



**Written Testimony of David G. Greineder, IOM  
Director of Government Affairs  
before the House Labor & Industry Committee  
Subcommittee on Employment and Unemployment  
on Barriers to Apprenticeships and Training**

G-50 Irvis Office Building  
Harrisburg, Pennsylvania  
June 2, 2021

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Chairwoman Klunk, Chairman Dellosso, Chairman Cox, Chairman Mullery, and members of the Subcommittee on Employment and Unemployment.

Thank you for the opportunity to provide written comments on barriers to apprenticeships and training. My name is David Greineder. I am the Director of Government Affairs for the Associated Builders and Contractors of Pennsylvania.

Together, our five regional chapters represent nearly 1,400 member companies. We are a volunteer-led membership association that represents commercial contractors, suppliers, and industry professionals within the merit shop construction industry.

Everyone is aware that there is a severe shortage of skilled workers. There are more jobs than people to fill them. We know apprenticeship and pre-apprenticeship programs offer access to high-demand and high-wage careers. Therefore, it is vital that state government and the private sector work hand-and-hand to ensure apprenticeship programs are as safe, effective, and advantageous as possible.

**JOURNEYPerson-TO-APPRENTICE RATIO**

One barrier to apprenticeship and training is a 60-year-old regulation on the required number of supervisors (journeypersons) for each apprentice. Registered apprenticeship programs are governed by the State Apprenticeship and Training Council (Council), an eleven-member body appointed by the governor. Two separate standards were created regarding ratios:

1. Non-joint (non-union) apprenticeship programs are required to have four journeypersons to supervise one apprentice across all trades and industries – including non-construction trades. This is known as a “4:1 ratio.”
2. Joint (union) apprenticeship programs have flexibility to set ratios through collective bargaining agreements (CBAs), which vary by program, by trade, by CBA, and even by job.

The regulations, which were enacted prior to the existence of the Occupational Safety and Health Administration (OSHA), are meant to ensure safety, proper instruction, and appropriate supervision of an apprentice. On those objectives we agree. We do not agree with ratio standards that discriminate between programs for no other apparent reason than a workers’ affiliation, or the lack thereof.

The unlevel playing field is clear by looking at the Council's monthly agenda. (Enclosure 1: Pennsylvania State Apprenticeship and Training Council Agenda, April 8, 2021). At the bottom of the agenda, it states:

*"The ratio schedule for Individual Non-Joint and Non-Joint Employers in Group Sponsored Programs are as follows per the Pennsylvania Standards of Apprenticeship.*

*1-4 Journeypersons: 1 Apprentice*

*5-9 Journeypersons: 2 Apprentices*

*10-14 Journeypersons: 3 Apprentices"*

The Council's agenda does not mention joint programs because their ratios are whatever is provided for in CBA's. The former chair of the Council, Mike Schurr, confirmed this by stating, "...if they [program sponsor] work under a CBA they can have whatever ratio they request." (Enclosure 2: Pennsylvania State Apprenticeship and Training Council, 2016, p.2). How is that process fair?

The "Standards of Group Apprenticeship" form posted on the Department of Labor & Industry's website further illustrates this point. Section 7 articulates the two ratio rules for joint and non-joint programs. (Enclosure 3: Pennsylvania Standards of Group Apprenticeship, Rev. 10/18, p.4).

Lastly on this point, the uneven rules are abundantly clear in situations where programs include both union and non-union employers. In 2019, Councilmember Mike McGraw advised a program sponsor that had both union and non-union employers to update and annotate their application and employer agreements in "Appendix E" to clarify that the union employer ratio would follow the CBA and add language for non-joint employers to clarify their compliance with the 4:1 ratio. (Enclosure 4: Pennsylvania State Apprenticeship and Training Council, 2019, pp. 5-6).

Think about this: two employers are putting apprentices through the same program, yet one has the flexibility to train more because of a CBA, and the other is bound by the 4:1 ratio.

What is the justification in 2021 for having separate standards? We believe parity is the best public policy. Legislation sponsored by Rep. Barb Gleim (R-Cumberland), House Bill 536, would apply consistent ratios between joint and non-joint programs. We support this proposal. Parity will streamline the process, make it easier for the Council and Department of Labor & Industry to oversee programs, and, most importantly, ensure everyone is following the same rules.

Opponents of updating ratios standards have suggested doing so would be unsafe and "reckless." In some states, the federal government administers apprenticeship programs and have approved ratios lower than a 4:1. Are these states operating in an unsafe manner? Further, we have the data to prove that non-joint employers that participate in apprenticeship programs are just as safe as joint employers that participate in apprenticeship programs.

