeship community can reach

military veterans mustering out, including reservists and National Guard. He pointed out these groups leave the services in different ways and in many different locations. He believes, however, they are likely to be particularly receptive to becoming an apprentice and making a career change at mustering out. He suggested that one strategy would be to make information relative to apprenticeship available. Mr. Campora noted that the One-Stop offices have veteran representatives who can help with this process. Dr. Marmor requested that by the next meeting products be completed for this outreach effort, e.g., a brochure, web site information and distribution. She stated that these efforts should be brought to closure with support of the committees. She asked that the apprenticeship representatives support central office staff in this effort.

Eric Kennedy [ABCI] commented that joint programs have contact with veterans through the Helmets to Hardhats program.

Steven Lindas [CFJTA] noted that his organization has used this program and receives veteran contacts via e-mail.

- **Rules and Regulations**

Mr. Campora reported on a one-day training session with the area representatives that was held in Tallahassee. Information from this session relating to updating of the rules will be given to the Rules and Regulations Committee. He stated that the three basic forms used to register an apprentice [apprentice agreement, action reporting form, and employer agreement] need reviewing. He reported on his efforts to obtain copies of documents used by other SAC (State Apprenticeship Council) states to compare with Florida's forms. Mr. Campora indicated this effort should take about another month to complete.

- **Web-Based Data System Update**

Ms. Cordill reported that the apprentice representatives spent a day in Tallahassee working on the data system. They used the system as if they were program sponsors. As expected, some glitches were found and these were taken back to the programmer responsible for developing the system. Mr. Campora added that the session with the representatives was only to simulate work on the system. The system, when completed, will be for the sponsors and each sponsor will only be able to work on his/her own program. Representatives will work with each of the sponsors to get them comfortable with the system. Dr. Marmor asked when the system would be available. Mr. Campora indicated that the goal was to have the system implemented by the end of the year. He said that representatives would work with the programs and the intention is to start slowly. He hopes to nail down dates by the next Council

session. Sponsor volunteers will be selected during the next month in each region to begin using the system. Dr. Marmor indicated her concern that parallel systems be used until the new system's viability is assured.

Eric Kennedy [ABCI] asked if electronic signature issues have been resolved. Mr. Campora replied that the legal aspect of the signature issue is a problem. Diane Messer [BCC] stated that electronic signatures are used on a daily basis in such areas as grants and finance. Mr. Melton [USDOL] reported that the use of electronic signatures has not been approved on a national level per his most recent conference call on this subject. Mr. Campora indicated problems do not exist regarding software or expense; the difficulty is the legal aspect and USDOL acceptance. Steven Lindas [CFJTA] stated that hacking is a concern at the federal level. Diane Messer [BCC] stated that the Governor's office had a project about such restrictions and the issue might be brought to his office. Cindy Johnson [SAAC] noted that the notary association with which she deals is also looking into this issue. Dr. Marmor asked that more information be obtained.

- **Contact with Representative Patterson's Office**

Dr. Marmor indicated the need to get on his calendar to arrange a follow-up meeting with him. She indicated she would take responsibility for this.

- **New Florida reBuilds Initiative**

Ms. Cordill reported on the recently announced Florida reBuilds program, a Governor's initiative. She indicated the initiative is an effort to counter the shortage of construction workers and the need for post-hurricane reconstruction. Money will come through the Agency for Workforce Innovation and the Workforce Development Boards. She gave a brief explanation of the program process and indicated that handouts explaining the program in-depth were available to the attendees. She indicated that the program requires close coordination between the RWB and the training providers. She also explained the advanced training portion of the program, which permits employers to send their employees to advanced training with a \$2,000 cap on reimbursement through the local RWB. Dr. Marmor added that the Florida reBuilds programs are short-term and have defined hours and competencies.

