

Meeting is subject to the provisions of the Nevada Open Meeting Law – NRS 241.020

**\*\*\*MEETING MINUTES\*\*\***

Name of Organization: Nevada State Apprenticeship Council; Governor's Office of Workforce Innovation for a New Nevada (OWINN)

Date and Time of Meeting: February 6<sup>th</sup> 2018 at 9:00 A.M.

Note: Some members of the Council may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following locations:

Place of Meeting: Legislative Building, Room 3137  
101 N. Carson Street; Carson City, NV 89701

Grant Sawyer Building, Room 4412  
555 E. Washington Ave; Ste. 5100; Las Vegas, NV 89101

Note: Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual the board may refuse to consider public comment. NRS 233B.126.

**Council Members Present:** Randy Walden, Chair, Nanette Quitt, Vice Chair, Jo Cato, Linda Montgomery, Louis Loupias, Crystal VanDyke, Jason Lamberth, Madison Burnett, Bob Potts, Dr. Ricardo Villalobos, Kristine Nelson, Dr. J Kyle Dalpe, Lance Semenko

**Others Present:** Manny Lamarre (OWINN), Joan Finlay (OWINN), Erin Hasty (SAC), Andres Feijoo (SAC), Gregg Ott (DAG), Gerry P. Ghazi (J.D. Federal/State Apprenticeship Consultant; US DOL/ETA Office of Apprenticeship), Cheryl Olson (TMCC), Debra Collins (WF Connections), Oscar Grant, Ron Speigle (Smart 88), Ed Abraham (Sheet Metal Local 88|JATC), Byron K. Harvey (Smart 88), Dawn Burns (NDE), Echo Svoboda (PHCC of Nevada), Vic Poma (PHCC of Nevada), Douglas Howell (USDOL/OA), Colleen Henry (USDOL/OA) Ray Gort (Local 12), Raul Galaz (Roofers L-162), Beckie White (PHCC Of Nevada), Tracy Garry (PHCC of Nevada), Jeff Vaughn (Nevada Partners, Inc.), Bill Stanley (SNBTU), Marvin Gerbers (Plasterers & Cement Mason Apprenticeship), Carrie Henderson (Plumbers & Pipefitters JATC 525), Dale Stubblefield (Plumbers & Pipefitters JATC 525), John Wiles (UCIC), Jack Gray (BAC NV), Bryce Loveland (Brownstein on behalf of JATC #525), Al Lopez (Smart 88), Tom Erwin (Local 501), Perry Urson (LVGEA), Craig VonCollenberg (CSN), Randy Dimick (Plumbers & Pipefitters 525), Tom Nielsen (Roofer & Waterproofer JATC), Lauren Garfinkel (Panasonic energy), Zachary Kumler (Panasonic), Stephanie Ramoser (Local 501), Archie Wallen (Local 872 WACA), Melissa Scott (Nevada Dept. of Education), Hayley Smith-Kirkham (Labor Market Information Office).

*\*Please note that all attendees may not be listed above.*

I. CALL TO ORDER & WELCOME  
Randy Walden, Chair

**Chair Walden** called the meeting to order at 9:00 a.m., welcoming Nevada State Apprenticeship Council Members and members of the public before asking Erin Hasty to call Roll.

II. ROLL CALL - CONFIRMATION OF A QUORUM  
Erin Hasty, Apprenticeship Director, OWINN

**Erin Hasty** called roll and informed the Chair that a quorum was present.

III. VERIFICATION OF PUBLIC POSTING  
Erin Hasty, Apprenticeship Director, OWINN

**Ms. Hasty** affirmed that the notice and agenda for this February 6, 2018, Nevada State Apprenticeship Council Meeting was posted according to Nevada's Open Meeting Law pursuant to NRS. 241.020. **Ms. Hasty** mention there was a technical issue with the agenda posted to the Website link, but the link was broken, it was corrected shortly after and was viewed by the attorney general office, whereas the meeting was still in compliance with the open meeting law.

