

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: November 1, 2018, at 8:30 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: Nevada State Business Center, Nevada Room 4th Floor, Suite 400
3300 W. Sahara Ave.
Las Vegas, NV 89102

Division of Insurance, Suite 103
1818 E. College Parkway,
Carson City, NV 89706

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: Nanette Quitt, Chair, Bob Potts, Vice Chair, Michelle Sanchez-Bickley, Jo Cato, Linda Montgomery, Louis Loupias, Jason Lamberth, Dr. Ricardo Villalobos, Kristine Nelson, Thomas Jensen, Crystal Slaughter

Council Members Excused: Dr. J Kyle Dalpe, Madison Burnett,

Others Present: Manny Lamarre, (OWINN), Erin Hasty, (SAC), Joan Finlay, (OWINN), Isla Young, (OWINN), John Wiles, (UCIC), Jessica Atkinson, (Truckee Meadows Water Authority, Human Resources Manager), Ian Jackson, (Truckee Meadows Water Authority), Marvin Gebers, (Plasterers and Cement Masons Apprenticeship Program), John Thurman, (Nevadaworks), Beth Wicks (Nevadaworks), Mitt Stewart (Nevadaworks), Karlene Johnson (DETR), Kitty Desocio (DETR), Grant Nielson (DETR), Bob Hastings (JOIN, Inc.), Lisa Torres (JOIN, Inc.), John Packham (UNR Med), Shelley Hendren (DETR/Rehab./VR), Jolene Dalluhn (Quest Counseling), Dale Stubblefield, (JATC-Local 525), Carrie Henderson, (JATC-Local 525), Echo Svoboda, (PHCC of Nevada), Douglas Howell, (USDOL/OA), Craig Von Collenberg, (CSN), Alex Beltran, (DCIG JATTF).

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

I. CALL TO ORDER
Manny Lamarre, Executive Director, OWINN

Manny Lamarre called the meeting to order at **8:35 a.m.** He announced that new member, Michelle Sanchez-Bickley would be joining the meeting. He thanked Lance Semenko for his service. Mr. Semenko recently resigned due to conflicts with his work schedule. He addressed new member appointed by the Governor, Thomas Jensen, Vice President of Operations at CSL Electric. Nanette Quitt was appointed by the Governor as the Chair of the State Apprenticeship Council. Bob Potts will serve as Vice Chair.

II. WELCOME

Nanette Quitt, Chair, welcomed Nevada State Apprenticeship Council Members and members of the public.

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

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

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

Erin Hasty affirmed that the notice and agenda for this November 1, 2018, Nevada State Apprenticeship Council Meeting was posted according to Nevada's Open Meeting Law pursuant to NRS. 241.020.

V. 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.)

John Wiles introduced himself as the Director at the Unified Construction Industry Council, (UCIC) and stated that during the negotiations for the passage of SB 516 in discussions with the Governor's Office, it was UCIC's decision that there would be two classes of members on the Council (voting and non-voting). It was not UCIC's understanding that non-voting members could be movers in terms of a particular agenda item. UCIC did not originally understand the process involved in passing programs. It was understood that voting members would be making these decisions. The Apprenticeship Council is a regulatory body and UCIC believes that the voting

members are in-charge, as opposed to the non-voting members. They request that the issue be addressed and clarified, perhaps via the bylaws. **Chair Quitt** thanked him for his comments.

VI. APPROVAL OF MINUTES

Interim Chair Quitt called for approval of the previous meeting minutes. **Chair Quitt** made a typographical revision to page 10.

Jason Lamberth made a motion to approve the minutes as amended. Jo Cato seconded. The motion carried.

VII. PRESENTATION OF APPRENTICESHIP PROGRAM REQUIREMENTS

David Gardner, Attorney General's Office reviewed requirements Under Federal Law:

- Must be approved by the U.S. Department of Labor or a State Apprenticeship Agency (SAA) (OWINN)
- SAA must have a State Apprenticeship Council (SAC)
- SAC may be advisory or regulatory
- SAC has the ability to make rules subject to the SAA.
- SAC must be composed of members familiar with apprenticeship occupations.
- SAC must include an equal number of representatives, employers, and employees

State law requires compliance with federal law under NAC 610.950. State apprenticeship programs must be in compliance with federal law. Otherwise, the federal government can remove the SAA and thus every program subject to the SAA will no longer be considered a federally recognized apprenticeship program. Under federal law, OWINN must review all programs at least every five years. Under state law, the SAC will review the standards for a program at least once every five years. OWINN staff may review the compliance of any employer or program with the standards approved by the SAC. An apprentice-filled occupation is defined as the progressive attainment of skills and knowledge, which would require completion of at least 2,000 hours of on-the-job learning.