Again, when it comes to putting this policy into practice, non-joint employers must have one apprentice for four qualified individuals. No employer in the private marketplace assigns four supervisors to one individual. It simply does not make sense.

As part of our presentation in past hearings, ABC provided the full committee with safety data. The information was recently updated and provided in our report entitled, "Modernize the Apprenticeship System to Bridge the Skills Gap," which was provided to each member of the full committee.

ABC dug deeper into the safety data. Included with this testimony is a chart that shows experience modification rates (EMR's) of joint and non-joint employers that bid on public work in counties represented by members of this subcommittee. (Enclosure 5: EMR's of Public Work Contractors). The data points to the same conclusion: **non-joint employers are just as safe as joint employers.**

Apprenticeship ratios is a workforce development and jobs issue. According to the U.S. Department of Labor (USDOL) Registered Apprenticeship Partners Information Data System (RAPIDS), there are 1,270 registered non-joint programs that train approximately 3,500 apprentices. There are 283 registered joint programs that train approximately 12,500 apprentices. Using these data points, on average, there are about 44 joint apprentices per program. If non-joint programs had parity and could put the same number of apprentices into their 1,270 programs, non-joint employers could potentially train an additional **56,388** apprentices.

Due to the lack of journeypersons, the most efficient and safest way to get people trained is through apprenticeship programs, and so many of our elected leaders recognize that. We can do more, but we need your help to remove this barrier.

#### **RE-ENTRY PROGRAMS**

ABC is not an expert in the criminal justice field; however, ABC is a key partner in programs that educate and upskill re-entering citizens. As part of National Second Chance Month in March, ABC was proud to highlight what chapters are doing in this area.

For example, the Keystone Chapter is the registered apprenticeship sponsor and partner for Berks Connections Pretrial Services located in Reading. This program offers people with a criminal history the opportunity to acquire skills in the construction trades that lead to gainful employment and access to projects, like the renovation of some of the city's blighted neighborhoods. Participants benefit from an employment-focused cognitive curriculum and comprehensive case management that includes financial literacy, coaching, job search, placement, and retention support.

If our members had parity in the ratio standards, as mentioned above, ABC could enhance opportunities for this re-entry program.

#### **SUSPENSION OF DRIVER'S LICENSES**

Another barrier our members identified is the ability of people to lawfully get to work. A person can have their driver license suspended for reasons unrelated to driving, i.e., failure to pay fines, unpaid student loans, minor drug offenses, etc. In construction, it is important for a worker to possess a driver's license to get to the jobsite and stay employed. Last session, Sen. Pat Stefano (R-Fayette) proposed legislation that would provide alternatives to addressing offenses, such as community service or installment payment plans. We believe policies that suspend a driver's license for "non-moving" offenses, an act that has nothing to do with driving itself, is counterproductive. We support approaches that holds individuals accountable and affords them the ability to get to work.

#### **DIVERSITY AND EQUITY**

In the inner cities, there are large sectors of the population that historically have not had access to skilled careers in construction. ABC has been on the forefront of ensuring that its members take part in

re-investing in those communities in which they work in the most meaningful way possible – by offering career development and access to the skilled trades. These opportunities have proven to be transformative not only to the individuals, but transformative for their families. At present, our members are permitted to hire only a fraction of what our capacity affords. We appreciate very much your consideration allowing us to offer more careers in construction to those who have been historically overlooked for these opportunities.

### **CONCLUSION**

Madam Chair, we applaud the General Assembly and Governor Wolf for focusing on workforce development for high-demand occupations, but that means the demand for robust apprenticeship and pre-apprenticeship programs will only grow. ABC is eager to do its part. With ratio parity, our ABC of Pennsylvania chapter apprenticeship programs could grow by at least 30%, and parity could add over 56,000 jobs statewide. We are ready to negotiate, and we are ready for a Pennsylvania comeback. To quote Rep. Dave Maloney, who said at a previous committee meeting, “let’s roll.”

Thank you again for the opportunity to provide written comments on this important issue.

Enclosures (5):

Encl. 1 – Pennsylvania State Apprenticeship and Training Council. (2021, April 8). *Meeting Agenda*.

Encl. 2 – Pennsylvania Apprenticeship and Training Council. (2016, September 8). *Meeting of the Pennsylvania Apprenticeship and Training Council*. Labor & Industry Building, Harrisburg, PA.

Encl. 3 – Pennsylvania Standards of Group Apprenticeship. (Rev. 10/18).

