

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL**  
**January 5, 2009 (rescheduled from December 18, 2008) – 10:00 a.m.**  
**Meeting Minutes**

**NECA-IBEW Electrical Training Center**

**16021 NE Airport Way**

**Portland, Oregon 97230**

**I. Call to Order**

Chair Brad Avakian called the meeting to order at 10:03 a.m.

**II. Introductions**

Council members:

Brad Avakian, Oregon Labor Commissioner

Jason Landon, Trades Employer

Bob Rogers, Public Member

Nelda Wilson, Trades Employee

Mike McFall, Industrial Employee

Ken Fry, Trades Employee

Larry Jones, Industrial Employee

Staff members:

Stephen Simms, Director, Apprenticeship and Training Division

Karen Dale, Apprenticeship Operations Manager

Maureen Pointer, OSATC Recording Secretary

Also in attendance:

Paul Joiner, Apprenticeship Preparation Project Manager

Apprenticeship Representatives:

Tamara Boyd, Portland

Beth Farmer, Eugene

Richard Petersen, Portland

Tony Cracolice, Eugene

Stacy Ozer, Portland

Larry "Will" Williams, Portland

**III. Welcome**

Chair Avakian welcomed the attendees and expressed appreciation to the NECA-IBEW Training Center for hosting the meeting.

**IV. Approval of Meeting Minutes: September 2008 Council, December 2008 Subcommittees**

**M/S/C** by unanimous voice vote to approve the September 2008 Council minutes and the December Subcommittee minutes as submitted.

**V. Reports**

**A. Rules and Policy Subcommittee**

**Committee Meetings – Teleconference, E-mail or Facsimile Voting:** A preliminary draft of language to permit committees to take action electronically was included in Council packets and will be presented for further discussion at the **March 2009** subcommittee meeting.

**Calculation of Average Journey Wage:** A report will be given at the **March 2009** subcommittee meeting regarding how committees are determining their average journey wage.

**Use of Exceptions to Selection Methods:** Approximately 1½ yrs ago the Council determined that the use of exceptions should be evaluated by the Affirmative Action Task Force. In December 2008, the Rules and Policy Subcommittee recommended that the Council review existing exceptions in the interim to determine whether any should be eliminated or curtailed. An analysis of current exceptions and their impact on diversity will be provided for discussion at the **March 2009** subcommittee meeting.

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**29 CFR 29 Amendment:** Staff continues to analyze the revised federal rules on registered apprenticeship. The revisions take effect on December 29, 2008 and states have two years to make the necessary statutory or regulatory changes to come into compliance with the federal regulations. The division will be working with the Washington State Apprenticeship and Training Council to implement the rules jointly. An update will be provided at the **March 2009** Council meeting.

**Prevailing Wage Rate Diversity Study:** The 2007 Legislature directed the bureau to research the impact of prevailing wage on diversity in registered apprenticeship programs. The analysis should provide insight regarding how the prevailing wage law can be used to improve diversity in apprenticeship programs, and a report will be distributed to Council members as soon as it is finished.

### B. Standards Review Subcommittee

**Oregon WorkKeys Assessment:** The Oregon WorkKeys Assessment and the Career Readiness Certificate are being used by the Office of Community Colleges and Workforce Development and the Department of Education to develop uniform occupational evaluation tools. The Council granted permission to the Sheet Metal JATC, MA 1277 to use the assessment tool on a pilot basis to determine if it would assist them in selecting apprentices. Initial results indicate the test has potential in screening applicants with no adverse impact on diversity. The subcommittee is supportive of additional programs using the test on a pilot basis.

**Felony Background Checks:** The subcommittee discussed whether felony background checks of applicants could be used by committees as part of the selection process. The subcommittee did not recommend approval of proposals submitted by two programs and requested that committee representatives appear at the **March 2009** Standards Review Subcommittee meeting to explain their reasoning and address concerns regarding the potential for adverse impact.

### C. Follow-Ups

1. **E-mail or Facsimile Voting** (*see report in agenda item V.A. above ↗*)

2. **Minimum Wage Increase – Status Report**

1123 Intel Industrial Electrical JATC – Limited Energy Technician B  
2037 Oregon Fruit Products JATC – Limited Maintenance Electrician  
4021 Roseburg TATC – Electric Motor Winder and Repairer  
5005 Rogue Industrial Electrical JATC – Electric Motor Winder

The four programs listed have submitted wage updates or standards for administrative revision that ensure entry level apprentice wages exceed the minimum wage.