Apprenticeship program standards include:

- Must allow only apprenticeships with a high school diploma or equivalent, unless modified by SAC
- Local committee may change the term of apprenticeship, which must be approved by the SAC
- Program standards must comply with 29 CFR 30, which is the equal opportunity and nondiscrimination regulation of federal law (required by both state and federal law)

Discussion ensued regarding high school diploma requirements. **Manny Lamarre** stated that in State statute, the SAC has the flexibility to keep or retain the requirement. There are gray areas in

terms of federal/state authority. **Louis Loupias** stated that an individual must have a high school diploma in order to register apprentices with CSN. **Dr. Ricardo Villalobos** stated that one of the most recent changes NSHE policy is that that the individual does not need a high school diploma or equivalency in order to enroll in credit-based programs.

David Gardner continued with apprenticeship program standard requirements:

- Have program standards, a sponsor, be an apprenticeable occupation and address the supervision of apprentices
- Must address employment and training of the apprentice
- Must provide 144 hours per year of related instruction
- Standards must have a progressive increase in schedule wages

Components that must be in an agreement signed by apprentices:

- Under federal law, the apprentice agreement must include a statement stating that they cannot be discriminated against, because of race, color, religion, national origin, sex, sexual orientation, age, genetic information or disability.
- Under state law, the apprentice agreement must include a statement stating that they cannot be discriminated against, because of race, color, creed, sex, sexual orientation, gender identity, or expression, religion or disability.
- This body must follow both state and federal law to maintain SAA status with the U.S. Government.

Equal opportunity and nondiscrimination (29 CFR 30):

- Both state and federal law require compliance
- Both state and federal law requires the adoption of an affirmative action program
- Under federal law, the sponsor must provide written notice to an apprentice of their right to file a discrimination complaint. The notice must be in the application for apprenticeship and a publicly available location.
- Under federal law, the sponsor must collect data and maintain records as required by OWINN to ensure that they are complying with 29 CFR 30
- Under state law, each sponsor shall retain a statement of its plan for affirmative action including all data analyses.
- Under federal law, sponsors must analyze the race, sex and ethnic composition of their apprenticeship workforce, which must be updated during every compliance review and not less than every three years.
- Under federal law, if minority participation is too low, then sponsors are required to establish a utilization goal of the minority group.
- Under state and federal law, sponsors must engage in an annual review of its personnel processes as part of its affirmative action plan.

David Gardner invited questions/comments. **Manny Lamarre** commented that between quarterly Council Meetings, there are always a number of programs/organizations reaching out in terms of federal/state law regarding apprentices. The requirements have been put in template form for ease in verifying compliance for individual programs. **Erin Hasty** added that there are many programs with interest in developing apprenticeship programs that do not even make it to being

presented before Council. This is largely due to the vetting process to ensure federal and state compliance.

Jason Lamberth asked how many programs don't make it to the Council due to compliance issues. **Erin Hasty** estimated five or six programs. Discussion ensued regarding the importance of maintaining the quality of apprenticeship programs while growing their numbers in the state.

Chair Quitt stated that the point of this presentation was the question at the last Council meeting regarding the interplay between federal and state standards. The OWINN office troubleshoots and collaborates with a number of interested parties, who want to come before the Council. There are extensive checklists that validate the CFR, NAC, and NRS.

Bob Potts noted that there are a number of places in the requirements that refer to the labor commissioner. It is his understanding that wherever that term shows up, the responsibility belongs to OWINN. **Chair Quitt** confirmed this understanding. **Manny Lamarre** said that references to the labor commissioner are included in NAC regulations. NRS 610 is a state statute first approved by the legislature via SB 516. The intent is to, later on, have a revision of the regulations. Their updates will include public hearings and all the steps legally required.