IV. PUBLIC COMMENT(S)

*(Public Comment will be taken regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. The Chair of the State Apprenticeship Council will impose a time limit of three minutes. Public Comment #2 will provide an opportunity for public comment on any matter within the Council's jurisdiction or advisory power.)*

The First Public Comment Session was announced by the Chair, and after reading the statement above into the record, the public was invited to speak.

**John Wiles (UCIC)** introduced himself as Director of the UCIC. He suggested a clarification of the agenda posting requirements in terms of the clear and complete. In Item 9 under New Programs, it describes these as items of possible action. The Council is free to take any action it deems appropriate. Under each agenda item, one of the bullet points says action, a motion to approve. The Council also has the authority to disapprove. The current format seems to indicate that these are all items which have been recommended for approval. In the future it might be appropriate for the Director to include a provision that simply states that this is an action on a recommendation to approve or an action on a recommendation to disapprove, or to approve part and not approve others.

**Bill Stanley (SNBTU)** introduced himself as representing the Southern Nevada Building Trades Union. Agenda Item 4 looks to follow up on a question raised at the last Council meeting having to do with the use of O\*NET Codes in determining who should be notified when a parallel program

may be entertained by this Council. He encouraged members to read the DAG report in its entirety. On the O\*NET website, he inputted a couple of general crafts, such as painter. When inputted, there were 88 different job classifications that fit the term of painter. When carpenter was inputted, there were over 200 occupational hits. If the intent of the Council is notify everyone who matches an O\*NET code on their responsibility to notify other programs that are similarly situated, this could open a notification that may not have been the intent of the question. They are agreeable in notifying all crafts that would fit into the O\*NET code.

V. APPROVAL OF MINUTES (Information/Discussion; For Possible Action)

**Chair Walden** called for approval of the previous meeting minutes. **Linda Montgomery** made a correction to comments made by her on page 12. **Madison Burnett** made a correction to the spelling of his name under member introductions.

**Louis Loupias made a motion to approve the minutes as corrected. Nanett Quitt seconded. The motion carried unanimously.**

VI. OPEN MEETING LAW OVERVIEW (Information/Discussion)  
Manny Lamarre, Executive Director, OWINN, or DAG Representative

**Gregg Ott (DAG)** reviewed open meeting law provisions. The open meeting law is shorthand for NRS Chapter 241, which places certain requirements on public bodies. The Chapter states that all public bodies exist to aid the conduct of the people's business. It is the intent of the law that their actions be taken openly and their deliberations be conducted openly. The open meeting law is designed to ensure the public has notice of what will be discussed and has an opportunity to participate in the process and give comments. He proceeded with a PowerPoint presentation on the provisions of Chapter 241. The Attorney General has published an open meeting law manual for reference and further detail.

**Bob Potts** inquired as to the definition of ex officio members. **Gregg Ott** explained that the person is appointed by the virtue of their office. It does not necessarily mean non-voting, unless the statute states as such. Generally, ex officio members have the same rights as other Council members.

VII. SECRETARY REPORT (Information/Discussion)  
Erin Hasty, State Apprenticeship Director, OWINN

**Erin Hasty** stated that advisory members are still allowed to make motions, second and participate in discussions. She reviewed apprenticeship statistics. Currently 78 programs are registered in Nevada, with 66 having at least one active apprentice. There are 3,944 apprentices. Programs with five or more active are 48 or 73 percent of the total. One to four active apprentices is 27 percent of the total. Ninety-six percent of the total number of apprentices are male, four percent female. By ethnic group, 34 percent are Hispanic, 50 percent non-Hispanic and 16 percent not provided. By race, 9.5 percent are black, 2 percent American Indian/Alaska Native, 2 percent Asian, 2 percent Hawaiian/Pacific Islander and 8 percent not provided. There are 8 percent veterans. By age group, 32 percent are ages 16 to 24, 44 percent ages 25 to 34, 23 percent 35 and over. Per NRS 610.310, at least every five years, the SAC will review the standards for an apprenticeship program that is registered with the Council.