### D. Items Recommended for Contingent Approval

All items met the contingencies established by the subcommittee:

1004 NECA-IBEW Electrical JATC  
Revised Standards  
Inside Electrician  
Limited Residential Electrician

1023 Portland Outside Electrical Workers TATC  
Revised Standards  
Lineman  
Station-Substation Construction and Maintenance Wireman

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- 1028 Portland Sheet Metal Workers JATC  
Revised Standards  
Sheet Metal Worker  
Sheet Metal Worker Service Systems Technician

Discrepancies with respect to minimum qualifications and Exception 4 revisions were identified by staff after the December 2008 subcommittee meeting. The committee and the division proposed additional revisions to resolve the issue. Council members concurred with the proposed clarification.

- 1053 Limited Energy Technician JATC  
Revised Standards  
Limited Energy Technician A

- 6012 Utility Electrical Workers JATC  
New Standards  
Substation Electrician

*(Note: The subcommittee recommended approval of the standards contingent upon confirmation of related training certification. The committee is working with Blue Mountain Community College to complete this process. The standards will take effect upon receipt of certification.)*

**E. Subcommittee Items Deferred to Council** *(listed for discussion under agenda item VII ☞)*

- 1122 A-DEC Inc JATC (from June 2008)  
Apprentice exam referrals

**F. Late submittal request – Reynolds Learning Academy, pre-apprenticeship program approval** *(listed for discussion under agenda item VII ☞)*

**VI. Consent Agenda**

One item was removed from the Consent Agenda at the Director's request:

**MA 1099, Limited Energy Electrician JATC - (revised standards):** The standards were placed under agenda item VII for further discussion.

**A. Rules and Policy Subcommittee**

1. Staff Reports
  - a. Follow-up Reports – *from September 2008 OSATC meeting*
    - i. Committee Meetings – Teleconference, Fax, and E-mail *(Deferred to **March 2009**)*
    - ii. Calculation of Average Journey Wage *(Deferred to **March 2009**)*
  - b. Internal Review
  - c. Compliance
  - d. Website
2. Affirmative Action Task Force
  - a. Selection Procedures and Exceptions
  - b. General Report
3. Kliewer Request for Hearing – Status Report

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4. Administrative Rules and Policy Task Force
  - a. Administrative Rules Review – Update
5. 29 CFR 29 Amendment
6. Out-of-Work Apprentice Process (*Staff to distribute report to committees for input, report back **March 2009***)
7. Prevailing Wage Rate Diversity Study - Update
8. Multi-State Reciprocal Agreement
10. Council and Subcommittee Meeting Dates

**B. Standards Review Subcommittee**

1. Staff Reports
  - a. Late Submission Requests
    - 1042 RR Donnelly Norwest Electrical JATC (voluntary dissolution of committee & standards)
    - 1099 Limited Energy Electrician JATC (revised standards)
    - 1135 Stimson Lumber Company – Tillamook JATC (revised standards with name change)
  - b. Review of Approved Pre-Apprenticeship Programs** (*Approval of inactive programs withdrawn*)
  - c. Minimum Wage Increase (*see agenda item V.C.2 ↗*)
2. Items Requiring Council Action
  - a. Follow-Ups From Previous Council Meetings
    - 1039 City of Portland TAC (June 2008)  
New Standards – Division report on unresolved objections  
Stationary Engineer  
  
(*Application for new standards denied due to unresolved objections.*)
    - 1138 PCC Structurals Deer Creek TATC**  
**Proposed Dissolution Rescinded**  
❖ Limited Maintenance Electrician
3. Committee Submittals
  - a. Minimum Guideline Standards - *none*
  - b. New Standards/New Committees - *none*
  - c. New Standards/Current Committees
    - 1124 State DAS Facilities & SEIU 503 JATC**  
**New Standards**  
❖ Limited Energy Technician B

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2008 Mid Willamette Industrial Electrical JATC  
New Standards  
Industrial Maintenance Millwright