## **Committee Reports**

### **Rules and Regulations**

Ms. Blake reported for the committee on their conference call and stated that the information from that telephonic meeting was available on the information sheet at the back of the meeting room. She stated that she wanted to yield committee report time to

discuss the community college matrix. She also thanked Bill Lauver for his work with the committee. Ms. Blake reviewed Donald Payton's presentation on the matrix issue for the attendees, reading from Mr. Payton's statement at the prior meeting. She reported that she had talked to Representative Pickens' assistant, Ms. Hall, about this and that the issue revolves around portability of funding. Ms. Blake indicated she had also had contact with Senator J. D. Alexander's office and reiterated that the issue is about portability. She asked for attendees' input. Dr. Marmor then asked what her concerns were, and what she felt should be the role of the Council and/or DOE. Dr. Marmor indicated that an open forum may not be the appropriate strategy for soliciting this type of input. Bill Howard [ACA and Chairman of OSAAA] stated that OSAAA had appointed Donna Beasley to report on this issue to the Council. Ms. Beasley then reviewed that morning's OSAAA meeting and stated her opinion that the Council should not spend its time addressing this topic. Ms. Blake reiterated her call for input, especially from the joint side. Charles Perez [DOE] noted that this is a funding and community college issue and should not come to the Council. Ms. Beasley again stated that this is not a Council issue. Ms. Messer [BCC] suggested that training sponsors send their input directly to Mr. Payton. Dr. Marmor indicated that the website could be used for sponsor input for Mr. Payton but that it was her opinion that Mr. Payton was not seeking Council advice, but rather input from the apprenticeship community. She stated again that she did not feel that the Council meeting was the appropriate venue for this input and that the matrix is a local, not a Council issue. Ms. Blake stated that no input was received after the last meeting. Dr. Marmor solicited Ms. Blake's e-mail address [lblake@abccentral.florida.org] and indicated that, with her permission, it would be placed on the web site for input. Ms. Blake again stated she feels it is important to respond to Mr. Payton's request. Ms. Beasley asked if Mr. Payton is expecting an answer from the Council. Dr. Marmor responded that she believed it best if input be through Ms. Blake and not from the Council.

## **Public Awareness & Marketing**

Mr. Nolan reported for the committee and indicated that they were seeking additional information for the proposed brochure. He indicated his hope that the brochure would be put on the web site. Mr. Herndon reviewed the committee's thoughts regarding school principals and guidance counselors. He stated there is a need to meet and give presentations to counselors and get the support of high school principals to get on their agendas. He also reported on an upcoming film to be produced by NCCER and that Florida has been selected as the location for this film. He discussed specific sites that may be used for filming and the use of apprentices in making the film. He stated that Dr. Marmor would have the opportunity to make a statement at the end of the film regarding apprenticeship in Florida. The film will be distributed nationally by NCCER and a master cut will be given to Florida for use by individual programs. This will all be at no cost to the state. Mr. Nolan then stated that in regard to Council meetings, political figures should be invited to attend and that the meetings should take place in varied

locations to get the word out about apprenticeship. Mr. Nolan also noted that programs can use high schools to make videos, if there is a video department in the high school. Again, with reference to brochures, Mr. Nolan noted that the work is ongoing. He also asked that at each Council meeting contractors and outstanding apprentices be recognized with a plaque or certificates. With reference to updating openings on the web site, he noted that apprenticeship representatives have e-mailed sponsors information about posting opening on the web site and several more programs have been added to the list. Dr. Marmor responded that the Department will work with Valvery Hillsman and the other representatives on the committee's recommendations.

### **Program Expansion & Development**

In Mr. Spinella's absence, Mr. Campbell reported for the committee. He reported that there are a large number of trade associations and that list of trade associations should be narrowed to a specific industry, e.g., the automotive industry. He reported on the committee's work assembling an affirmative action contact list. He indicated that the committee recommends this list be added to the web site. He also reported on its findings regarding the military's Transition Assistance Program [TAP]. The committee recommended that DOE arrange to have presentations at the various TAP sites throughout the state.

Dr. Marmor opened the floor to attendees for public input.

Dutch Harold [UA] thanked the Council for the opportunity to present an issue important to his organization. He then read into the record the following statement:

*"First I would like to thank you madam chairman and the council for this opportunity to share a concern that has impacted our apprenticeship program. I like many others in this room, am proud to be closely involved in apprenticeship training. The tradition of replacing journeyman craftsmen through indentured apprenticeship has been a mainstay for several centuries now. It is a tried and true method of training that continues to work well. I am also proud to say that I am a third generation plumber, both my grandfather and my father through apprenticeship became journeyman plumbers, and like them, from my years of training I am also a journeyman plumber.*

