

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL
STANDARDS REVIEW SUBCOMMITTEE
Meeting Minutes - March 4, 2009**

Ken Fry, Chair

I. Call to Order

Chair Ken Fry called the meeting to order at 1:10 p.m.

II. Introductions

Council members:

Jason Landon, Trades Employer	Mike McFall, Industrial Employee
Bob Rogers, Public Member	Ken Fry, Trades Employee
John Rozell, Trades Employer	Bob Ferguson, Industrial Employer
Nelda Wilson, Trades Employee	

Staff members:

Karen Dale, Apprenticeship Operations Manager
Elaine Dibble, Internal Operations Manager
Paul Joiner, Apprenticeship Preparation Project Manager
Maureen Pointer, OSATC Recording Secretary
Lisa Traynor, Office Specialist

Apprenticeship Representatives:

Richard Petersen, Portland	Tamara Boyd, Portland
Stacy Ozer, Portland	Elizabeth Farmer, Eugene
Larry "Will" Williams	Tony Cracolice, Eugene

III. Staff Reports

A. Late Submission Requests

1138 PCC Structurals Deer Creek TATC (new standards)

M/S/C by unanimous voice vote to recommend addition of **MA 1138** as a late submission to the agenda.

B. Internal Review ☞

C. Compliance ☞

D. Website ☞

Reports for Agenda Items III B, C and D (marked "☞" above) were given at the morning Rules and Policy Subcommittee meeting. See Rules and Policy Subcommittee meeting minutes for a summary of the information.

E. Review of Approved Pre-Apprenticeship Programs

Staff has evaluated the approved pre-apprenticeship programs to determine which are still active and determine committee affiliation.

Staff recommended that approval be withdrawn from the following programs due to their inactive status:

B-FIT (Portland Community College)
Residential Apprenticeship Preparatory Program (NIETC)
South Coast Business Employment Corp Construction Training Program
Workers in Trades (WIT) (Central Oregon Community College)

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL
STANDARDS REVIEW SUBCOMMITTEE
Meeting Minutes - March 4, 2009**

Staff noted that the Job Corp facility at Wolf Creek was omitted from the active list and will be added. They are affiliated with MA 1057. Staff will continue to work with the active programs to finalize committee affiliation information.

M/S/C by unanimous voice vote to recommend withdrawal of approval from B-FIT, Residential Apprenticeship Preparatory Program, South Coast Business Employment Corp. Construction Training Program, and Workers in Trades pre-apprenticeship programs due to inactivity.

F. Inactive Standards

Committees with inactive standards as of 12/31/08 will be contacted prior to the June 2009 Council meeting to determine if they want to retain the standards. Committee representation will be required at the June 2009 Standards Review Subcommittee meeting if an apprentice has not been indentured and the committee wishes the standard to remain active.

No action taken.

IV. Follow-Ups from Previous Council Meetings

A. 1041 Revised Standards (June 2008) - report

A revised selection procedure was submitted in December 2008 and required clarification of the scoring system. The committee withdrew the submission and planned to resubmit in March 2009. The submission has been deferred to June 2009.

No action taken.

B. 1135 North Coast Industrial Trades JATC

- Industrial Maintenance Millwright

Committee representative present: Randall Tyle, Administrator

Revised standards were approved in January 2009 to enable the single-employer program to approve additional training agents. The committee was to have submitted an Affirmative Action Plan for Council approval in March 2009; a plan has not been submitted.

Mr. Tyle stated that the committee would like to withdraw approval of the revised standard and resubmit in June 2009 with an Affirmative Action Plan.

Ms. Dale responded that Council has already approved the revised standards and recommended deferring action until the June 2009 subcommittee meeting rather than rescinding the previous approval. The committee would not be allowed to register new apprentices until an Affirmative Action Plan has been submitted and recommended for approval.