*(Tabled to **March 2009**)*

**6012 Utility Electrical Workers JATC  
New Standards**

❖ Substation Electrician

*(Approved contingent upon confirmation of related training certification)*

**d. Current Committees - Other Submittals**

**1004 NECA-IBEW Electrical JATC**

**Revised Standards**

❖ Inside Electrician  
❖ Limited Residential Electrician

**1023 Portland Outside Electrical Workers TATC**

**Revised Standards**

❖ Lineman *Pending Director Approval of Wage Update*  
❖ Meterman *Pending Director Approval of Wage Update*  
❖ Station-Substation Construction and Maintenance Wireman  
*Pending Director Approval of Wage Update*

*(Lineman work process revisions to be resubmitted for **March 2009** Council)*

**1028 Portland Sheet Metal Workers JATC**

**Revised Standards**

❖ Sheet Metal Worker *Pending Director Approval of Wage Update*  
❖ Sheet Metal Worker Service Systems Technician  
*Pending Director Approval of Wage Update*

~~1041 Oregon SW Washington IUOE Local 701 & AGC JATC (withdrawn)~~

~~Revised Standards~~

~~Heavy Duty Repairer: Site and Shop Mechanic  
Operating Engineer  
Technical Engineer: Construction Surveyor~~

**1053 Limited Energy Technician JATC**

**Revised Standards**

❖ Limited Energy Technician A

**Dissolution of Standards (voluntary)**

❖ Limited Energy Technician A (City of Portland)

~~1099 Limited Energy Electrician JATC (See agenda item VII ☞)~~

~~Revised Standards (late submission)~~

~~Limited Energy Technician A~~

**1135 Stimson Lumber Company – Tillamook JATC**

**Revised Standards**

❖ Industrial Maintenance Millwright *Pending Director Approval of Wage Update*

*(Committee must submit an Affirmative Action Plan for Council approval in **March 2009**)*

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**2016 Area II Inside Electrical JATC**  
**Affirmative Action Goals and Timetables**  
❖ Inside Electrician

**5004 Rogue Valley TATC**  
**Revised Standards**  
❖ Sign Maker/Erector  
**Affirmative Action Goals and Timetables**  
❖ Sign Maker/Erector

**6012 Utility Electrical Workers JATC**  
**Revised Standards**  
❖ Lineman *Pending Director Approval of Wage Update*  
❖ Meterman *Pending Director Approval of Wage Update*

**7013 Central Oregon Sheet Metal JATC**  
**Revised Standards**  
❖ Sheet Metal Worker *Pending Director Approval of Wage Update*

4. Dissolution of Committees and Standards

**2019 Hewlett Packard JATC**  
**Dissolution of Committee and Standards (voluntary)**  
❖ Mold, Tool & Die/Mold Maker

**1042 RR Donnelley Norwest Electrical JATC (late submission)**  
**Dissolution of Committee and Standards (voluntary)**  
❖ Limited Maintenance Electrician

5. Items Requiring Ratification

a. Administrative Conversions and Revisions

**2002 Central Lincoln PUD JATC (minimum guideline revision)**  
❖ Lineman Effective 11/20/08  
❖ Maintenance Wireman Effective 11/20/08  
❖ Relay/Meter Technician Effective 11/20/08

**3007 Eugene/Springfield Utilities JATC (minimum guideline revision)**  
❖ Electrical Lineman Effective 11/20/08  
❖ Electrical Meter Repairer Effective 11/20/08  
❖ Electrician Substation Effective 11/20/08

**3025 Area III Sheet Metal/HVAC Environmental Systems JATC (minimum guideline revision)**  
❖ Sheet Metal Worker Effective 10/07/08

**4021 Roseburg TATC (minimum guideline revision)**  
❖ Outside Electrician Effective 11/05/08

**5007 Southern Oregon Electrical Utilities JATC (minimum guideline revision)**  
❖ Power Line Construction/Maintenance Effective 11/05/08  
❖ Substation Electrician Effective 11/05/08

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b. Administrative Corrections - *none*

6. Items Requiring No Council Approval

a. Follow-Ups from Previous Council Meetings

1277 Status report on Oregon WorkKeys Assessments test (*June 2008*) (*See agenda item V.B*  
*↗*)

**M/S/C** to remove **MA 1099** for further discussion and approve the **Consent Agenda**:

Mr. Jones	Yes	Mr. Landon	Yes
Mr. McFall	Yes	Mr. Rogers	Yes
Ms. Wilson	Yes	Mr. Fry	Yes

**VII. Items Forwarded to Council**

Director Simms requested that **MA 1099** be addressed first.