During the transition from the previous Council, it is found that currently 43 programs are overdue, or approximately 55 percent. The Council will conduct the systemic review of apprenticeship programs on a regular basis in order to determine the extent to which sponsors are complying with NAC 610.550 to 610.990 inclusive. In a review of those files during the transition from the previous Council, it was found that 55 percent have no record of ever being reviewed. Forty-five percent had a review. From the reports found from the Nevada Department of Labor, one was performed in 2017 and 34 were performed in 2014 or prior. Further, if the Council finds programs are not in compliance, appropriate action may be taken. In those reviews, it was found 99 percent were cited for underutilization of females. Approximately 70 percent were cited for a high cancellation rate. Nine percent were recommended to be deregistered in one year, since no apprentices were added. There were zero percent of documentation to follow up. Ms. Hasty will create a schedule to present in the future with discussion regarding the potential to have a subcommittee or smaller group accomplish the reviews. The President's Federal Advisory Committee on Apprenticeships meets today. They are reviewing administrative priorities and various types of apprenticeship.

**Jo Cato** noted that there is a two-year window for the diversity element that needs to be added to the programs and asked for a status. **Erin Hasty** clarified that if there are five or more apprentices, they need to have an affirmative action plan. It must be reviewed every year by the program. There is a two-year grace period for new programs in terms of implementation. The reviews are performed by the Nevada Department of Labor, the last being in 2017. The rest were 2014 or prior.

**Dr. J. Kyle Dalpe** requested receipt of the apprenticeship statistics. **Erin Hasty** said she would email to everyone and post them on the website as well.

VIII. SIMILAR PROGRAMS DEFINITION (Information/Discussion; For Possible Action)  
Manny Lamarre, Executive Director, OWINN

**Manny Lamarre** said that during the last meeting, discussion regarding similar programs came up, more specifically NAC 610.355, which requires notification be sent out to programs that are similar. There was a temporary impasse regarding the term "similar," and OWINN said it would follow up with a concrete recommendation to Council. As he concluded the last meeting without defining the term "similar," it would be impossible for OWINN as the SAA to objectively know when to send out notifications to programs and do its job in an objective and fair manner. Thus, their proposal is to use O\*NET codes. Research and rationale is being provided, referenced in the attachment. NAC 610.355 29 CFR part 29 is referenced, as are two memos from two attorney generals. O\*NET is a nationally recognized independent classification system developed under the guidance of the US. Department of Labor, Employment and Training Administration and defines occupations across industries, based on the standard occupational classification system. The standard occupational classification system is a federal statistical standard used by agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data.

O\*NET looks at attributes of knowledge, skills and abilities for the purpose of looking at compatibility. All apprenticeable occupations are assigned O\*NET codes as well as the RAPIDS codes. Review by Attorney General Ott on January 4, 2018 concluded that the State Apprenticeship Council is able to rely on O\*NET codes in its interpretation of NAC 610.355. In a memo dated February 28, 2017 from Deputy Attorney General Flatley under the previous Council, in which the issue of similar programs came up regarding the purpose and intent of the NAC, the Attorney General's Office made it clear that NAC 610.355 does not mean "prohibition of the existence of programs with similar objectives. Rather, it creates a requirement that similar programs be given the opportunity to comment on the proposed programs." **Manny Lamarre** requested to entertain a motion for the Council to adopt the use of O\*NET codes via Policy 1.1 when sending out notices to other programs.

