

**Connecticut State Apprenticeship Council  
Meeting Minutes  
May 24, 2018  
Connecticut Department of Labor  
200 Folly Brook Boulevard  
Wethersfield, CT  
Conference Rooms A & B at 1:30 p.m.**

**I. Meeting Call to Order at 1:30 p.m.**

**II. Roll call of Committee Members** – There was a quorum.

**Members in Attendance**- Chairman Scott D. Jackson, Melvin E. Olsson, Martin Alvarenga, Christopher J. Brown, Richard DuPont, Lawrence Vallieres, Frank DaCato

**Members Not in Attendance** Robert M. Berkmoes, Kelli Vallieres, Paul Costello, Gregory Raucci

**Others Present**

Todd Berch, Paul Femia, Charles McNeil, Pat Ciarleglio, Tracy Ariel, Pamela Brown, Janita Hamel

**Recorder**

P. DePhillips

**III. Minutes of previous meeting** – February 15, 2018 minutes passed. One abstention from Frank DaCato

**IV. Correspondence**- There was correspondence contained in Council member’s folders regarding an invitation addressed to Chairman Jackson for the SAC council to vote to join the State Apprenticeship Council Alliance (SACA).

**V. Public Comment** – None.

**VI. Apprenticeship Report**- Program Manager Todd Berch informed the Council that apprentice renewal letters have been mailed to sponsors. A letter explaining the changes to ratio relief application recommended by the subcommittee will be mailed along with apprenticeship ID cards and Certificates of Good Standing to sponsors. The letter informs sponsors about Public Act 17-76 which defines the hiring ratio for the construction aspect. Also included the recommendation from the council to the Commissioner for pre-apprenticeships regarding junior and senior alternating work release.

There are currently **1674** sponsors with a gain of 47 additional companies have become sponsors since February 2018. There are presently **6364** apprentices and **242** completions in various occupations.

Todd apprised the Council that there is apprenticeship and pre apprenticeship legislation that is about to be signed. There is also funding that is written into a bond company bill that would allocate 50 million dollars for workforce enterprise act in apprenticeship, especially for manufacturing where there is a need. Commissioner Jackson said there was funding written into the legislation of the bond company bill that provides 50 million dollars for work force enterprise activities specifically manufacturing and other areas where there is high need of workers and assigns CTDOL as the lead agency. This legislation recognizes the value of pre-apprenticeship. He explained that the funding of 50 million is not cash or an

appropriation and that the Governor's office, OPM and the Bond Council need to validate the plan of how the money will be spent before any dollars will be available to ask for.

Commissioner Jackson thanked the Subcommittee Members for adding a level of transparency and equity into the process of ratio relief for sponsors.

**VII. Apprenticeship Veterans Committee** – Regional Apprenticeship Representative Paul Femia reported that there have been **70 contacts** with Veterans in January, **75 contacts** in February, **53 contacts** by Veterans during March 2018, **58 contacts** in April and **61 contacts** from Veterans to the Office of Apprenticeship Training in May. Average **61 contacts** per month for the calendar year of 2017. There was a record high 95 contacts in November 2017.

Paul also informed the Council about a "Women in Business" panel presentation that occurred on May 11<sup>th</sup> at Wilcox Technical High School for 70 students attending Wilcox, Goodwin and Vinal Technical High schools. The event was held to spot light the opportunities for young people seeking careers in the trades, and the growing number of women working in trades. Paul served as a moderator with Cynthia Kisner, Dean of Students at Wilcox Tech.

There were eight panelists including Council member, Dr. Kelli Vallieres as well as female journey persons of the Iron Workers Local Union #15, the New Haven Electricians JATC Local Union 90, and an electrical apprentice from the Hartford Electricians JATC Local 35. Several female panel members from private businesses were also on the panel. Program Manager Todd Berch will be organizing more seminars to be held at other technical schools within the state.

Thank you letters went out from the Office of Apprenticeship to all the panelists who so generously gave their time to speak at the event.

**VIII. Department of Consumer Protection**- Status on DOL/DCP partnership regarding employment agencies seeking to employ, advertise for or supply apprentices. Pamela Brown, the new Director for the Investigations division at the Department of Consumer Protection (DCP) was introduced to the Council. Commissioner Jackson welcomed Director Brown and Ms. Janita Hamel to the SAC meetings and thanked them for their collaboration with our agency.

Janita Hamel informed the Council about the status of an investigation of Trade Co and Tradesmen International (trade referral agencies). Ms. Hamel explained that as a company referring people out these companies do not need to be licensed and can employ journey persons in the trades; however, because they are not licensed they cannot advertise for or hire apprentices. Apprentices can only be hired by companies that have licensed contractors. A warning (cease and desist) letter was issued. Tradesmen International was found to be in violation of the law because they do not have an apprenticeship program but have hired apprentices anyway. A \$2,000 dollar penalty was issued and the company signed an assurance of voluntary compliance. Signature assures compliance with all the state laws and regulations. They will cease advertising for apprentices because they have now been notified they cannot hire apprentices without having contractors on staff.

Commissioner Jackson noted that CTDOL is half regulatory enforcement agency, but we ultimately seek to educate companies to educate them on how to get into compliance, he stressed it is not our job to put them out of business. Ms. Hamel agreed and said that is the goal of DCP as well – both state agencies seek to educate businesses about compliance with the law, but it is up to the company to comply.

Council member Larry Vallieres commented that the enforcement of the law regarding Tradesmen shows legitimate businesses that the state agencies are working for them. All businesses must be in compliance to protect apprentices. He thanked both DCP and CTDOL for their efforts.

**IX. Old Business Council** - Member Melvin Olsson spoke about several programs that help students transition into apprentices at Electric Boat. They include the pipeline and the Pathways program.

Mel thanked Todd for his support of the programs.

**X. New Business – ACTION ITEM**- State Apprenticeship Council Alliance (SACA) Memorandum of Understanding (MOA) – Todd explained that there are 28 states composed of State Apprenticeship Directors throughout the U.S. and that this MOA will codify all 28 SACA as one voice – it is the formation of one group that will have one voice in Washington D.C. Commissioner Jackson endorsed this program and recommended signing the MOA to join the State Apprenticeship Council Alliance (SACA).

Commissioner Jackson made a motion to vote, motion was seconded by Martin Alvarenga and carried unanimously.

**XI. Good and Welfare**- Frank DaCato reminded everyone about Eastern Seaboard Apprenticeship Conference (ESAC) that will be held from June 4 through June 8 at Foxwoods Resorts and Casino in Mashantucket, CT. There will be no fees to attend on Tuesday, June 5.

Todd Berch said there will be an Apprenticeship Competition sponsored by the UA 777 Plumbers and Pipefitters Joint Apprenticeship Training Committee. The finest UA Apprentices from all of New England, NY, NJ & DE will compete to advance to the UA International Apprentice Competition facing apprentices from all of the USA, Canada, Australia and Ireland. Training Coordinator, Vinnie Valente can be contacted at (203) 686-0700 ext. 101, or [vvalente@local77.org](mailto:vvalente@local77.org) for more information or to RSVP.

**XII. Date of Next Meeting** - The meeting was adjourned at 2:35 p.m. The next State Apprenticeship Council meeting will be held on Thursday, September 20, 2018 at 1:30 p.m. at the CT Department of Labor, Conference Rooms A & B.