**1099 Limited Energy Electrician JATC**  
**Revised Standards (late submission)**

❖ Limited Energy Technician A

*Representative present: Eva Sizelove, Administrator*

Council actions on standards normally take effect on the 1<sup>st</sup> day of the month following Council action. Due to the rescheduling of the Council meeting, the effective date would be February 1, 2009 instead of January 1. The committee was concerned about the effective date of the new wage schedule.

Ms. Sizelove stated that the committee had no objections to an effective date of February 1, 2009.

**M/S/C** to approve **MA 1099** revised standards with an effective date of February 1, 2009:

Mr. Jones	Yes	Mr. Landon	Yes
Mr. McFall	Yes	Mr. Rogers	Yes
Ms. Wilson	Yes	Mr. Fry	Yes

**A. 1122 A-DEC Inc JATC (Late submission)**  
Apprentice exam referrals

The Division denied previous license exam referrals approved by the committee due to incomplete documentation of license requirements. The committee submitted a letter regarding the denial for the June 2008 Council meeting but did not appear. A late request to discuss the issue in December 2008 was submitted and approved by the Standards Review Subcommittee and committee representatives appeared at the subcommittee meeting to discuss the issue.

Based upon the review of all documentation submitted, with subsequent confirmation of First Aid/CPR training, the Division concluded that all licensing requirements had been satisfied and exam referral letters for two apprentices have been forwarded to the Building Codes Division. The matter has been resolved and no additional Council action is required.

**B. 2037 Oregon Fruit Products JATC**  
**Administrative Revision Ratification** (*wage schedule increases*)

❖ Limited Maintenance Electrician

Effective 12/30/08

**M/S/C** to ratify **MA 2034** administrative revision:

Mr. Jones	Yes	Mr. Landon	Yes
Mr. McFall	Yes	Mr. Rogers	Yes
Ms. Wilson	Yes	Mr. Fry	Yes

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**C. Reynolds Learning Academy – Pre-Apprenticeship Approval Request (Late submission)**

The Reynolds Learning Academy's "Trading Up" program includes classroom and hands-on learning in partnership with several apprenticeship programs, including:

- HVAC & Metals Institute (MA 1028)
- NECA/IBEW Electrical Training Center (MA 1004 and 1053)
- Oregon SW-Washington IUOE Local #701 & AGC JATC (MA 1041)
- Willamette Carpenters Training Center (MA 1057)

Since representatives from the Reynolds Learning Academy were not present, Council member Fry requested that partnering apprenticeship program representatives address the Council regarding their opinion of the program.

*Partnering apprenticeship program representatives present: Dennis Boyd, MA 1028; Rod Belisle, MA 1004 and 1053; John Schraner, MA 1057*

All three representatives voiced strong support for the program. One program indicated they would offer preferential entry and another would award extra points to applicants who had completed the program.

The late submission was accepted to enable the program to strengthen their request for additional funding from the Reynolds School Board by indicating Council support. That board will be meeting prior to the next Council meeting.

- ❖ **M/S/C** unanimously by voice vote to approve the **Reynolds Learning Academy** as a recognized pre-apprenticeship program.

**VIII. Items Requiring No Council Action - none**

**IX. Meritorious Service Awards – attached**

Gene Butterfield, City of Springfield Maintenance JATC passed away last month and the committee requested that a Meritorious Service Award be expedited so they could present it to his family. Director Simms expressed condolences to Mr. Butterfield's family on behalf of staff and the Council.

**X. Certificates of Appreciation – attached**

**XI. New Committee Members – attached**

**M/S/C** unanimously by voice vote to approve **Meritorious Service Awards, Certificates of Appreciation, and New Committee Members.**

**XII. Policy and Staff Briefing**

- A. General - none**
- B. Council Member Reports - none**
- C. Commissioner's Report - none**
- D. Director's Report**

The division continues to be short staffed by two Apprenticeship Representatives and hopes to have the positions filled by July 1, 2009. Director Simms asked for continued patience from committees as staff tries to meet their needs during this time.

The WSATC will meet on January 15-16, 2009 in Tumwater, Washington. A reciprocity meeting will not be held this quarter.

**XIII. Reports**

- A. Washington State Apprenticeship and Training Council - none**

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- B. Apprenticeship Training, Employer and Labor Services (OATELS) – U.S. DOL - none**
- C. Oregon Building Codes Division - none**
- D. Coordinators Group- none**

**XIV. Correspondence**

**A. MA 1065 Oregon-Columbia Masons TATC**

Program Administration and Recordkeeping – October 6, 2008

OR SW-WA Mason Trades JATC (MA 1008) submitted a letter at the September 2008 Council meeting expressing concerns regarding OJT discrepancies for a particular apprentice.