*My name is Dutch Harold and I am the current training director for the United Association local 803 joint apprenticeship committee. The U. A. has trained apprentices since 1893 and local 803 have now trained apprentices in the Orlando area since 1920. Our primary goal as a joint committee in these years of training has been to turn out competent journeymen to replace not just those craftsmen that retire, but also to supply the growing demand for new journeymen for each of our sponsoring contractors and companies.*

*I would like to explain what we see as a primary responsibility of our joint committee. First our joint committee relationship is completely voluntary and equal on both sides; in fact I am constantly amazed that our sponsoring contractors in today's competitive marketplace even choose to be a high-wage "union contractors". As labor and management, we choose to work together in true symbiotic form. We share many common goals, however; our main goal is to turn out the highest caliber apprentice to journeyman that is possible. Labor agrees with this goal as our sponsoring contractors typically pay the highest area wage and the highest area benefit package to each apprentice and journeyman in their employee. Mechanical Services Inc is one our largest sponsoring mechanical contractors. The owner who is here today, Mr. Bill Dillard, currently has approximate 300 employees working for him, of course not all of them are pipe trades journeymen or apprentices yet this year MSI alone will voluntarily invest over \$75,000 into this joint apprenticeship program. Now you may remember that the years 2000, 2001, and 2002 were the ending of what we term "boom years" for our workers and our sponsoring contractors. In each of those years the combined apprenticeship investment from our sponsoring contractors for related classroom instruction only was over ½ million dollars each year into our joint apprenticeship program. This does not include any of the on the job training costs. Let me point out that our primary joint committee-funding stream is predicated on the total man-hours worked. Last year was a lean year and our sponsoring contractors have still invested over \$350,000 just for related classroom instruction. Today we are in the very beginnings of a "boom", and we are actively recruiting new apprentices. For an applicant to be accepted and indentured as an apprentice into this program is of free-choice on the applicant's part. We have in no way nor do we attempt to force any apprentice to apply or remain as an indentured apprentice in this program if they wish to quit. It is voluntary to make application to be indentured just as it is voluntary for each apprentice to complete their indentured agreement. As you know to be indentured means that a legal document is entered into which binds and/or obligates the apprentice to complete our training standards. Our joint committee has set very high standards for the apprentice to reach for, and we fully expect that each apprentice successfully attain those standards. We do this because each of our sponsoring contractors, whom are an employer of our apprentices, is today paying that apprentice the highest wage and highest benefit package in our area. These apprenticeship placements are truly a long-term local high-skill and high-wage employment opportunity. As we are proudly affiliated with Orange County Public Schools our apprentice wage and benefit records are public records for anyone to see. Why would any contractor voluntarily enter into a high-wage agreement if they received sub-standard apprentices or workers? The industry itself has always set their own standards of quality and skilled craftsmanship that is required in any highly competitive marketplace. We as a joint apprenticeship committee will continue to take our standards very seriously, for in our pipe trades industry, one simple mistake on the job by a journeyman or his apprentice can many times be the difference of profit or loss for our sponsoring employers. We as labor fully understand that if our employer does not make a profit we will*

*not have a future, and therefore; the primary goal of our joint committee is to use the industry term “turn out” which means graduate competent journeymen.*

*I am currently responsible for direct oversight of four separate pipe trade programs and I report directly to our joint apprenticeship committee. We have a plumbing program which covers all piping systems/equipment that is primarily concerned with the protection of human health such as safe and clean drinking water, proper sanitary waste disposal, medical gas systems, and others. We have a pipefitting program that covers all types of piping systems/equipment associated with process piping such as power generation stations including nuclear/coal/oil/gas powerhouses, oil refineries, chemical plants, pharmaceutical plants, microchip plants, and many others. We have an HVAC-R program that covers piping systems that primarily deal with heating, ventilation, air conditioning, and refrigeration systems from residential to large-scale industrial systems. We have an industrial maintenance-engineering program that combines the maintenance/repair/replacement of all types of piping systems and equipment including but not limited to large-scale kitchens, laundries, air conditioning and refrigeration for large theme parks and hotels.*