VIII. NATIONAL APPRENTICESHIP WEEK

1. STRATEGIES TO CONNECT STUDENTS TO APPRENTICESHIP AND HIGH-QUALITY WORK-BASED LEARNING
2. STRATEGIES TO CONNECT STUDENTS TO APPRENTICESHIP AND HIGH-QUALITY WORK-BASED LEARNING

Chair Quitt stated that National Apprenticeship Week offers leaders, educators and community programs the opportunity to showcase their apprenticeship programs. It offers sponsors a platform to showcase programs to potential candidates. She encouraged trades, employers and unions to visit the Department of Labor's National Apprenticeship Week website, where they have access to media tool kits and other useful items useful to advertising programs.

Manny Lamarre stated that one of the components to successful programs is to support the programs through outreach, connecting youth and adults to apprenticeships and providing awareness. Last year, during National Apprenticeship Week, apprenticeship programs volunteered to have their sites be visited locations for potential students. OWINN has competitively received grants to support the outreach of all registered apprenticeship programs. They have partnered with key agencies, including the Nevada Department of Education through a broader initiative, Lifeworks. Other key agencies include DETR, GOED, local boards, Workforce Connections, Nevadaworks, Nevada System of Higher Education. Grants were received from the National Governor's Association, U.S. Department of Labor and partnership with the Nevada Department of Education.

The platform is lifeworksnv.org. This is a work-based learning hub, particularly for Nevada's young adult population. It connects educators, businesses, and students to apprenticeship

programs and other work-based learning, such as internships and on-the-job training. Individuals may search for apprenticeship opportunities by zip code. The site is also available with a Spanish translation. A database of interested young adults is being built. Focus groups have been conducted with students, who found the portal to be very helpful.

Erin Hasty stated that OWINN would be engaged in two events for National Apprenticeship Week. These include events on November 15th at the College of Southern Nevada and Friday and a Building with Women event on November 16th in the north at TMCC.

IX. STATE APPRENTICESHIP COUNCIL ALLIANCE

Chair Quitt stated that earlier this year, the State Apprenticeship Council Chairman Walden and OWINN staff recognized that the State Apprenticeship Council plays an important role within the national registered apprenticeship system. In support of the commitment, Director Hasty attended a national conference for state apprenticeship directors. It was the first time Nevada had participated in some time. Among other things, Director Hasty was there to learn how other state programs run and to learn about the impacts of national legislation on state apprenticeship programs. States around the nation have begun to unite for the creation of a State Apprenticeship Council Alliance. Each state with a registered apprenticeship program will come together to work together and have one voice in national legislation to better communicate why state apprenticeship registered programs are important. It will also help differentiate the regulatory requirements that each state goes through. She recommended a motion to begin voluntary participation with other states throughout the Nation.

Bob Potts made a motion to add a representative from Nevada to participate in the State Apprenticeship Council Alliance.

Discussion:

Erin Hasty clarified that the participation would be from the Council membership.

Bob Potts revised his motion to include all State Apprenticeship Council members from Nevada to participate in the State Apprenticeship Council Alliance.

Discussion:

Erin Hasty clarified that Madam Chair would sign on behalf of the Council.

Bob Potts revised his motion to include that Madam Chair would sign on behalf of the Council. Linda Montgomery seconded. The motion carried.

X. CONSENT ITEMS

a. Floorcoverers JATC

Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Floorcovering apprentices

- b. Painters JATC
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Painter apprentices
- c. Drywall Finishers, JATC
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Drywall Finisher apprentices

Jo Cato made a motion to approve Consent Items X(a) through (c). Crystal Slaughter seconded. The motion carried. Jason Lamberth abstained.

- d. Nevada Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Substation Electrician apprentices
- e. Nevada Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Lineman apprentices
- f. Nevada Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Metering Electrician apprentices
- g. Sierra Pacific Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Communication Technician apprentices
- h. Sierra Pacific Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Customer Serviceman (Gas), apprentices
- i. Sierra Pacific Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Electrician Substation apprentices
- j. Sierra Pacific Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Fitter apprentices
- k. Sierra Pacific Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Fitter/Welder apprentices
- l. Sierra Pacific Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Gas Pressure Operator apprentices
- m. Sierra Pacific Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Lineman apprentices
- n. Sierra Pacific Power Company d/b/a NV Energy
Discussion and possible action regarding an increase in the minimum wage paid to apprentices training to be Meter Technician apprentices

Louis Loupias made a motion to accept Consent Items X(d) through (n). Jo Cato seconded. The motion carried. Chair Quitt abstained.