Encl. 4 – Pennsylvania Apprenticeship and Training Council. (2019, February 14). *Meeting of the Pennsylvania Apprenticeship and Training Council*. Labor & Industry Building, Harrisburg, PA.

Encl. 5 – EMR’s of Public Work Contractors.

## Pennsylvania Apprenticeship and Training Council

### Meeting Agenda

(Virtually via Microsoft Teams)

[Click here to join the meeting.](#)

Or call in (audio only)

+1 267-332-8737,,70221542#

Phone Conference ID: 702 215 42#

Thursday, April 8, 2021

U.S. Department of Labor Apprenticeship Website: <https://www.apprenticeship.gov/>

PA DOL, Apprenticeship and Training Webpage: <https://www.dli.pa.gov/Individuals/WorkforceDevelopment/apprenticeship/Pages/default.aspx>

PA CareerLink, Apprenticeship Webpage: <https://www.pacareerlink.pa.gov/iponline/Common/Apprenticeships>

- 1) Call to Order-\*\*Please, be aware, this meeting will need to be recorded so minutes can be taken.\*\*
  - a) Pledge of Allegiance to the Flag
- 2) Approval of March 11, 2021 Minutes
- 3) Public Comment
- 4) Ex-Officio Member Reports:
  - a) Ex-Officio Member Report: Bureau of Career and Technical Education (Dr. Lee Burket, Director)
  - b) Ex-Officio Member Report: Office of Vocational Rehabilitation, PA Department of Labor and Industry (Shannon Austin, Executive Director)
  - c) Ex-Officio Member Report: Unemployment Compensation Programs, PA Department of Labor and Industry (William Trusky, Deputy Secretary)
  - d) Ex-Officio Member Report: Workforce Development, PA Department of Labor and Industry (Sheila Ireland, Deputy Secretary)
- 5) Report: U.S. Department of Labor, Office of Apprenticeship (Ron Leonard, Deputy Regional Director, or designee)
- 6) "Approval of Standards of Apprenticeship" and trade/occupation additions- Secondary or more review
  - a) Hamilton Health, Certified Clinical Medical Assistant
  - b) TalentGro, COOK B
  - c) Unlimited Technology, Inc., Security Service Technician, Levels 1 – 2
  - d) Pittsburgh Chapter - German Area Chamber of Commerce, CAD/CAM TECHNICAL DESIGNER
- 7) Initial "Review of Standards of Apprenticeship" and trade/occupation additions
  - a) Principal®, Financial Services
- 8) Old Business
- 9) New Business
- 10) Report: Sub-committees
  - a) Re-Entry
- 11) Report: PA Apprenticeship and Training Office, PA Department of Labor and Industry (Tara Loew, Director) Need outline ahead
- 12) Report: Council Chairperson (Lisa Godlewski)

The ratio schedule for Individual Non-Joint and Non-Joint Employers in Group Sponsored Programs are as follows per the Pennsylvania Standards of Apprenticeship:

1-4 Journeypersons: 1 Apprentice

5-9 Journeypersons: 2 Apprentices

10-14 Journeypersons: 3 Apprentices

The next scheduled Pennsylvania Apprenticeship & Training Council Meeting will be held virtually and is scheduled for: Thursday, April 15th, 2021

1. Changes to website pages coming - Funding guide, employers, apprentices one pagers
2. Desk guide for workforce professionals.

Department of Labor & Industry  
651 Boas Street, 12th Floor | Harrisburg, PA 17121-0750 | [www.dli.pa.gov](http://www.dli.pa.gov)

*Auxiliary aids and services are available upon request to individuals with disabilities.  
Equal Opportunity Employer/Program*

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL  
September 8, 2016  
17<sup>th</sup> Floor Large Executive Office Conference Room  
Labor and Industry Building  
Harrisburg, PA  
10:00 AM

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Mr. Mike Schurr called the meeting of the Pennsylvania Apprenticeship and Training Council to order at 10:00 a.m.

**PA APPRENTICESHIP AND TRAINING COUNCIL**

**Members in attendance:**

**Employee Members**

Mike Schurr  
Roscoe Green  
Michael Neill  
Steve Columbus

**Employer Members**

James Horn  
Terry Graboyes  
Greg Chambers  
Barry Kindt

**Public Members**

Dave Buell

**PENNSYLVANIA DEPARTMENT OF LABOR AND INDUSTRY**

Eileen Cipriani, Deputy Secretary  
Eric Ramsay, Director, Office of Apprenticeship and Training  
Debra Wagner, Secretary of Record

**JULY 8, 2016 MINUTES**

A motion to approve the July 8, 2016 meeting minutes was made by Terry Graboyes. Motion was seconded by Greg Chambers. Motion carried.  
Dave Buell asked Eric Ramsay if roll call information had to be added to the minutes. Eric will get back to Dave with the answer after checking with our legal counsel.