*As it has been our goal to turn out competent journeyman, I would like to go to the dictionary and look up the definition of the word journeyman. From dictionary.com the definition of journeyman is listed in two parts, first) One who has fully served an apprenticeship in a trade or craft and is a qualified in another's employ, and second) An experienced and competent worker, indistinguishable from any other. I will take the liberty to paraphrase this to “a journeyman is a fully experienced and competent worker, indistinguishable from any other journeyman”. In our industry each journeyman is expected to do the same quality work, without mistakes. As each apprentice turns out of our program they must not only pass all related classroom instructional tests but they have to pass a series of hands on proficiency exams which are judged by journeymen. Our joint committee does not turn out entry-level employees; we turn out journeymen, who are experienced and competent workers, indistinguishable from any other. This is our goal and we constantly strive as hard as we can to achieve this goal. Let me quote a legal definition, Florida Administrative Code 38H-16.002 Definitions subsection(9) “Journeyman” means a person working in an apprenticeable occupation who has successfully completed a registered apprenticeship program or who has worked the number of years required by established industry practices for the particular trade or occupation.*

*For as far back as I can remember, our JAC committee has always made it a requirement that each apprentice not only successfully complete all, and I do mean all, related classroom and on the job training, but also by insisting that the apprentice pass our local building department approved and sponsored journeyman's competency exam. Please realize that just as local building codes*



*are but the minimum standards that provide the cheapest way that a building can be constructed and still be considered safe. That the building department journeyman competency exam is also but a minimum standard skill evaluation test for that person to be recognized as a basic competent journeyman. As the current minimum of experience needed to take the Block Journeyman test, as set by the local building department, is just “ 2 years, of which ½ may be school” has allowed many of our apprentices to acquire this competency test starting in their 3<sup>rd</sup> year of apprenticeship. This Block journeyman exam does not have any hands on practical skill level evaluation section to the exam. Our experience has shown us several times over that even though many students have the intellectual ability to pass a quote “book test” unfortunately, they do not have the hands on mechanical skill ability to do the actual work that is required to be a journeyman. Let me be clear, it has always been our opinion that just because an apprentice attains their local building departments journeyman’s license does not mean that they have achieved the skill level that our joint training committee requires for graduation of our program. Our contractors who are equally represented on our joint training committee and for whom all our journeymen and all of our apprentices work directly for as their employees, prefer just as we do, that apprentices should turn out from our program as a county licensed journeyman worker. We do not seek nor do we believe that any other apprenticeship program needs to follow our joint committee’s beliefs or guidelines in this matter.*

*During our last thirty or so years we have entered into a partnership with Orange County Public Schools in regards to our training department. We currently receive yearly funding streams, which have helped us to greatly improve our training programs. We are fortunate in the fact that we still could be a stand alone apprentice program, which is funded by our sponsoring contractors and our members. We collectively spend thousands of dollars on each apprentice during each year of their training and our common goal is to have each apprentice become a competent journeyman. Just as the approved FCAT test is currently used to measure public education dollars, we would like once again to use the local building department approved simple journeyman competency “book test” only as a base line qualifier to help gauge our related classroom training.*

*During the last few years, it has become my understanding that the DOE has taken the stance that “an individual cannot be a registered indentured apprentice and a licensed journeyman at the same time”. In accordance to that stance we no longer have our local building department approved competency exam requirements to help gauge out training standards in our rules. Since that time our graduating apprentices have gone from 100% licensed to less than 5% licensed. This does not mean in any way that they can’t pass this exam just that they didn’t have to. I am now quite certain that by eliminating our county license requirement is an injustice not only just to our apprentice/journeyman, but also to our sponsoring contractors, who suddenly cannot legally prove their workforce is merely competent in the case of a shoddy workmanship lawsuit. Our joint*

*committee, which is 100% industry involved, and 100% industry directed, requests to restore the ability to require validation of our own training dollars before the apprentice can “turn out”. In closing I again thank you madam chairman and the council again for allowing me to read my comments into the record.”*

Dr. Marmor asked if there were any other comments from the attendees. In answer to Mr. Harold’s comments, she indicated that she was under the impression that this issue had previously been resolved via an opinion from the DOE Office of General Counsel dated June 12, 2001 in response to a Council request. She read into the record the response from James A. Robinson, General Counsel:

*“It is our opinion that the St. Petersburg Joint Apprenticeship Training Committee [JATC] may not lawfully require the acquisition of a Journeyman Electrical License as a condition to successful completion of apprenticeship and training. The applicable provisions of Chapter 446, Florida Statutes, and Chapter 38H-16, F.A.C., define “journeyman” and “apprentice” and require that one achieve apprentice status before becoming a journeyman. The proposed requirement would violate the statutory and regulatory scheme.”*