M/S/C to recommend **deferring action** on **MA 1135** until June 2009. The committee will not be allowed to register new apprentices until an Affirmative Action Plan has been submitted and recommended for approval by the Division:

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

C. Inactive Standards Previously Proposed for Dissolution

3012 Lane County Industrial Maintenance Mechanic JATC ↗
Rescind Proposed Dissolution
Machinist

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL
STANDARDS REVIEW SUBCOMMITTEE
Meeting Minutes - March 4, 2009**

4002 Pac Corp/UWUA Outside Electric Workers JAC ↗
Rescind Proposed Dissolution
Meterman

5004 Rogue Valley Trades ATC ↗
Rescind Proposed Dissolution
Die Maker Die Casting & Plastic Molding

All programs (marked “↗” above) have registered an apprentice and are now active.

M/S/C by unanimous voice vote to recommend rescinding proposed dissolution for **MA 3012** – Machinist, **MA 4005** – Meterman, and **MA 5004** – Die Maker Die Molding and Plastic Molding standards.

D. 1004/1053 Felony Check – report

There was discussion at the December 2008 Standards Review Subcommittee meeting regarding whether committees could require a felony background check as opposed to employers requiring the check. The subcommittee requested that the committee chairs and secretaries appear at the March 2009 subcommittee meeting to discuss the issue. Discussions between the Division and the committees have taken place and staff is requesting the item to be **deferred** for discussion until **June 2009**, pending further research on the issue.

No action taken.

E. 8012 Oregon Roofers Guideline JATC – ratio report

Committee representatives present: Clint Mapes, MA 1050; Randall Tyle, MA 3021

The current 1:1 ratio was approved in 2005, with annual reports to Council requested.

Ms. Dale commended the work the local roofer committees have done, noting that the completion rate for the occupation has increased from 9.6% in 2004 to 24.0% in 2008. The percentage of hands-on training provided by both local programs exceeds the required minimum in the guideline standards.

Mr. Mapes reported that they would like to revise the ratio, but retention of journey workers is essential. MA 1050 has been working on better retention rates by providing foreman training and career planning. He noted the roofer committees understand the need for higher journey worker to apprentice ratio and may submit a request for a guideline ratio revision in the future.

Mr. Tyle provided a brief update on MA 3021’s progress, noting that 56 of their journey workers and apprentices have completed and earned the OSHA30 Certification. As well as hands-on related training at the Eugene shop, all apprentices are attending registered classes at the community college twice a week.

M/S/C by unanimous voice vote to recommend continuation of the 1:1 ratio for **MA 8012** with annual reports to Council.

V. Committee Submittals

A. Minimum Guideline Standards - none

B. New Standards/New Committees

Oregon Test, Adjust & Balance JATC

• **New Committee/New Standards**

Testing, Adjusting, and Balancing Technician

Committee representatives present: Cindy Regier, Apprenticeship Director; Joe Helm, President, NW Engineering Service, Inc. (NWESI)

Committee guest: Scott Miller, MFIA Consulting Engineers

Additional testimony: Dennis Boyd, MA 1028

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL
STANDARDS REVIEW SUBCOMMITTEE
Meeting Minutes - March 4, 2009**

The proposed committee provided two handouts to subcommittee members (Exhibits # 1 and # 2).

Mr. Helm stated that the Testing, Adjusting, and Balancing (TAB) Technician job description and requirements for approved training agents are unique. He gave a brief historical perspective of the profession, a description of the occupation, how it differs from contracting or manufacturing activities, and why a trained workforce is needed.

Mr. Miller is a consulting engineer and stated that he relies on TAB technicians, as independent agents, to verify that products are operating properly in the field.

The proposed committee has 7 contractors with 12-14 initial apprentices expected to enter at different stages of the program. Ms. Regier anticipates the opportunity to register new apprentices will grow as the program matures. Journey level workers have not yet been identified but guidelines have been established to define a journey worker/lead technician.

Mr. Boyd stated that the MA 1028 sheet metal program works with TAB contractors who have engineers and sheet metal workers. He believes that TAB is a part of the sheet metal trade. All MA 1028 sheet metal apprentices are trained in TAB, although not to the level of a TAB technician.