**PUBLIC COMMENTS**

N/A

## PROGRAM STANDARDS

### MANUFACTURING

#### **AUTONEUM NORTH AMERICA**

Jim Nemeth was present representing Autoneum North America. They deal with automotive floor systems and are trying to get their mechanics up to the level needed in the mechatronics program. Their biggest challenge was getting the educational program in place. They presently have 26 signed up to go through the program. They have requested a 1-1 ratio. The union is in agreement and has signed off on the standards. Jim Horn discussed do we not have standards under state law that would prohibit this? Mike Schurr stated if they work under a CBA they can have whatever ratio they request. Greg Chambers added if they are approved, it should be noted in meeting minutes due to the joint labor agreement they are permitted to have this ratio. After additional discussion Greg Chambers made a motion to approve the program. Steve Columbus seconded the motion. Following role call, all members approved the program with the exception of Barry Kindt, who opposed. Motion carried.

#### **KAWNEER COMPANY, INC.**

Jim Frisk represented Kawneer Company. His company deals with mostly storefronts and doors. They have over 300 union employees with 9 sites in Europe as well. The company presently has a relationship with Alcoa, but they are in the process of splitting. He added there will be no functional differences when the company does split. He has requested a 1-1 ratio and does have an agreement signed off on by the union. After much discussion Terry Graboyes made a motion to approve the program. Mike Neill seconded the motion. Following role call, all members approved the program with the exception of Barry Kindt, who opposed. Motion carried. It was duly noted that both programs approved (Autoneum North America and Kawneer Company) are the first two "pure competency" based programs in Pennsylvania.

#### **MAHONING VALLEY MANUFACTURING COALITION**

Meghan Wagner Ingram represented the company. This company has received a 2.9 million dollar apprenticeship grant. They cover 14 counties between Ohio and Pennsylvania. The counties in Pennsylvania represented are Erie, Crawford, Mercer, Lawrence, Warren, Venango, Forest and Jefferson. They are in the process of registering 1 apprentice and presently have 10 journeymen. They have listed a 4-1 ratio in the application. After discussing Greg Chambers made a motion to approve the program. Terry Graboyes seconded the motion. Motion carried. Note that this is another pure competency based program.

#### **METPLAS, INC.**

Scott Priester represented the company. This is a CNC machinery company. Initially this company was structured to train employees from start to finish and they've experienced very low turnover over the years, however, a number of their employees are approaching retirement and they've had to look beyond their focus in attempts to attract new apprentices. They presently have 2 journeyman and 2 apprentice candidates. They are hoping to grow over the next several years. After much discussion Dave Buell made a motion to approve the program. Terry Graboyes seconded the motion. Motion carried.

**PENNSYLVANIA GROUP  
STANDARDS OF REGISTERED APPRENTICESHIP**

**DEVELOPED BY**

**(INSERT PROGRAM SPONSORS' NAMES OR PROGRAM SPONSOR  
GROUP NAME OR ASSOCIATION OR ORGANIZATION)**

**FEIN: \_\_\_\_\_**

**INSERT INDUSTRY**

**(OCCUPATION(S) SHALL BE LISTED IN APPENDIX A)**

**NAICS CODE: \_\_\_\_\_**

**O\*NET-SOC CODE: \_\_\_\_\_**

**APPROVED BY THE APPRENTICESHIP AND TRAINING COUNCIL  
FOR THE COMMONWEALTH OF PENNSYLVANIA**

*These model guidelines for registered apprenticeship standards are an example of how to develop registered apprenticeship standards that will comply with 34 Pa. Code § 81 and 34 Pa. Code § 83 when tailored to a program sponsor's registered apprenticeship program. Every effort has been made to ensure that the information in the model registered apprenticeship standards is accurate and up-to-date. (DELETE AFTER READING)*

*These standards comply with 34 Pa. Code § 81 and 34 Pa. Code § 83 and are tailored to this program sponsor's registered apprenticeship program. These standards do not create new legal requirements or change current legal requirements. The legal requirements related to registered apprenticeship that apply to registered apprenticeship programs are contained 34 Pa. Code § 81 and 34 Pa. Code § 83.*

**IN COOPERATION WITH THE NATIONAL APPRENTICESHIP PROGRAM  
IN ACCORDANCE WITH THE BASIC STANDARDS OF APPRENTICESHIP  
ESTABLISHED BY THE SECRETARY OF LABOR**

cause, the program sponsor will take appropriate disciplinary action and may terminate the apprenticeship agreement after due notice to the apprentice and opportunity for corrective action.

