



Workforce Advisory Committee  
 June 18, 2010  
 National FCA 2010 Annual Council  
 New York City  
 Meeting Minutes

**1. CALL TO ORDER**

The meeting was called to order at 8 a.m.

**2. INTRODUCTION OF ATTENDEES**

<b><u>Committee Members</u></b>	
Mike Cassidy – Long Painting Company, Committee Chairman	Todd Nugent – T.F. Nugent, Inc.
Ron Kudla – Innovative Glazing Systems, Inc.	Keith Stay – Theodore Stay and Sons, Inc.
Joe Clabbers – National Glass and Metal, Inc.	Peter Cafiero – Island Painting
Todd Helfrich – Eastern Contractors Association	Charlie Komoroski – Union County Plate Glass
Steve Murphy – Murphy Industrial Coatings	Ray Fujii – PDCA of Hawaii
Joseph Giurdani – Drywall Tapers Local Union 1974	Dan Wienstroer – St. Louis PDF
Brian Gordon – Paw-Wall Finishing, Inc.	
<b><u>Guest Attendees</u></b>	
Dan Penski – FTI/IUPAT	Brian Gingras – FTI/IUPAT
Sarah Coyne – FTI/IUPAT	John Burcaw – FTI/IUPAT
<b><u>National FCA Staff</u></b>	
Kristin Bromberg – Manager of Communications	

**3. APPROVAL OF MINUTES**

Motion was made and unanimously passed to accept minutes of November 16, 2009.

**4. OLD BUSINESS**

**A. Journeymen Upgrade Training: Skilled-Based Pay Scale Discussion**

In some places, journeymen do not see the need for continued training, testing, etc. Discussed the issue of labor that is labeled as journeymen, but those that do not meet the basic requirements.

Top Workplace Performance (TWP) is a way for the union to verify why labor isn't being used. When the union questions why some people are on the bench, especially during the down economy, TWP provides the backup reasoning.

Mike Cassidy's area (Kent, WA) has journeymen wages plus three wages approaching that: Painter 1, Painter 2, Painter 3, and Journeyman. Labor has the opportunity to increase their own skills and thus increase their wages. Labor must pass a set test before moving to the next level. In regards to certified payroll, prevailing wage supersedes these wages.

Peter Cafiero does not have those [wages Mike Cassidy discussed] wages in his area (New York City).

## **B. Top Workplace Performance Update**

It is up to each District Council to include TWP in its local CBA. Contractors across the board are extremely hesitant to use TWP.

Steve Murphy – Los Angeles DC does not have journeymen upgrade training. The union is receptive to including journeymen upgrade training in this year's negotiations. DC 36 to include TWP in this year's negotiations.

Mike Cassidy offered to provide copies of his mockups and testing.

Ray Fujii commented contractors are not using TWP because they do not want to be hit with a lawsuit. In reality, the owners are protecting themselves.

Ron Kudla indicated that in his area, apprentices work under TPW, but journeymen do not.

## **C. Nationwide Standardized Training Program Status: ATR Update**

Dan Penski indicated that right now it is difficult to get journeymen into the training centers because it is difficult to quantify someone's skills. One way to do this is through certification. Pass or fail on a written test *and* a hands-on portion. FTI trustees direct FTI's work.

Registered apprentice initiative is still in the draft stage. (CFR?)

FTI has a goal to standardize the basic components, curriculum, and training at training centers around the country; this will allow for a mobile workforce. Furthermore, in order to provide training, you have to have teaching techniques, or adult theory and education – standardization for the instructors' delivery of content. All will be tied into IMS. Old training programs are time-based. New programs will be based on skill-set.

Despite someone's wage, they will not be labeled a second-bracket apprentice unless they have passed the required tests for that level.

Written competencies and written tests.

ATRs will be tasked with ensuring the local JATCs are in accordance with the standards. It has to start at the local committees (JATC).

FTI needs to formulate job descriptions for training directors.

Todd Helfrich asked what mechanism FTI/IUPAT has in place for labor that do not comply with the required upgrades? Locally, the JATCs need to enforce the new standardized training programs.

Discussed the possibility of labor bypassing apprenticeship program.

Discussed the issue of contractors not treating all apprentices equally, so that when labor works for different companies, there is a gap in the skill level.

Mike Cassidy affirmed that it is imperative to have active and involved JATCs JATC should plan to rotate labor out that are not receiving well-rounded training.

Develop labor for the industry so that they are well-rounded and have the ability to hold a job anywhere in the country.

The training directors will be tasked with including all of the apprenticeship and journeymen training in the IMS system.

Build competencies at each level that is testable.

Brian Gingras indicated that Canada is faced with the same training issues. In Alberta, the CBA does not have an apprentice designation. The CBA also includes language stating that if labor does not have a specific skill set, he will only be paid the third-year apprenticeship rate.

The weighting system has to be on the hands-on skills, versus the written test.

In regards to testing materials, the exam must be given in the language of the workplace.

Dan Penski's main concern is the level of support needed, or lack thereof at the local level, to help ensure this proposed program is a success. The training directors play an integral role in the success of the program. Some restructuring of the training directors will help aid in this launch and maintenance of the program.

FTI has \$1 million in grant money available for the local training centers.

Todd Nugent indicated that there is a severe lack of training in his local area.

Discussed the issue of employee misconduct and lack of required training certifications. For example, a contractor is fined for a worker that lacks, for example, a mandatory OSHA certification.

Discussed the issue of training directors that do not do their job as well as they should.

Discussed model language in apprenticeship training trust documents that requires training directors to perform at a higher level.

JATCs across the country do not meet on a set regular basis. The number of meetings are stated in the JATC trust document.

John Burcaw indicated that if a training program does not follow the course set forward, it will be branded as an FTI/IUPAT training center.

Revised training competencies are expected to be approved by the DOL by January 2011, at which time the local JATCs may begin implementation. The standards are adaptable to the local area. Local caveats are easily adjustable.

#### **D. Computerized Training Tracking System (IMS) Status: Update**

Educational component has been deployed for pilot sites in the eastern region. Chose eastern for accessibility, travel in and travel out. So far, the system is working quite well.

Implementation among initial District Councils includes DC 11, DC 78, DC 53, and then DC 35.

There will be five different deployment stages, including, but not limited to: trust, certification, etc. Final phase set to launch at the end of September 2010.

Looking to put together train-the-trainer for Directors of Training and key support staff so that they can maintain the records properly. We will hopefully be able to produce a transcript of a workers' training history. We are working on a component for the contractors to be able to query the pool of people in their area, their certification, and their availability to work.

DC 26 already has a program, so FTI will ask local DCs for a copy of their similar programs already in place, so that FTI can then incorporate the local system into the IMS, in an effort to standardize the IMS system around the country.

## **5. NEW BUSINESS**

### **A. EPA's Lead-Safe Program: Renovation, Repair, and Painting**

Implementation around the country has begun.

Dan Penski thanks DC 2 and DC 30 for working with the FTI, for putting this [EPA Lead Safe Program certification] together and making this a seamless process.

As long as foremen, supers, and companies are accredited, (man himself does not have to have to actual course) the certified worker has to be on-the-job (within two hours of the job site) at the beginning and end of the job, and accessible during the job.

### **B. Verification of Employment Status (E-Verify)**

Discussed including language in CBAs that require labor to provide I-9 documents.

### **C. Market Retention**

Visit National FCA online for the local CBA database.

### **D. Open Discussion/Issues or Concerns**

FTI is committed to moving the safety initiative forward and is confident that with the help of labor and management, it will be a success.

## **6. ADJOURNMENT**

The meeting adjourned at 10 a.m.