



FINISHING CONTRACTORS ASSOCIATION

Educate, Advocate, Legislate

Workforce Advisory Committee

June 17, 2011

FCA Annual Council

Chicago, Illinois

Meeting Minutes

1. Call to Order

The meeting was called to order at 9:45 a.m.

2. Roll Call

Committee Members Present:

Mike Cassidy -Chairman-Long Painting
Steve Murphy-Murphy Industrial Coatings, Inc.
Joe Clabbers-National Glass and Metal Co., Inc.
Ray Fujii-PDCA of Hawaii
Kevin LaRue-LMCI
Paul Buzzin-LPC Limited
Tom Tyrakowski-Am-Coat Painting, Inc.
Tony Bochniak-Manta Industrial, Inc.
Tim Bendokas-Western Washington Signatory Employers
Terry Webb-Eureka Metal & Glass Services, Inc.
Dan Penski-FTI
Bob Weaver-FCA

Others:

Greg Renne- FTI
Jeremy Fitch-FCA

3. Approval of Minutes

Upon motion being duly made, seconded, and approved, the minutes from June 18, 2010 were approved.

4. Old Business

- a. **FTI Core Goals-** Mr Cassidy discussed the 7 core goals established with FTI
 - i. Ensure labor and management cooperation
 - ii. Develop a recruitment program for apprentices
 - iii. Develop a labor-management team effort to retain apprentices
 - iv. Enhance the image of the finishing industry
 - v. Foster contractor awareness of how apprentices should be used at the jobsite
 - vi. Improve the apprentice experience both at the training center and on the jobsite
 - vii. Develop ongoing Journeyman training as a requirement

Dan Penski reported on the progress of those 7 core goals. The FTI submitted new standards to DOL, for standardized classes and training. Using the CAS as a model for the apprenticeship program incorporating written assessments and hands on assessments. This will produce quantitative data. The goal is to produce the same journey person through standardized instruction, curriculum and training. Mr. Penski stated some members are not meeting expectations, emphasized the importance of making yourself more employable, and told the committee they need to get those people in classes. It is up to you and your instructors if you want classes to be required. Talk to the people involved. Mr. Cassidy discussed the importance of having the right training director in essence the right person driving the bus.

Greg Renne provided additional information

- i. Mr. Renne stated sometimes as a contractor on a local level you might not have access to a trainer to talk about what you want to see. Ensuring labor and management cooperation: that's those sit downs. Biggest thing is that an apprenticeship program is a business, with any biz you have to have a strategic business plan. Short term- day to day. Long term- pie in the sky. Where do you want to be in... so many years he said
- ii. 6 steps in mentoring is the only program that truly deals with construction. 6 steps to mentoring is taught in last year of apprenticeship.

5. New Business

- a. Advisory committee structure guidelines: need to pick at least 10 people who want to be on the executive committee. Mr. Cassidy passed around a sheet for people to sign up if they were interested in being a member of the executive committee.
- b. Mission statement: went over drafted mission statement, seeking committee's thoughts. The proposed mission statement is as follows:

“The WORKFORCE ADVISORY COMMITTEE is a group of unionized Finishing Contractor Professionals Partnered to provide Insight, Guidance and Support to cause the Availability of a Skilled Workforce through Skills Advancement and Continuing Education of Journey Craft Workers and to further ensure a Quality Training experience of all Apprentices through the Finishing Trades Institute and/or the various appointed Training Mediums for all the Finishing Crafts. “

- c. Drug Policy: Discussion on several drug policies ensued. Mike Cassidy described one from his area and Dick Conly discussed a drug testing policy. Terry suggested posting them on FCA website. Bob will post them on the website. Dick Conly explained his drug testing policies. 3rd party administrator who is responsible for all the names... Individual is called and notified that he has so much time (2 days) to get to a test site for his drug test. No additional contributions for these tests. Convinced welfare trustees it's worthwhile to pay for the tests. \$55 per test. Dick explained that If they don't pass the test, They call upon ATAP. ATAP tests, if medical examiner confirms there is a problem, person goes through ATAP program, and he is notified by a third party not to return to work until complete ATAP program. The third party is funded by the health/ welfare fund
- d. Mike Cassidy directed the committee to consider what a Journey person looks like
 - i. Proficient with 95% of all tools of their trade
 - ii. Willingness to mentor others
 - iii. Works safely
 - iv. Does not disgrace his or her craft, nor his brothers or sisters
 - v. Remains in good standings (with his or her union)

- vi. Can meet production levels expected for application or installation at hand (hard to word for something that is generic)
- vii. Produces a marketable product or installation (when the architect/engineer/owner looks at what you did, you can sell it)
- viii. Professional appearance
- ix. Current on appropriate certifications
- x. Obeys code of conduct
- xi. OSHA 10
- xii. Respirator training
- xiii. Hazard communication/Waste Management Training
- xiv. Basic construction training
- xv. 1st aid CPR
- xvi. Any required OSHA training
- xvii. Current on all available training
- xviii. Must speak English
- xix. Must be able to deal with the end user
- xx. Citizen of the US

Additional requirements from the Industrial painter project

- i. Proper documentation for I-9 paperwork
- ii. Reliable transportation / be on time
- iii. Clean shaven to be able to wear a respirator
- iv. Drug & alcohol free
- v. Proper work clothes
- vi. IUPAT ID card with all Training & Skill sets

Minimum Entry level training

- i. OSHA 10
- ii. Respirator Training
- iii. MSDS, Hazardous Communication
- iv. Basic Construction training: workplace, safety, hearing protection, hand tools, ladders & scaffolds, harassment & Work place violence, First aid, CPR

Journeyman level

- i. All entry level
- ii. Fall protection
- iii. Lead safety awareness
- iv. Confined space
- v. Lifts training
- vi. Scaffold erection
- vii. Blood Borne Pathogens

6. Action Items

- a. Add drug policies to workforce website
- b. Add advisory committee guidelines to website
- c. Finalize meeting schedule dates – 2 in-person and 2 conference call

7. Closing Remarks-Adjournment

Meeting adjourned @ 12:47 p.m.