**Louis Loupias made a motion to approve the use of O\*NET codes via Policy 1.1 when sending out notices to other programs. Linda Montgomery seconded.**

#### **Discussion:**

**Vice Chair Quitt** commented that O\*NET code is an objective way to measure programs of a similar nature. She recommended that the Council keep an eye on it and have further discussion, if necessary, as they may have been broad in attempts to notify similar programs. Over time, Council may see that they are reaching programs that are really not similar. As the Deputy Attorney General's memo states, O\*NET codes are broken into major and minor groups with broad occupations. The Council may later determine that they want to be more specific in major and minor groups that are notified. **Erin Hasty** stated that what she has done for now is that similar programs who are approved are assigned a RAPIDS code with a crosswalk to the O\*NET, to the assigned Department of Labor O\*NET code for the approved program. **Greg Ott** said that because there was a discussion on major and minor groups and because the way the motion was framed was to use O\*NET codes, he wished to clarify that the motion is to use the specific code number and to notify all with a matching code, not to use a major or minor group. **Louis Loupias** stated he would amend his motion to follow the Attorney General's advice.

**Jason Lamberth** stated that the way the O\*NET codes are broken down, the first two digits are industry classification and the digits that follow are the major and minor. He asked for more detail on how the O\*NET codes with the major and minor grouping work. **Manny Lamarre** confirmed Jason Lamberth's understanding of the O\*NET code breakdown. **Bob Potts** added that there are the Standard Occupation Classification (SOC) and the O\*NET codes. Both fall under the Department of Labor. The SOC codes follow Bureau of Labor statistics. O\*NET codes come from the employment training administration. SOC codes have less granularity than the O\*NET codes. Based on the mix of knowledge, skills and abilities, one can come up with a very unique nature of each O\*NET classified, detailed occupation. These roll up into occupational groups. The first two digits do not refer to industry. They refer to high-level occupational groups.

**Jason Lamberth** stated a concern that if there are 78 registered programs in the State, only 66 have at least one registered apprenticeship. The entry "carpenter" on the O\*NET website yields over 200 codes within the job description. He does not believe it would be over burdensome on the agency to provide notification to similar programs and expand beyond the exact O\*NET code.

**Linda Montgomery** stated that the IT and cybersecurity industry has many specialty areas. O\*NET is the standard taxonomy for establishment of occupational codes. Apprenticeship models are employer-driven, meaning the employer is the one determining the knowledge, skills and abilities to be used. The framework within O\*NET provides for the granularity and will allow for expansion and further work in the area of apprenticeship, extending the apprenticeship model across the state. She does not see an issue with relying upon the standard taxonomy that is already established. **Manny Lamarre** said that the onus is on OWINN as the SAA to provide the notification. If there is a similar program that matches, as required in NAC 610.0355, the notice is sent out.

**Erin Hasty** asked for clarification on what he thinks is missing, whether he believes the matching O\*NET codes is too broad a definition. **Jason Lamberth** replied that the way he understands the motion, it is too limiting. **Manny Lamarre** stated that the O\*NET code is actually a broader classification. The O\*NET codes advance the cause of notification, because it is broadened. Because of this, it would provide more notices, rather than limited.

**The motion carried unanimously.**

IX. NEW PROGRAMS (Information/Discussion; For Possible Action)

Discussion and possible action regarding the approval of new programs for Workforce Connections (WC), and Board of Regents, Nevada System of Higher Education dba Truckee Meadows Community College (TMCC):

**Erin Hasty** noted that at the last meeting, it was proposed to table these programs, based on typographical errors in the RTI section of the CNC Machine Operator and Industrial Maintenance Mechanic, to provide a ruling on "similar programs," which was just clarified, and then to have a competency checklist to measure an apprentice's growth and how that would be tied to pay increases. The programs have made the changes necessary and have added to the matrices. It is the recommendation of the agency that a motion be made to approve these after discussion.

**Louis Loupias** stated that he would have to abstain from participating, as he sits on the Local Workforce Investment Board. **Dr. Ricardo Villalobos** stated that the abstention would apply to him as well, as he sits on the committee for the local workforce development board known as Workforce Connections.