XI. REVISION OF PROGRAMS

1. Discussion and possible action regarding the approval of revisions of standards for the existing program of: Truckee Meadows Water Authority, Water Plan Operator (hybrid)

Erin Hasty stated that the program meets all requirements. Approval would be recommended to OWINN after discussion and questions. **Jessica Atkinson, Truckee Meadows Water Authority** addressed the changes, which include increasing the program from 18 months to three years and changing from time-based to hybrid. **Ian Jackson**, the speaker elaborated by stating that the program is 4,000 to 6,000 hours long. The size and complexity of the Water systems have increased significantly, requiring a longer training period. The training will include new academic topics, including two additional math courses. The hybrid option will address the varying backgrounds and education of participants, allowing the management team the option to progress some forward at 5,000 hours versus 6,000, if they have meant all benchmarks and completed all of the work.

Louis Loupias noted that under 5910, the first step shows a wage. However, the second step does not show a wage. **Erin Hasty** stated wages are also listed in Appendix A on a percentage basis. **Louis Loupias** stated that he would like to see OWINN's address listed along with Truckee Meadow Water Authority on the standards of apprenticeship procedures for complaints. **Jessica Atkinson** confirmed that the program would be willing to make the revision.

Chair Quitt commended Truckee Meadows Water Authority, as the program standards are easily understood. She also commended them on the establishment of a joint apprenticeship training committee. On page 9, standards of apprenticeship, it states, "An employee must be in good standing and will be required to pass/meet all minimum requirements." She requested that the program add a statement to define good standing and suggested that they consider it to be defined by the JATC. **Jessica Atkinson** agreed to follow the suggestion. **Chair Quitt** summarized that the sentence would be revised to, "An employee must be in good standing as defined by the JATC and will be required to pass and meet all minimum requirements."

Chair Quitt referred to the same page, on the job learning experience, "In order to promote a well-rounded journey worker, the apprentice will be provided the opportunity to work with all the journey workers." She cautioned against the use of the word, "all" as such a definitive term. The Council has seen appeals from apprentices, who may have merits to their concerns when such definitive language is placed in the standards. Alternative terms may be, "a variety of journey workers." **Jessica Atkinson** agreed to make the change at this time in the interest of being able to move the approval forward.

Chair Quitt referenced page 14, the definitions. Throughout the standard of apprenticeship, they have often referred to the acronym, CBA, which many people are familiar with. However, the acronym is not referenced in the definitions. She suggested adding, "collective bargaining agreement," in the definitions. **Jessica Atkinson** agreed to add the information to the definitions.

Michelle Sanchez-Bickley made a motion to approve the Truckee Meadows Water Authority, Water Plan Operator (hybrid) program with the agreed upon revisions. Bob Potts seconded. The motion carried.

2. Discussion and possible action regarding the approval of revisions of standards for the existing program of: Operative Plasterers and Cement Masons International Association, Local 797, Apprenticeship and Journeyman Training Trust for Southern Nevada, Cement Mason (time-based)

Erin Hasty stated that the program meets all requirements and the agency recommends approval of the standards. **Marvin Gebers, Plasterers and Cement Masons Apprenticeship Program,** stated that the changes are predominately grammatical. Three main changes were made:

1. Addition of direct entry language for graduates of the North American Building Trade's Union's MC3 program.
2. Updated affirmative action language throughout.
3. Change educational requirements to allow for applicants who do not possess a high school diploma or a high school equivalency to be able to enter the apprenticeship program with the provisions that within 180 days after signing the apprenticeship agreement, that they will obtain a high school equivalency.

Louis Loupias commended Mr. Gebers on the way he presented the revision of standards and in particular, the detailed explanation for what the apprentice will receive in terms of benefits. **Chair Quitt** concurred with Louis Loupias' comments. It is clear that the revisions were reflective of the JATC.

Louis Loupias made a motion to approve the Operative Plasters and Cement Masons International Association Local 797 Apprenticeship and Journeyman Training Trust for Southern Nevada, Cement Mason (time-based). Jo Cato seconded. The motion carried.