Historically, training for this occupation has been provided through in-house training programs outside of registered apprenticeship. Some technicians have been trained in a traditional apprenticeship setting through the sheet metal trade.

Chair Fry stated that the proposed standards differ from traditional building trades' standards. Jobsite supervision, ratio, and the need for a new apprenticeship program in this trade are areas of concern and should be discussed.

Committee Member Rozell asked how the program would work with training agents who have different scopes of work. Mr. Helm responded that a lot of thought has gone into what is reasonable regarding unsupervised work and how it would apply to different scopes of work that contractors may have. A lot of the work in the occupation is documentation, such as record keeping, data gathering and reporting and does not require a lot of oversight. Oversight comes later, when the documentation is reviewed for accuracy.

Another subcommittee concern was safety when working with energized systems, especially at a 2 apprentice to 1 journey worker ratio. Mr. Rozell asked how important the proposed ratio was for the committee. Ms. Regier responded that all of the anticipated apprentices might not be able to initially register without the 2:1 ratio due to the lack of trained journey workers and suggested the ratio be approved and re-evaluated after the first group of graduates.

Mr. Boyd stated that a 2:1 ratio for this program would be a disadvantage to their TAB contractors, who must abide by a stricter ratio. Mr. Rozell added that he believes that a high ratio of apprentices to technicians would degrade the profession.

Responding to a question from Mr. Rozell, Mr. Boyd stated that he is not opposed to the standards but does have some concerns:

- Indirect supervision – does not tie in with registered apprenticeship programs
- Ratio – 2:1 ratio is not good from a training standpoint
- Hands-on related training – How will this be done? Building a TAB lab is a big financial commitment.
- Related training hours (244 hrs/yr) – seems high

Ms. Regier responded that supplemental classes, some with hands-on training, will be held at community colleges. The committee is working with Portland Community College to develop a WorkKeys assessment and identify supplemental courses. Mr. Helm added that much of the hands-on training can be done in the field.

Chair Fry suggested that committee representatives meet with Mr. Boyd to review the MA 1028 sheet metal program, look at their hands-on training and discuss the elements needed to create a successful TAB program. A motion and second was made to table the submission until the next subcommittee meeting pending this meeting.

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL
STANDARDS REVIEW SUBCOMMITTEE
Meeting Minutes - March 4, 2009**

Ms. Regier stated that delaying the approval would impede their ability to participate in prevailing wage jobs.

Mr. Rozell stated that he appreciates the sense of urgency, but believes the committee should take the time to coordinate and fine tune the program and address all of the subcommittee's concerns. He added that if approved, this program would likely reshape the profession, which is currently being approached from many different directions.

M/S/C to table Oregon Test, Adjust & Balance JATC new committee and standards until the **June 2009** subcommittee meeting, pending a meeting between the proposed committee and existing programs and addressing the three major concerns of ratio, indirect supervision, and related classroom and lab instruction:

Mr. Ferguson	Yes	Mr. Landon	Yes
Mr. McFall	Yes	Mr. Rogers	Maker of the motion, not available for vote
Mr. Rozell	Yes	Ms. Wilson	Yes
Mr. Fry	Yes		

Wright Prototype JATC

- **New Committee/New Standards**
 - ❖ Mold, Tool & Die Maker

Committee representative present: Denise Wright, Wright Prototype

This committee formed to allow at least one of the apprentices from a recently dissolved program to complete his apprenticeship. All elements required by OAR 839-011-0084 are in place.

M/S/C to recommend approval of **Wright Prototype JATC** new committee and new standards:

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

Yamhill Polk County Youth JATC

- **New Committee/New Standards**
 - ❖ *Youth Limited Maintenance Electrician
 - ❖ Youth Millwright

Committee representatives present: Jon Ostring, Cascade Steel; John Moore, Willamina Lumber, Hampton Affiliates

ATD staff present: Paul Joiner

Mr. Joiner reported that this is a youth apprenticeship program very similar to the Portland Metro Youth JATC program previously approved by the Council. The Youth Limited Maintenance Electrician standard is identical. The Youth Millwright standard differs slightly, but mirrors the work processes and related training of the adult millwright program.