**Cheryl Olson (TMCC)**, Project Director for Nevada's Apprenticeship Project at Truckee Meadows Community College introduced Gerry P. Ghazi, subject matter expert for apprenticeship and Workforce Connection partners, Debra Collins and Oscar Grant. She discussed why TMCC is in partnership with Workforce Connections on apprenticeship standards. They feel that partnering with Workforce Connections aligns Governor Sandoval's vision of workforce development for the State system. In terms of administration of the sponsorship, both TMCC and Workforce Connections will be participating in different aspects of the apprenticeship. TMCC will handle the administrative aspects. An apprenticeship navigator has the sole responsibility of working with apprentices to help guide them through the apprenticeship process. There is also a very detailed complaint process. Most of their programs are federally approved.

There are currently 32 apprentices with 78 percent being female, 10 percent veteran status and 53 percent minorities.

1. GNJ Standards of Apprenticeship and associated Appendices B thru E
  - Information and discussion (TMCC/WC)
  - Action for motion to approve and vote

**Erin Hasty** invited questions or comments. There were none.

**Vice Chair Quitt made a motion to approve Agenda Item 1 . Jo Cato seconded. The motion carried. Louis Loupias and Dr. Ricardo Villalobos abstained.**

**Erin Hasty** reviewed that time-based apprenticeship measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning. The time-based apprenticeship spreads a total number of hours defined for the apprenticeship across all work processes for that occupation. The apprentice records their time against each of the occupation's work processes for each day they work. Hours towards these work processes must be counted and verified. Competency-based apprenticeship type measures skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor, regardless of the hours spent on each work process. The hybrid is a combination of both, blending the time-based approach for a total minimum number of defined hours.

2. Appendix A1 - Industrial Maintenance Mechanic (time-based)
  - Information and discussion (TMCC)
  - Action for motion to approve and vote

**Cheryl Olson** provided an overview of the time-based Industrial Maintenance Mechanic program. It is a federally approved 8,000 hour program. They are hoping to move it over to the State Apprenticeship Council to align with Governor Sandoval's vision of alignment of a state apprenticeship system. Currently, the program is for one employer and they have one apprentice.

**Erin Hasty** invited questions or comments. **Jason Lamberth** referred to the 5910 form, which shows related training instruction of 760 hours. On the curriculum checklist, it only lists 144 hours of instruction. **Erin Hasty** stated that it is the minimum per year. A5 shows it is listed out to 760 hours.

**Vice Chair Quitt** commended the State Council Director for incorporating Council feedback regarding the programs. She referred to the 5910 form and asked whether there is one journey worker to be assigned to the apprentice. **Cheryl Olson** confirmed that it is a very small company with just one journey worker.

**Madison Burnett made a motion to approve Agenda Item 2. Bob Potts seconded. The motion carried unanimously.**

3. Appendix A2 - CNC Machine Operator (competency-based)
  - Information and discussion (TMCC)
  - Action for motion to approve and vote

**Erin Hasty** described this as a competency based apprenticeship program. It is the recommendation of the agency that the program meets all requirements and that there be a motion for approval. **Cheryl Olson** stated that the program is anticipated to be completed within a 4,000 to 6,000 hour time period. Is currently a federally approved program. Two employers are participating with three current apprentices.

**Erin Hasty** invited questions or comments. **Jo Cato** asked for clarification, noting that the document says there are five apprentices in training. **Cheryl Olson** stated that there are three registered and active at this time, however they are in the process of hiring an additional two. **Vice Chair Quitt** commended Ms. Olson on the competency illustration provided to Council. She referred to page A2 listing the related instruction for the program and noted it talks about employer specific topics in the hours of 15 hours, zero units are awarded. She asked what types of topics an employer may insert in the 15 hours. **Cheryl Olson** explained that because there are multiple employers for this particular apprenticeship program, it will vary by employer. However, existing employers choose to incorporate safety discussions and employee onboarding very specific to their own operations. The 15 hours is in addition to the minimum required of 144 hours per year of related technical instruction. It is left to the employers to determine the specific topics.