Dr. Marmor stated this issue could possibly be revisited with the General Counsel’s office. She then asked if the apprenticeship community could require a license within the community. Mr. Harold indicated that would be a contractor issue. He stated it could be done in a different way but that contractors do want a licensed workforce. Mr. Campora answered that this issue is a problem for DOE but could be addressed in program policies, not in the standards. Mr. Melton [USDOL] questioned how a local board can dictate to a training committee the amount of time it takes to become a journeyman. Ms. Cordill responded that the actual issue is the test being included in the standards. Mr. Harold commented in conclusion that his organization would like it in the rules and regulations of the program.

Dr. Marmor asked if there were other issues the attendees would like to bring to the Council. No further comments were offered.

Dr. Marmor expressed appreciation for the efforts of the Council and then asked for input on the work of the Council to date, “...how are we doing,” and whether the meetings adequately meet the Council’s and the apprenticeship community’s needs. She asked Council members if anything needs to be done differently. She noted that she wants time spent by the Council to be productive regarding accomplishments so that relevant issues can be brought to the attention of the Governor and Legislature. She then polled the Council members for comment as well as their feeling regarding the number of meetings to be held annually.

Ms. Johnson noted that the Council had obtained a lot of information but wants to see more action and a difference being made at the end of the year. She noted that programs other than construction are absent from the meetings, and that issues discussed affect all apprentices. She also posed a question to Dr. Marmor regarding national standards and state requirements.

Mr. Thomas stated the Council is still in the learning process and mentioned learning about the matrix contract.

Mr. Campbell stated that he has learned a tremendous amount. However, he added that he is not sure that a lot has been accomplished.

Mr. Pruitt stated that it is important to meet to get information on what goes on in the rest of the state. He suggested narrowing the agenda in order to accomplish more.

Mr. Herndon stated that he liked what was done at the meeting and that everyone is talking to each other. He felt that more people should be invited to the meetings, e.g., workforce boards, schools, community colleges, high school principals. He added that he felt there are good ideas out there.

Ms. Blake said there needs to be more input from sponsors. The sub committee on rules was set up to involve more people. She noted there is a lot of good information and networking going on. She would like to hear from sponsors, obtain more participation from LEA's and share best practices without focusing on funding.

Mr. Nolan indicated that he felt there was repetition. However, he felt that it was coming to fruition. He urged staying in contact and focusing on where to go next.

Ms. Beasley stated that she felt quarterly meetings should continue. In their statements the other Council members concurred with the need for quarterly meetings.

Mr. Howard [ACA] stated that previously the Council used issue papers and that the issue papers were used to bring subjects to the Council for consideration. He stated that issues should be e-mailed to Mr. Campora's office.

Laura Laseman [NEFBA] noted the issue of one-year residency.

Ms. Blake stated there is an overlap with OSAAA. Jamie Fugate [FEAT] responded that the reason for the OSAAA meeting that day was that the time and date of the meeting was for convenience other the members attending the Council meeting and that the meetings are not redundant.

Linda Mundt [FEA] expressed concern that a local license is required for completion of an apprenticeship program. She asked if the Council might give input regarding this issue.

Dr. Marmor concluded that the Council was apparently on track with quarterly meetings. She noted the need to start opening up issues and distribution of minutes through listserves. Mr. Campora responded to Ms. Johnson's question relative to national standards, stating that USDOL understands that such standards sometimes require adjustments due to state law, e.g., ratio issues. He noted that the system has worked well.

Mr. Lindas [CFJTA] asked if the apprenticeship representatives ask others to participate in the meetings. He noted other trades need to be involved.

Jon Goins [DOE] stated that this was done but that it is a cost issue for some programs. He also stated that it is his belief that planning should be done to schedule an apprenticeship conference with all players.

Dr. Marmor polled Council members regarding the next meeting date. Members concluded that the next meeting should be on April 19<sup>th</sup> in Fort Myers.

The meeting adjourned at 3:45 pm.

Note:

Definitions of acronyms used can be found at:

<http://www.firn.edu/doe/apprenticeship/acronyms.html> with a link to their website if available.

Program acronyms and information can be found at:

<http://www.firn.edu/doe/apprenticeship/sponsorsinformation.htm>.