Committee representatives stated that they look forward to offering this youth program to individuals in their community.

M/S/C to recommend approval of **Yamhill Polk County Youth JATC** new committee and new standards:

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

C. New Standards/Current Committees

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL
STANDARDS REVIEW SUBCOMMITTEE
Meeting Minutes - March 4, 2009**

1121 Blue Heron Paper Company JATC

- **New Standards**
 - ❖ Industrial Mechanic - Limited Maintenance Electrician

Committee representative present: Earl Voss, Committee Secretary; Kamal Gemayel, Blue Heron Paper Co.

Related training is provided by Clackamas Community College using previously certified curriculum. The Division is waiting for a letter from the college confirming related training certification and recommended approval contingent upon receipt of the letter. The submission meets the minimum guideline standards and remaining Council requirements for new standards.

The sponsors believe the program will provide opportunities for both the employees and the employer.

M/S/C to recommend approval of **MA 1121** new standards **contingent** upon certification of related training curriculum:

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

1138 PCC Structurals Deer Creek TATC

- **New Standards**
 - ❖ Limited Journeyman Manufacturing Plant Electrician

Committee representative present: Dan Tuggle, Committee Secretary

All elements required by OAR 839-011-0084 are in place.

M/S/C to recommend approval of MA 1138 new standards:

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

2008 Mid Willamette Industrial Electrical JATC

- **New Standards**
 - ❖ Industrial Maintenance Millwright

Committee representative present: Russell Smith, Administrator; Dan Kasten, Committee Chair

Objector present: Holly DeRamus, Administrator - MA 2009

These standards were originally submitted in December 2008. There was no committee representation at that time and the item was deferred to March 2009. All elements required by OAR 839-011-0084 are in place and the Division recommends approval.

Ms. DeRamus submitted a letter regarding the lack of millwright representation on the MA 2008 committee and challenging their JATC status.

Chair Fry recommended that Division staff investigate the objections and provide a report at the full Council meeting in March 2009. Ms. Dale confirmed that staff would research the objections and provide an opportunity for MA 2008 to respond prior to the Council meeting.

M/S/C by unanimous voice vote to direct staff to **investigate** the objections submitted; **provide** findings to the MA 2008 committee prior to the March 19, 2009 Council meeting, **deferring action** until that time.

D. Current Committees - Other Submittals

The subcommittee grouped and voted on the submissions marked “✍” below.

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL
STANDARDS REVIEW SUBCOMMITTEE
Meeting Minutes - March 4, 2009**

M/S/C to recommend approval of **MA 1020, 1175, and 1229** revised standards and **MA 1020, 1056, 1060, 2015, 2022, 2026, and 3019** affirmative action goals and timetables:

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

Council member Nelda Wilson left the meeting at 2:42 p.m.

1020 OR & SW-WA Floor Covering JATC ↗

Revised Standards

- ❖ Resilient Floor & Decorative Coverings

Affirmative Action Goals and Timetables

- ❖ Resilient Floor & Decorative Coverings

1023 Portland Outside Electrical Workers TATC

• **Revised Standards**

Lineman

Committee representative present: Bob Wimmer, Committee Chair

The standards have been revised to meet the minimum guideline (MG) standards, but the proposed work processes do not match up with the guidelines. Staff noted that some general work processes appear to be short hours (Conductors and Insulators lists 600 hrs, MG requires 700 hrs; Switches and Cutouts lists 100 hrs, MG requires 300 hrs) and that hours identified as hot work may be double counted. Council members knowledgeable in the lineman occupation were asked to confirm whether the proposed revisions meet the MG requirements.

Council Member McFall believes that apprentices would log hours initially on non-energized work processes and would log additional hours on the same work processes as hot/energized hours further into their apprenticeship. He does not believe that the hours would be double counted.

Council Member Ferguson added that the intent of the minimum guideline standards would be met if the total hours met the minimum guideline total hours.