**Vice Chair Quitt made a motion to approve Appendix Item A2. Jo Cato seconded. The motion carried unanimously.**

4. Appendix A3 - Industrial Maintenance Mechanic (hybrid)
  - Information and discussion (TMCC)
  - Action for motion to approve and vote

**Erin Hasty** stated that is a recommendation of the agency that this program meets all requirements and that a motion for approval be made after discussion. **Cheryl Olson** stated that the hybrid Industrial Maintenance Mechanic program is a federally approved program. There is currently one employer with three apprentices registered. It is anticipated that the program be completed between 4,000 and 6,000 hours.

**Bob Potts** referred to form 5910 and noted that there is a field for the SIC code. In his understanding, the SIC code stood for Standard Investor Classification that went away 17 years ago. He asked about its presence and necessity. **Erin Hasty** stated that this can be updated, especially towards efforts for high-demand, high-growth.

**Madison Burnett made a motion to approve Appendix Item A3. Jo Cato seconded. The motion carried unanimously.**



5. Appendix A4 - Workforce Development Specialist (competency-based)
  - Information and discussion (WC)
  - Action for motion to approve and vote

**Erin Hasty** invited Workforce Connections to discuss their Workforce Development Specialist. Debra Collins stated that this is a competency-based program. The program has been federally approved. There are 36 apprentices and nine employers at this time. Once approved, they will be transitioning over to the State apprenticeship system and State Council.

**Jason Lamberth** referred to the program description, which states that the RTI provider will be determined by the employer and asked whether all nine employers utilize the same curricula.

**Gerry P. Ghazi** stated that this is to be determined. At this time, all nine employers are using the same curriculum with one delivery. If additional programs are run, those groups of employers may use different RTI providers and they will be brought to Council for approval.

**Linda Montgomery** stated that she abstained in the last vote in December, however she will not be abstaining at this time, as she has been advised she does not have a conflict of interest. **Jason Lamberth** referred to page A2, the ratio of apprentices to journey workers, bullet point 3. It states “the apprentice to journey worker ratio is three apprentices to one journey worker,” and asked for confirmation that this is correct. **Gerry P. Ghazi** confirmed that this is correct. **Jason Lamberth** posed a question to the Deputy Attorney General in regard to Nevada Administrative Code at 610.438. The ratio in other industries is one to one. He asked for clarification that this ratio falls within guidelines. **Erin Hasty** commented that the Council can waive the ratio, considering that these apprentices are office workers. **Gerry P. Ghazi** concurred. **Gregg Ott** stated that there is an ability for the Council to increase or decrease ratios under NAC 610.438 Subsection 3.

**Lance Semenko made a motion to approve Appendix Item A4. Madison Burnett seconded. The motion carried unanimously.**

6. Appendix A5 - Production Operator (competency-based)
  - Information and discussion (TMCC)
  - Action for motion to approve and vote

**Erin Hasty** referred to the matrix, which lists the requirements and lists where in the appendix the requirement is met. **Cheryl Olson** stated that this is a hybrid program and the estimated completion would occur within 2,000 to 2,500 hours. It is one employer with 100 apprentices anticipated in this occupation. It aligns with current curriculum that is offered by TMCC for the RTI.

**Linda Montgomery made a motion to approve Appendix Item A5. Vice Chair Quitt seconded. The motion carried unanimously.**

7. Appendix A6 - Certified Nursing Assistant (competency-based)
  - Information and discussion (TMCC)
  - Action for motion to approve and vote

**Erin Hasty** stated that the matrix includes the requirements of law. **Cheryl Olson** stated that this is currently a federally approved competency-based program. There is 2,000 hours included for the program with 168 hours of related technical instruction. There is currently one employer and 18 apprentices.

**Vice Chair Quitt** referred to Appendix A2, including discussion of ratios with there being one apprentice to one journey worker and asked for clarification that the ratio is correct. **Cheryl Olson** confirmed that there is a one to one ratio. It is a very small cohort, so the decision was made to have a very close relationship between the mentor and apprentice.