To the extent possible, RTI will be closely correlated with the practical experience and training received on the job. The program sponsor will monitor and document the apprentice's progress in RTI classes.

The program sponsor will secure competent instructors whose knowledge, experience, and ability to teach will be carefully examined and monitored. The program sponsor may require the instructors to attend instructor training to meet the requirements of 34 Pa. Code § 83.5(b)(4).

#### **SECTION 5 - APPRENTICE WAGE PROGRESSION – 34 Pa. Code §§ 83.5(b)(5)(i-v)**

Apprentices will be paid a progressively increasing schedule of wages and fringe benefits during their registered apprenticeship based on the acquisition of increased skill and competence on the job and in instruction. Before an apprentice is advanced to the next segment of training or to fully proficient or journeyworker status, the program sponsor will evaluate all progress to determine whether advancement has been earned by satisfactory performance in OJT and RTI courses. In determining whether satisfactory progress has been made, the program sponsor will be guided by the work experience and instruction records and reports.

The progressive wage schedule and fringe benefits will be an increasing percentage of the fully proficient or journeyworker wage rate. The progressively increasing schedule of apprentice wage rates shall be expressed in terms of percentages of the journeyworker hourly rate. Such rates shall represent the minimum for each incremental period of registered apprenticeship. The hourly rate for a journeyworker for each trade included in a registered program shall be the average journeyworker hourly rate applicable to the employer and shall be stated in terms of dollars and cents.

The entry wage shall not be less than the state minimum wage, where applicable, unless a higher wage is required by other applicable federal law, state law or respective regulations. Modification of wage progression or journeyworker wage shall be promptly reported to ATO. The percentages that will be applied to the applicable fully proficient or journeyworker rate are shown on the attached Employer Acceptance Agreement (Appendix E). In no case, will the starting wages of apprentices be less than that required by any minimum wage law that may be applicable.

#### **SECTION 6 – PERIODIC REVIEW – 34 Pa. Code § 83.5(b)(6)**

The ATO will conduct periodic reviews and evaluations of the program and apprentice's performance on the job and related instruction, and appropriate progress records shall be maintained.

#### **SECTION 7 – RATIO – 34 Pa. Code § 83.5(b)(7)**

The ratio of apprentices to journeyworkers for **JOINT EMPLOYERS** should be consistent with proper supervision, training, safety, continuity of employment, and applicable provisions in CBAs, except where such ratios are expressly prohibited by the CBAs.

The standard PATC ratio for **NON-JOINT EMPLOYERS** shall be one apprentice employed for the first, second, third and fourth journeyworkers regularly employed; two apprentices for the fifth, sixth, seventh, eighth and ninth journeyworkers regularly employed, three apprentices for the tenth, eleventh, twelfth, thirteenth and fourteenth journeyworkers regularly employed, and so on in units of five journeyworkers regularly employed. Exemptions to the PATC's standard ratios may be granted upon written request and approved of the Council.

The ratio language must be specific and clearly described as to its application to the jobsite, workforce, department, or plant. The ratio of apprentices to journeyworkers will be as noted in **(APPENDIX A)**.

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL  
FEBRUARY 14, 2019

17<sup>th</sup> Floor Large Executive Office Conference Room  
Labor and Industry Building  
651 Boas Street, Harrisburg, PA  
10:00 AM

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Chair Lisa Godlewski called the meeting of the Pennsylvania Apprenticeship and Training Council to order at 10:00 a.m.

**PA APPRENTICESHIP AND TRAINING COUNCIL**

**Members in attendance:**

**Employee Members**

Steve Columbus  
Roscoe Green  
Timothy Griffin

**Employer Members**

Roger Brubaker  
\*Greg Chambers  
Lisa Godlewski  
Michael McGraw

**Public Members**

Roy Christ  
Barry Kindt  
\*Katy Rittle

\*Conference call

**PENNSYLVANIA DEPARTMENT OF LABOR AND INDUSTRY**

- Eileen Cipriani, Deputy Secretary Labor & Industry
- Eric Ramsay, Director for the Apprenticeship and Training Office
- Katherine Jones, Deputy Chief Counsel for the Office of Chief Counsel

**JANUARY 10, 2019 MINUTES**

Asterisk (\*) not placed aside Mr. Columbus name who was on conference call during the meeting. Oversight and will be corrected. Motion to approve the January 10, 2019 meeting minutes with above correction was made by Mr. McGraw and seconded by Mr. Columbus. Motion to approve carried.