A letter from MA 1065, dated October 6, 2008 explained the discrepancy. Staff reviewed the committee's records, information recorded in the division's Management Information System (MIS), and meeting minutes step-by-step. The division concluded that the discrepancies noted in the September 2008 complaint were partially true but the result of inadvertent errors by the committee, the apprentice, and the division. The committee corrected the errors shortly after they were made and the apprentice's record currently reflects his actual standing in the program. There was no evidence of any intentional wrong doing.

**XV. Good of Apprenticeship**

Council member Rogers asked the Commissioner to provide information regarding the bureau's budget. Mr. Rogers is concerned about statewide budget constraints and how the bureau will carry out state mandates while understaffed, such as working with the schools and affirmative action. He also stated that he would like to have representation from Building Codes Division (BCD) at the Council meetings.

**Agency budget:** Commissioner Avakian responded that the Governor's recommended budget has been forwarded to various agencies and the Legislature. During the budget process the bureau noted that it has lost approximately 1/3 of its workforce over the last decade and made proposals to help start rebuilding some of those losses. The Governor did not include these proposals in his recommended budget, although he did not ask for additional cuts as asked of other agencies. The bureau is making all requests for additional staffing to the Legislature and is currently meeting with legislative leaders to try to restore those positions.

Commissioner Avakian also spoke about two legislative proposals that the bureau is involved in:

- Restructuring of the state Workforce Investment Board to enable better tracking and use of workforce investment dollars.
- Restoration of career education, including shop classes to Oregon's middle and high schools.

The interim Workforce Committee will be working on both bills when the Legislature convenes. The Governor did not include the restoration of career education in his recommended budget and chose to enhance resources to community colleges for career education instead. Several legislative leaders believe that career education is needed in both community colleges and middle and high schools. The bureau will continue to support this effort.

**BCD representation at Council meetings:** Mr. Simms responded that although BCD staff have an open invitation, they are busy with enforcement and compliance in the field. A written report on items of interest will be requested when they are unable to attend in the future.

**Agency Flyers:** Apprenticeship Representative Tamara Boyd reported that the bureau has two new flyers ready for distribution.

- Apprenticeship: Building Oregon's Future
- Protecting Employees & Employers

**XVI. Adjournment**

The meeting was adjourned at 10:48 a.m.

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**MERITORIOUS SERVICE AWARDS:**

<u>MA</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>	<u>YEARS</u>
1028	PORTLAND SHEET METAL WORKER JATC	MCQUOWN, DOUG	**
2009	MID-WILLAMETTE INDUSTRIAL TATC	WOOTAN, ROSS	8
3027	CITY OF SPRINGFIELD MAINTENANCE JATC	GENE BUTTERFIELD	4
4007	DOUGLAS/COOS/CURRY INDUSTRIAL TATC	RICHARDS, NORMAN	12
4016	AREA IV INSIDE ELECTRICAL JATC	O'SULLIVAN, JOHN	12
4016	AREA IV INSIDE ELECTRICAL JATC	JOHNSTON, LLOYD M	3
5002	JACKSON COUNTY MILLWRIGHTS JATC	SCHNEIDER, RANDY	5
7024	KLAMATH BASIN INSIDE ELECTRICIAN JATC	GAMBLE, GENE	7
7026	CENTRAL OR LTD ENERGY ELECTRICAL JATC	JACKSON, CLYDE W	3

\*\*Currently not available

**CERTIFICATES OF APPRECIATION:**

<u>MA</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>	<u>YEARS</u>
5005	ROGUE INDUSTRIAL ELECTRICAL JATC	MATHEW WIEGE	1.5
7026	CENTRAL OR LTD ENERGY ELECTRICAL JATC	ADAMS, JEFF	2.5

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### NEW COMMITTEE MEMBERS:

<u>MA</u>	<u>POS</u>	<u>P/A</u>	<u>E/R</u>	<u>COMMITTEE NAME</u>	<u>MEMBER NAME</u>
1023	M	A	R	PORTLAND OUTSIDE ELECTRICAL WORKERS TATC	BILL MULLENBURG
1023	M	P	R	PORTLAND OUTSIDE ELECTRICAL WORKERS TATC	STEVE MCGRORTY
1033	M	A	E	NORTH COAST PLUMBERS JATC	TIMOTHY MENDENHALL
1047	M	P	R	OREGON-SW-WASHINGTON ELEVATOR INDUSTRY JATC	SHAWN VANDERHOFF
1062	M	A	R	AD DISPLAY SIGN MAKER/ERECTOR JATC	KEVIN KELJO
1062	M	P	E	AD DISPLAY SIGN MAKER/ERECTOR JATC	PHIL REYNOLDS
1070	M	A	E	OR SW-WA NW-CA PLUMBERS JATC	MIKE O'ROURKE
1077	M	P	E	OR & SW-WA SPRINKLER FITTERS JATC	ERIC STEIN
1080	M	P	E	AREA I HVAC JATC	STEPHEN GOUGH
1095	M	P	R	LEUPOLD & STEVENS OF BEAVERTON JATC	STEVE HODGE
1099	M	P	E	LTD ENERGY ELECTRICIAN JATC	STUART MCARTHUR
1099	M	A	R	LTD ENERGY ELECTRICIAN JATC	RICK SCHADE
1144	M	P	E	OREGON LBME JTC	ABE BURCH
2002	M	A	E	CENTRAL LINCOLN PUD LOCAL TATC	GREG CARTER
2009	M	A	E	MID-WILLAMETTE INDUSTRIAL TATC	BRUCE MCLENNAN
2009	M	A	R	MID-WILLAMETTE INDUSTRIAL TATC	CLARK HAYES
2009	M	P	E	MID-WILLAMETTE INDUSTRIAL TATC	DAVID TILLERY
2009	M	A	E	MID-WILLAMETTE INDUSTRIAL TATC	MARK LARSON
2009	M	A	R	MID-WILLAMETTE INDUSTRIAL TATC	NICK BROOKS
2009	M	A	E	MID-WILLAMETTE INDUSTRIAL TATC	JOHN O'CONNELL
2015	S	P	E	AREA II PLUMBERS JATC	MIKE ESTES
2022	M	P	R	MID-VALLEY STEAMFITTERS/PIPEFITTERS JATC	STEVE WOLFE
3015	M	A	E	AREA III PLUMBERS JATC	W.C. GROVER
3015	M	A	R	AREA III PLUMBERS JATC	DON SHERWOOD
3025	M	A	E	AREA III SHEET MTL/HVAC ENV SYS JATC	DAN GIARUSSO
3025	M	A	R	AREA III SHEET MTL/HVAC ENV SYS JATC	TOM GOGAL
3027	M	P	R	CITY OF SPRINGFIELD MAINTENANCE JATC	MARCY PARKER
4007	M	A	R	DOUGLAS/COOS/CURRY INDUSTRIAL TATC	JON DRESSELL
4011	M	A	R	ROSEBURG INDUSTRIAL ELECTRICAL JATC	MIKE THOMAS
4016	M	P	E	AREA IV INSIDE ELECTRICAL JATC	DAN GEISE
5002	M	P	E	JACKSON COUNTY MILLWRIGHTS JATC	WILLIAM FLOREY
5005	M	A	E	ROGUE INDUSTRIAL ELECTRICAL JATC	MIKE COX
5006	M	A	E	S CENTRAL OR SHEET METAL JATC	NATHAN WEST
5007	M	P	E	SOUTHERN OR ELECTRICAL UTILITIES JATC	PATRICK SCANLON
5010	M	A	R	SOUTHERN OREGON BOILER OPERATORS JATC	RICK ROSE
5021	M	P	E	POWER LINE CLEARANCE TREE TRIMMERS JATC	STEVE ROBERT
7001	M	A	R	AREA VII INSIDE ELECTRICAL JATC	JASON BETHERS
7001	M	A	R	AREA VII INSIDE ELECTRICAL JATC	AARON CLICKETT
7001	M	A	E	AREA VII INSIDE ELECTRICAL JATC	DICK VELDSMA
7025	M	P	R	BRIGHT WOOD CORP IND ELECTRICAL JATC	DARYL BOOREN
7026	M	P	E	CENTRAL OR LTD ENERGY ELECTRICAL JATC	JASON DYLLA
7026	M	A	E	CENTRAL OR LTD ENERGY ELECTRICAL JATC	DOUG WEICKUM