XII. UPDATE ON NAC 610 COMPLIANCE REVIEW OF APPRENTICESHIP PROGRAMS

Erin Hasty stated that there were motions and directions given from Council to OWINN. These included creating a matrix in regards to program reviews. There was a motion to reach-out to all 41 programs who have no record of being reviewed with a deadline to receive correspondence. In addition, there was a motion to send a notification to programs that have not been reviewed, receive responses and then schedule monitoring reviews for the programs that have gone the longest without being reviewed. A report was to be generated based on those activities. A verbal report will be provided at this time with a more thorough written version at the Councils' February, 2019 meeting. A further motion provided direction to reach-out to programs who have not registered an apprenticeship in two years, allowing time for them to respond. OWINN reached out to all programs. Some responses are still being received. A letter was sent to programs with no record of having an apprenticeship registered in two years or more. A total of 40 had no record of review as of October 15th. Eleven programs stated that they had a review. Further outreach will be performed to determine if the program possesses the review paperwork.

Twenty-six programs with active apprentices had no record of being reviewed. Correspondence was received from 33 out of the 40 programs. Four new programs were on probation and will need a two-year review. Twenty-one notices were sent to programs who had no record of having an apprentice in two years or more. Two programs stated that while they have no active apprentices, they are interested in keeping the program. These programs have not registered apprentices since 2008 and 2010. Thirteen programs have not responded. Two programs actually had active apprentices. However, they were not registered. Technical assistance has been provided to the programs to bring them online and registered. Thirty-three program was asked to verify information and of these, 13 responded.

A total of 26 have not been reviewed or had their standards updated in five years or more, 13 have not updated in 10 years or more and three programs have not updated in 20 years or more. Out of the programs without active apprentices, four asked to be deregistered.

In response to **Kristine Nelson**, **Erin Hasty** confirmed that she would provide a copy of the prepared notes to Council Members and that a more detailed accounting would be available at a future meeting. **Chair Quitt** stated that in regards to an action plan, Ms. Hasty would like to first have a complete list of all the programs and their status, as some records are incomplete at this time. At the February meeting, the expectation that a full written report will be provided.

Louis Loupias asked for a general idea of the industry areas the programs originate from (those that have not been reviewed). **Erin Hasty** stated that the majority of existing programs are in construction. Many of the rural programs have not been visited. There are only two active childcare programs in the state. One received a review and was recommended to be revisited in 2012. They had not yet registered an apprentice, and there was no follow up. **Louis Loupias** comment that he would like to make sure that those programs especially in construction, as much construction we have going into now that they meet all of the requirements of OWINN and the State, and the state laws and regulations. If they haven't had a compliance review in a long time, they probably might need to come in front of the council.

Chair Quitt commended staff's work on the audit. In her tenure on the Council, she has not seen such a, "heavy lift," by a governing body in ensuring that programs are reviewed.

Chair Quitt made a motion to request the State Apprenticeship Council Director to bring written report to the State Apprenticeship Council for its February 2019 quarterly meeting regarding the compliance review of apprenticeship programs. Jason Lamberth seconded. The motion carried.

XIII. SECRETARY REPORT

Erin Hasty stated that as of the beginning of October, there were 4,955 active apprentices: 94 percent male, 6 percent female, 34 percent Hispanic, 53 percent non-Hispanic, 9 percent African-American, 2 percent American Indian/Alaska Native, 2 percent Asian, 3 percent Hawaiian Pacific Islander, 14 percent race not provided, 8 percent veterans, 32 percent, age 16 to 24, 48 percent 25 to 34, 24 percent, age 35 and older. Between 2012 and May 2017, there were a total of four programs approved and six occupations approved. During this year, three new programs have

been approved, and 14 occupations have been approved. She read a statement from a development specialist program participant. **Dr. Ricardo Villalobos** commented that it would be helpful to have such positive testimonials from time to time. **Bob Potts** asked that Erin Hasty add performance metrics to the report.

XIV. PUBLIC COMMENT

Manny Lamarre thanked Erin Hasty and the OWINN staff as well as all members of the Council and the Office of Attorney General.

Rob Benner, Northern Nevada Building Trades Council, highlighted some of the events taking place during Apprenticeship Week.

XV. 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, Monday, October 29th, 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/ and may be requested from the Governor's Office of Workforce Innovation (OWINN) at 555 E. Washington Avenue, Ste. 4900, Las Vegas, Nevada 89101 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: 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/.