The committee also proposed to begin tracking hot hours for apprentices entering the 5th period from this point forward, and transmission hours for apprentices registered this point forward.

Mr. Wimmer explained that they currently have 18-20 hot apprentices, including some who are almost ready to complete the program. They are requesting that only the new "hot" apprentices be required to log hot hours as proposed in the revised standards and that existing hot apprentices would continue documenting their hot work under the old system.

Ms. Dale noted that this proposal may result in current apprentices completing the program without documentation of the minimum guidelines for hot work. The issue is brought forward to the subcommittee to ensure the committee will not be found out-of-compliance due to lack of hot work documentation for existing apprentices.

M/S/C to recommend approval of **MA 1023** revised standards. Existing hot apprentices will not have to break down their hot work hours as described in the proposed revised standards:

Mr. Ferguson	Yes	Mr. Landon	Yes
Mr. McFall	Yes	Mr. Rogers	Yes
Mr. Rozell	Yes	Mr. Fry	Yes

1056 Area I Painters JATC ↗

Affirmative Action Goals and Timetables

- ❖ Painter and Decorator

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL
STANDARDS REVIEW SUBCOMMITTEE
Meeting Minutes - March 4, 2009**

- 1060 Mid-Valley Sheet Metal Workers JAC** ↗
Affirmative Action Goals and Timetables
❖ Sheet Metal Worker

The subcommittee grouped and voted on the submissions marked “↗ ↗” below.

M/S/C to recommend approval of **MA 1062** and **MA 2017** revised standards **contingent** upon Director approved wage update:

Mr. Ferguson	Yes	Mr. Landon	Yes
Mr. McFall	Yes	Mr. Rogers	Yes
Mr. Rozell	Yes	Mr. Fry	Yes

- 1062 Ad Display Sign Maker/Erector JATC** ↗ ↗
Revised Standards
❖ Sign Maker/Erector Pending Director Approved Wage Update

- 1175 Oregon Columbia Heavy Equipment Operators JATC** ↗
Revised Standards
❖ Operating Engineer

- 1229 OR SW-WA IUOE Local 701 Stationary Engineer JATC** ↗
Revised Standards
❖ Limited Maintenance Electrician
❖ Stationary Engineer

- 2015 Area II Plumbers JATC** ↗
Affirmative Action Goals & Timetables
❖ Plumber

- 2017 Consumers Power JATC** ↗ ↗
Revised Standards
❖ Lineman Pending Director Approved Wage Update

- 2022 Mid-Valley Steamfitters/Pipefitters JAC** ↗
Affirmative Action Goals and Timetables
❖ Pipefitter

- 2026 Mid-Valley HVAC JAC** ↗
Affirmative Action Goals and Timetables
❖ HVAC/R Technician

- 3019 Area III Inside Electrical JATC** ↗
Affirmative Action Goals and Timetables
❖ Inside Electrician

- 3021 Southwestern Oregon Roofers JATC**
• **Revised Standards**
❖ Roofer

Committee representative present: None (representative left meeting prior to item coming up)

Additional testimony: Clint Mapes, MA 1050

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL
STANDARDS REVIEW SUBCOMMITTEE
Meeting Minutes - March 4, 2009**

The committee has added a category in their point system for "Participation in team athletics or other organized team activity". Staff recommended that the committee be requested to identify "organized team activities" in their policies and procedures, subject to Division approval.

Mr. Mapes had questions regarding the point system:

- Forklift certification – How does this help identify candidates for the roofing trade?
- Exceptions – How are these exceptions going to help to get women and minorities into the roofer trade?

(NOTE: The exceptions are currently approved; no change was proposed.)

M/S/C by unanimous voice vote to table MA 3021 to the March 2009 Council meeting **pending** a representative being present to answer questions.