**Madison Burnett made a motion to approve Appendix Item A6. Bob Potts seconded. The motion carried unanimously.**

X. REVISION OF PROGRAMS (Information/Discussion; For Possible Action)

Discussion and possible action regarding revision of standards for the existing program of: Southern Nevada Teamsters Convention Training, Tradeshow Specialist (Decorator)

**Erin Hasty** invited program representatives to provide an overview of changes.

**Crystal VanDyke** stated that she must abstain from voting, but was able to offer any requested information. Changes include updating information to address changes of the registration agency. Under page two, composition, they went from three members on each side to four members. On page 11, address information was updated. The office has moved. Another change is the removal of first aid CPR for subjects receiving points. On page 22, one change needs to be stricken, as it is not ready to present. In response to a question from Chair Walden, **Crystal VanDyke** affirmed that the page needs to be resubmitted. **Vice Chair Quitt** referred to the rating factors for apprenticeship selection number one, citing subjects 1, 2, 3, 4 and 5 and asked how it should read. **Crystal VanDyke** said that currently under subject 1, they have the previous related training with 10 points for having forklift, boom lift and scissor lift. Currently, it is also given for first aid CPR; this is what they wish to remove from the rating factor. this is the only revision to the page. **Vice Chair Quitt** the past work experience should be afforded 15 points in the 75 to 205 total.

**Vice Chair Quitt made a motion to approve the revision of the Decorator Trade Show Specialist Program with the aforementioned revision to page 22, rating factors for apprenticeship selection. Jason Lamberth seconded.**

**Crystal VanDyke** posed a question to Erin Hasty. She also needs to do a wage increase and asked whether it would be under this item. **Erin Hasty** confirmed that it would be included in this item, in terms of submitted wage.

**The motion carried. Crystal VanDyke abstained.**

XI. CONSENT ITEMS (Information/Discussion; For Possible Action)

**Erin Hasty** stated that these items are wage increases.

- a. Northern Nevada Laborers' Training Fund  
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Construction Craft Labor apprentices
- b. Heat and Frost Insulators Local #135 JATC  
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Insulator apprentices
- c. Northern Nevada Electrical Training Center  
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Telecommunications and Systems Installer apprentices
- d. Northern Nevada Electrical Training Center  
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Residential Wireman apprentices
- e. Northern Nevada Electrical Training Center  
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Inside Wireman apprentices
- f. United Association and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local 350  
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Plumber/Pipefitter apprentices
- g. SimplexGrinnell Reno  
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Sprinkler Fitter apprentices

**Lance Semenko made a motion to approve Consent Items A through G. Linda Montgomery seconded.**

**Discussion:**

**Jason Lamberth** noted that Items C and D list a revision of standards and not simply a wage increase. He asked for clarification that this is a typographical error. **Erin Hasty** confirmed that it is a typo, but she will check with legal. **Gregg Ott** noted that generally on the consent agenda, if the Council wishes to pull an item for discussion, they are pulled and the rest are dealt with. Perhaps Member Lamberth would like to have C and D removed and the rest of the items can be voted on. There was consensus to amending the motion removing those two items for clarification. **Vice Chair Quitt** referred to the 5910 forms in the Northern Nevada Electrical Training Center Program for Telecommunications and System Installer (Item C). The same is present in the Northern Nevada Electrical Training Center Residential Wireman (Item D).

**Lance Semenko made a motion to approve Consent Items A through G, excluding C and D.**

**Discussion:**

**Jo Cato** referred to Item F and noted that none of the boxes are checked for that item either. **Erin Hasty** stated that she has an email stating that it is a wage increase.

**Jo Cato seconded. The motion carried unanimously.**

XII. MINIMUM CONSTRUCTION WAGE (Information/Discussion; For Possible Action)  
Lleta Brown, Chief Compliance Audit Investigator, Office of the Labor Commissioner

Discussion and possible action on reviewing the minimum construction wage for apprentices in the construction industry who work on projects other than public works per NAC 610.490

**Lleta Brown** presented the minimum construction wage for the apprentices. The wages were calculated using the format in accordance with NAC 610.490. According to the calculations, the currently minimum wage for the apprentices in the construction industry is \$13.05. The increase, based on the calculation, would be \$13.48 per hour. The Council has the ability to accept the recommendation for the increase at the rate calculated. The Council has the ability to recommend a different rate, if they feel that this rate is not a fair calculation based on the current work industry. The Council also has the ability to refrain from making a recommendation for increases at this time.