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL  
FEBRUARY 14, 2019

any employment and don't know how to do basic job functions. Apprenticeships would help Goodwill clients become employed, learn/upgrade skills and retain employment once apprenticeship programs completed. Mr. Kindt questioned if the Goodwill three apprenticeship programs request were trade additions or separate sponsorships. Mr. Columbus questioned if the three programs requested were apprenticeable? *Response:* Each Goodwill is a separate store, thereby separate sponsorships. Mr. Ramsay requested Goodwill store location be noted on each Appendix E, Employer Agreement. Mr. Leonard (USDOL) noted occupations requested are apprenticeable. Mr. Christ request more safety details in program components. Mr. Columbus questioned if forklift training provided and each occupation's ratio. *Response:* Forklift training is provided. Safety component includes OSHA 10 and 30. Ratio may be 1-1 because multiple OJL areas are small, thereby only be one apprentice trained. *PATC:* Mr. Columbus reminder: If increase apprentices must comply with PA ratio requirements.

**TRADE ADDITIONS**

**NTMA PHL-DEL VALLEY CHAPTER:**

1. Tool & Die Maker
2. Machine Operator

*In-Person:* Clara Console and Stephanie Cocchi – Career Choices, LLC  
*Phone:* John Shegeda, MS Centerless Grinding (employer) and Eric Wilhow

Presenters: Requesting two more occupations added to existing CNC Machinist and Industrial Maintenance Mechanic apprenticeship programs approved 2016. Current apprentices request shift to other occupations. Mr. Christ review of work process: what machine operators will do? will apprentices have exposure to different machines? Mr. Chambers noted details for 'Stamping/Assembly' component not visible; possibly cut-off. Request review and more specifics in the work process document. *Response:* Machine operators are shown 'how to' on specific machines use such as lathe, milling and basic safety. Once basic tenets known each OJL employers can demonstrate proficiency or applicable machinery. Mr. Chambers noted inconsistencies in paperwork, such as term length of each occupation in addition to RAPIDS code. Request review and corrections where applicable to work process and/or standards of apprenticeship documents. Mr. Griffin questioned who recruits apprentices and what is selections procedure if NTMA/NTAP (sponsor) is not the employer or RTI provider. Mr. Chambers review of the Selection Criteria section of Standards, suggested sponsor establish a minimum set of criteria for all employers. Mr. Ramsay provided Council clarification of group sponsorship and will have NTMA-NTAP provide role in the apprenticeship program. Mr. Columbus questioned related training instructions provider Third Party letter from Delaware County Community College, dated 2016. Details in letter created for CNC curriculum, is it same for Tool & Die Maker occupation? Requested update/clarification to third party letter and flow chart showing sponsor flow in the apprenticeship programs. Mr. Ramsay requested in addition to what was discussed, if Council had additional questions/comments they could submit emails to his attention.

**DISTRICT 1199C TRAINING & UPGRADING FUND:**

- Additions Counselor

*Phone:* District 1199C Ex. Director Cheryl Feldman; representation from *JEVS; AFSME and*

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL  
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*Penn State-Abington*

*Presenters:* Program created to address the opioid crisis in the Philadelphia county area. Employers express consistent incumbent worker training program to recognize work accomplished; Wage increases to what normally received. RTI provider, Penn State-Abington, has approved an 18-credit component for apprentices who complete the program to apply for addictions counselor certification. Sponsor/Employers have group of interested incumbent workers willing to start apprenticeship training. Mr. Griffin review of Standards noted ratio inconsistencies. Mr. McGraw advised update to standards and applicable employer agreements (Appendix E) to annotate the following: if Joint employers, compliance with CBA ratio, by removing PA ratio compliance language. If Non-Joint employers, require addition of language relative to PA ratio compliance. Mr. Griffin noted union employer agreement form (JEVS) Appendix E, did not have the sponsor name inserted. Mr. Christ asked how many apprentices foresee for program participation. *Response:* One non-union employer has 11 and one union employer has 6 who have started related training instructions classes, a total of 17. Deputy Sec. Cipriani asked if program is in alignment with the PA Opioid Grant awarded to Philadelphia county? *Response:* Yes, new apprenticeship program created for incumbent workers to align with grant and also provide future pipeline candidates. Ms. Cipriani advised Council, PA is one of six states awarded Opioid grant. Current workforce does not have enough training in this area and PA has goal of filling counselor positions to address the current crisis.