**4005 Coos-Curry Electric Cooperative Inc JAC
Revised Standard**

- ❖ Outside Electrician (Installer Repairer) Pending Director Approved Wage Update

M/S/C to recommend approval of **MA 4005** revised standard **contingent** upon Director approved wage update:

Mr. Ferguson	Yes	Mr. Landon	Yes
Mr. McFall	Yes	Mr. Rogers	Yes
Mr. Rozell	Yes	Mr. Fry	Yes

5021 Power Line Clearance Tree Trimmers JATC

- **Revised Standards**
Tree Trimmer

Committee representative present: Bill Stone, Committee Training Coordinator

The standards currently require a Commercial Driver's License B within the first 90 days of indenture. The committee proposed adding a CDL permit requirement to the minimum qualifications. Obtaining the permit requires:

- Possession of non-commercial class C vehicle driver's license for 1 year
- Medical exam to obtain medical examiner's certificate
- Passing the permit test (offered only in English)

Requiring the permit at the time of application in some ways simply accelerates the process for obtaining the CDL within the first 90 days. However, OAR 839-011-0330 states that "The Council shall not consider proposed standards that contain any of the following requirements within their minimum qualifications:"

- (b) Tests that do not meet 41 CFR 60.3 validity requirements
- (c) Valid drivers license
- (d) Medical exam

The rule does allow for the inclusion of a note advising applicants that employers may require a driver's license and/or medical exam as a condition of employment. Staff recommended the requirement be removed from the minimum qualifications and added as a condition of employment note.

Mr. Stone stated he believes that the committee would approve of the suggested revision. He provided a list of MA 5021 apprentices and their current CDL status to subcommittee members (Exhibit # 4), and reviewed the committee's disciplinary procedure when apprentices are not able to obtain a CDL within the required timeline.

M/S/C to recommend approval of **MA 5021** revised standards **contingent** upon the CDL requirement being removed from the minimum qualifications and placed under conditions of employment:

Mr. Ferguson	Yes	Mr. Landon	Yes
Mr. McFall	Yes	Mr. Rogers	Yes
Mr. Rozell	Yes	Mr. Fry	Yes

**OREGON STATE APPRENTICESHIP AND TRAINING COUNCIL
STANDARDS REVIEW SUBCOMMITTEE
Meeting Minutes - March 4, 2009**

E. Dissolution of Committees and Standards - none

VI. Items Requiring Council Ratification

A. Administrative Conversions and Revisions

The subcommittee grouped and voted on the submissions marked “↗” below.

M/S/C by unanimous voice vote to recommend ratification of **MA 1013, 1015, 1038, 1056, 6019** administrative revisions and **MA 8001** administrative correction.

- | | | |
|--------------------------------------|--|--------------------------------------|
| 1013 | Pacific NW Ironworker & Employer JATC ↗
Administrative Revision (applicant misconduct language)
❖ Ironworker | Effective 2-4-09 |
| 1015 | Oregon & SW Washington Cement Masons JATC ↗
Administrative Revision (applicant misconduct language & AAP correction)
❖ Cement Mason | Effective 2-13-09 |
| 1038 | Area I Plumbers ↗
Administrative Revision (applicant misconduct language)
❖ Plumber | Effective 1-13-09 |
| 1056 | Area I Painters JATC ↗
Administrative Revision (applicant misconduct language)
❖ Painter | Effective 1-15-09 |
| 6019 | Mid Columbia Area Outside Electrical JATC ↗
Administrative Revision (minimum guideline)
❖ Meterman
❖ Outside Electrician - Line Maintainer | Effective 2-13-09 |
|
 | | |
| B. Administrative Corrections | | |
| 8001 | Oregon State Industrial Electrical JATC ↗
Administrative Correction (SOC number and title)
❖ Limited Journeyman Manufacturing Plant Electrician
❖ Limited Maintenance Electrician | Effective 4-1-09
Effective 4-1-09 |

VII. Items Requiring No Council Approval - none

VIII. Correspondence – All correspondence attached to submissions and in Council packets.

IX. Council and Subcommittee Meeting Dates

Council meeting: March 19, 10:00 a.m., Local 16 Sheet Metal Training Center, Portland.

X. Good of Apprenticeship – Nothing this quarter.

XI. Adjournment

The meeting was adjourned at 3:02 p.m.