**Vice Chair Quitt** posed a question to the State Council Director. The programs reviewed and approved today A1-6. She asked about the method for communicating a wage change to construction programs identified and approved, where their 5910's may not reflect the minimum standard today. **Erin Hasty** stated that no construction programs were approved. For existing programs, she will send out a notice by March 1st, informing them of the increase. The programs have until August 1st of each year to meet the minimum wage requirement.

**Jason Lamberth made a motion to approve the minimum construction industry starting apprenticeship wage increase as recommended by the Labor Commissioner's Office. Louis Loupias seconded. The motion carried unanimously.**

XIII PUBLIC COMMENT (Information/Discussion)

*(Public Comment will be taken regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. The Chair of the State Apprenticeship Council will impose a time limit of three minutes. Public Comment #2 provides an opportunity for public comment on any matter within the Council's jurisdiction or advisory power.)*

**Vice Chair Quitt** stated that closing the skill gap through work-based learning and standardized programs as well as consistent public support is essential to the Council's success. She thanked the programs for their presentations today.

**Dr. Ricardo Villalobos** commended the collaboration between Workforce Connections and the Local Workforce Development Board and NSHE. Having two systems at this high

level working together for apprenticeship programs is a great practice and sets a great precedent.

**Linda Montgomery** complemented the staff, Director Lamarre and Erin Hasty for their organization and in bringing the documents in such a straightforward manner.

## XVI. ADJOURNMENT (Information/Discussion)

The meeting of the Apprenticeship Council was adjourned.

NOTE (1): Persons with disabilities who require special accommodations or assistance at the meeting should notify Joan Finlay, OWINN, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 555 East Washington Ave, Ste. 4900; or call (702) 486-8080 on or before the close of business, Friday, February 2, 2018.

NOTE (2): Agenda items may be taken out of order, combined for consideration by the public body, and/or pulled or removed from the agenda at any time. The Chair may continue this meeting from day-to-day. Pursuant to NRS 241.020, no action may be taken upon a matter raised during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

NOTE (3): All comments will be limited to 3 minutes per speaker. Comment based on viewpoint may not be restricted. No action may be taken upon a matter raised under the public comment period unless the matter itself has been specifically included on an agenda as an action item. Prior to the commencement and conclusion of a contested case or quasi-judicial proceeding that may affect the due process of individuals, the Board may refuse to consider public comment. See NRS 233b.126

NOTE (4): Please provide the secretary with electronic or written copies of testimony and visual presentations if you wish to have complete versions included as exhibits with the minutes

NOTE (5): Supporting public material provided to members for this meeting is posted on OWINN's website at [gov.nv.gov/OWINN/](http://gov.nv.gov/OWINN/) and may be requested from the Governor's Office of Workforce Innovation (OWINN) at 555 E. Washington Avenue, Ste. 4900, Las Vegas, Nevada 89104 or by calling Joan Finlay at 702-486-8080.

NOTE (6): NOTICE OF THIS MEETING WAS FAXED, E-MAILED, OR HAND DELIVERED FOR POSTING TO THE FOLLOWING LOCATIONS:

Notice of this meeting was posted at the following locations on or before 9:00 a.m. on the third working day before the meeting: DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 4500 E. Sunset Road, Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 2281 Pyramid Way, Sparks, NV; CAPITOL BUILDING, 101 N. Carson Street, Carson City, NV 89701; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 6330 W. Charleston Blvd., Las Vegas, NV. This agenda was also posted on the internet through OWINN's website at [gov.nv.gov/OWINN/](http://gov.nv.gov/OWINN/).