**This section refers to the programs that were reviewed on February 14, 2019: Approval of these programs are pending receipt of items listed under section #1. Prospective program sponsors are required to submit information to the ATO prior to next monthly meeting.**

**APPROVAL of Standards of Apprenticeship and Trade Additions** discussed during the January 10, 2019 meeting.

PATC: Chair Godlewski asked if anyone present or on phone for group of programs to be approved. Mr. Ramsay reminded Council of new policy in effect with the January 2019 meeting: One PATC meeting month for Presentation and Review only, for any new apprenticeship programs and/or trade addition requests. The new process allows a 30-day window for ATO to receive and process any additional information or clarification requested by Council prior to following month scheduled meeting. The 30-day window is also a wait period for all programs reviewed in previous month. Those who presented in review month do not have to be present or on phone and will be advised of their approval via email. Mr. Ramsay advised Council items requested were reviewed met requirements for approval. The following programs approval discussion, February 14, 2019:

**CONSTRUCTION**

- **DEPARTMENT OF LABOR AND INDUSTRY, B.O.I.S.**
  - Uniform Construction Code (UCC) Elevator Inspector

Mr. Christ motion to approve and seconded by Mr. Griffin. Motion carried.

## Enclosure 5

Non-Union	EMR	County of Project	Union	EMR	County of Project
11400 Inc.	1.00	Luzerne	A. Folino Construction	0.775	Westmoreland
A-1 Electric	0.753	Westmoreland	A. Liberoni, Inc.	0.818	Westmoreland
Allegheny City Electric	1.861	Westmoreland	A.J. Demor & Sons, Inc.	0.892	Westmoreland
Ames Construction	0.913	York	Advanced Builders	0.862	Westmoreland
Arcon Contracting Inc.	0.766	Westmoreland	Allstates Mechanical LTD	1.00	Philadelphia
B & B Contractors & Developers	1.041	Westmoreland	Barton Malow Company	0.994	Delaware
Balton Construction, Inc.	0.851	Berks	Benell Inc.	0.836	Luzerne
Bertolet Construction Corporation	1.456	Berks	Billitler Electric Inc.	1.184	Lehigh
Boro Construction	0.68	Lehigh	Bittenbender Construction	0.689	Philadelphia
Bracy Construction Inc.	0.855	Lehigh	Bob Blter Electrical Contractors	0.782	Westmoreland
Brendan Stanton Inc.	0.798	Delaware	Bronder Technical Services	0.677	Westmoreland
C. Tucker Cope & Associates	0.824	Westmoreland	Burchick Construction	0.89	Allegheny
CDMG	0.632	Westmoreland	Burkey Construction Co.	1.036	Berks
Cedar Electric	0.868	Lehigh	Caliber Contracting Services	1.053	Allegheny
CMG of Easton Inc.	1.044	Lehigh	CH&D Enterprises, Inc.	0.991	Westmoreland
CPS Construction Group	1.246	Westmoreland	Champlon Construction LP	0.809	Westmoreland
Cyprlum Solutions, Inc.	0.878	Delaware	DiMarco Construction Co., Inc.	0.86	Westmoreland
DESCCO Design and Construction	0.785	Berks	Duggan & Marcon Inc.	0.944	Luzerne
DeWalt Plumbing	1.00	Lehigh	E.A. Reider, Inc.	0.912	Berks
Dick Building Company	0.949	Allegheny	Edward J. Meloney, Inc.	0.946	Philadelphia
DK Construction Services	1.00	Berks	Engintuity LLC	0.66	York
Dolan Construction, Inc.	0.791	Berks	Everon Electric	1.038	Luzerne
Don Cooper Plumbing & Heating	1.00	Luzerne	Five Star, Inc.	1.015	Philadelphia
East Coast Contracting, Inc.	0.82	Adams	GEM Mechanical Services	0.839	Delaware
eciConstruction	0.772	York	Geppert Brothers, Inc.	1.072	Delaware
Fabcor, Inc.	0.899	Luzerne	Goldhorn Electrical	0.722	Delaware
Fleehler Contracting	0.862	Westmoreland	Gregori Construction	0.747	Westmoreland
FMS Construction	0.757	Westmoreland	Hranec Corporation	0.664	Westmoreland
Forino	0.771	Berks	Independence Excavating, Inc.	0.673	Westmoreland
Frey Lutz Corporation	1.037	York	J&G Lightning Protection Inc.	1.00	Westmoreland
Hayden Power Group	0.745	Luzerne	John Hall Inc.	0.818	Westmoreland
Hinkle Plumbing and Heating	0.815	Westmoreland	Joseph B. Fay Co.	0.739	Westmoreland
Independent Enterprises Inc.	0.775	Westmoreland	Keystone Electrical Systems, Inc.	0.849	Allegheny
Industrial Combustion Specialty	1.00	York	Lima Company	1.00	Philadelphia
J.C. Orr & Son, Inc.	0.782	Allegheny	Lugailla Mechanical	0.842	Westmoreland
J.D. Eckman Inc.	0.786	Luzerne	Magnum, Inc.	0.928	Philadelphia
JBM Mechanical, Inc.	1.161	Delaware	Mar-Paul Construction	1.007	Luzerne
JR Contracting	1.084	Westmoreland	Massaro Corporation	0.748	Allegheny
Keystruct Construction, Inc.	0.735	York	Master Mechanical Corp.	0.826	Lehigh
Kinsley Construction Inc.	0.759	York	Master Woodcraft Corporation	1.283	Westmoreland
Lear Electric, Inc.	1.155	York	Matcon Diamond, Inc	0.983	Westmoreland
Ligonier Construction Company	0.667	Westmoreland	McGoldrick Electric Inc.	0.933	Philadelphia
Lobar Inc.	0.802	Lehigh	McRandal Company Inc.	1.076	Westmoreland
LonePine Construction, Inc.	1.726	Westmoreland	Mele & Mele & Sons, Inc.	1.074	Westmoreland
Longview Construction	1.00	Berks	Nello Construction Company	1.09	Westmoreland
Macson Corporation	1.00	Westmoreland	Pagoda Electrical	0.845	Lehigh
Marc Service	0.971	Westmoreland	Plavchak Construction Co, Inc.	1.251	Westmoreland
Masco Construction Co.	0.858	Westmoreland	Reno Brothers, Inc.	0.975	Westmoreland
Matchline Mechanical	0.788	Lehigh	Right Electric, Inc.	0.768	Allegheny
McCurley Houston Electric, Inc.	1.013	Allegheny	Scranton Sheet Metal	1.00	Luzerne
Morgan Excavating	0.826	Westmoreland	Shannon Construction Company	0.824	Allegheny
Myco Mechanical, Inc.	0.659	Delaware	Sordoni Construction Services, Inc.	0.907	Delaware
Newman Plumbing	0.903	Westmoreland	SSM Industries	0.816	Westmoreland
Northeast Interior Systems, Inc.	0.881	Allegheny	The Warko Group	0.801	Berks
Pitt Electric, Inc.	0.803	Westmoreland	Triangle Fire Protection, Inc.	1.133	Luzerne
Premier Construction Group	1.176	Adams	Tri-Rivers Electric	1.006	Allegheny
Quandel Construction Group, Inc.	0.688	Luzerne	Uhl Construction Company	1.044	Westmoreland
R.S. Mowery & Sons, Inc.	0.816	York	Wind Gap Electric	0.721	Lehigh
Raffle Construction LLC	1.00	Westmoreland	Yannuzzi, Inc.	0.952	Luzerne
Roger Suter & Son Contracting	0.895	Westmoreland	Average	0.909	
S.E. Shultz Electric	0.87	Westmoreland			
Schlouch Inc.	0.84	Berks			
Shannon A. Smith Inc.	0.909	York			
Somerset Steel Erection Company Inc.	0.89	Westmoreland			
Sota Construction Services, Inc.	1.08	Butler			
Stell Enterprises Inc.	0.891	Luzerne			
Stewart & Tate, Inc.	0.799	York			
TBI Contracting	0.757	Westmoreland			
Uhrig Construction	0.674	Lehigh			
Vision Mechanical Inc.	0.756	Lehigh			
W.C. Eshenaur & Son, Inc.	0.833	York			
Wagman Construction, Inc.	0.696	York			
Waller Corporation	0.865	Westmoreland			
Walter Brucker & Co, Inc.	0.817	Lehigh			
Wescott Electric Company	0.702	Philadelphia			
Westmoreland Electric	0.906	Westmoreland			
Wheels Mechanical	0.818	Westmoreland			
Whitby Plumbing & HVAC, LLC	0.837	Westmoreland			
WILLSCOT	0.941	Westmoreland			
Worth & Company, Inc.	0.797	Lehigh			
Zartman Construction Inc.	1.093	Butler			
Average	0.901				