

**DRAFT**

**THE VIRGINIA APPRENTICESHIP COUNCIL  
MINUTES**

The Virginia Apprenticeship Council (Council) met on Thursday, December 13, 2007 at Confederate Hills Recreation Center at 302 Lee Avenue, Highland Springs, Virginia. Chairman Dr. Steven R. Staples called the meeting to order at 10:00 a.m.

**COUNCIL MEMBERS PRESENT:** Dr. Steven R. Staples, Chairman  
Robert M. Bess  
Catherine McQuade  
Ms. Delores Esser  
Everett Patterson  
Lorne Seay  
Darold Kemp  
Tom Cecere, for Dr. Glen Dubois  
Mr. Dudley Harris  
Mr. Earl Dickerson  
Mr. Alton Glass

**STAFF PRESENT:** C. Ray Davenport, Commissioner, DOLI  
Beverley Donati, Division Director  
Patricia Morrison, Assistant Division Director  
Reba O'Connor, Policy & Planning Specialist  
Delores Ferrell, Apprenticeship Representative  
Crystal Thrower, Apprenticeship Representative  
Frank Dellinger, Assistant Director, Labor Law  
Ellen Marie Hess, Director, Labor Law  
Willnette Taylor, Program Support Technician  
Patti Bell, Policy Analyst

**CALL TO ORDER AND INTRODUCTIONS:**

Dr. Staples called the meeting to order and announced that the Governor was due to arrive at any moment. In the interim, Dr. Staples proceeded with introductions. Chairman Staples recognized the following special guests: Joseph Hersch, Jim Walker, Jim Donati, Fred Morton, Dr. Lloyd Jackson, Ray Louth, Dr. Jim Hughes, Bob Leber, Bev Donati, Trish Morrison, Jim Leamen, Doris Mayes and Tony Regali.

Council members introduced themselves.

Dr. Staples announced that four apprentices were going to be honored and that Commissioner Davenport and Ray Louth, President of the Virginia Apprenticeship Alumni Association would

be joining him at the podium to make remarks to commend the Outstanding Apprentices. Ray Louth congratulated the apprentices on their achievements and introduced the officers of the Virginia Apprenticeship Alumni Association. Commissioner Davenport recognized the Outstanding Apprentices and encouraged the Apprentices to continue in their learning process and urged them to share their knowledge with colleagues and new apprentices as a way to “return what you learn.” Dr. Staples discussed apprenticeship as the oldest form of education and recognized the four apprentices who represent all the apprentices in the Commonwealth.

Dr. Staples transitioned to the business meeting portion of the meeting to allow the Governor time to arrive.

#### **PUBLIC COMMENT:**

Fred Morton recognized Dr. Jean Murray from Henrico County Public Schools. He also brought attention to the red Career and Technical Bus in the parking lot which was available for viewing.

#### **COUNCIL COMMENTS:**

There were no comments offered by Council members.

#### **APPROVAL OF MINUTES:**

On proper motion and second the minutes for the Council meeting held on September 20, 2007 were approved unanimously by Council members.

#### **INTRODUCTION OF THE GOVERNOR:**

Commissioner Davenport introduced the next speaker, Governor Tim Kaine. Commissioner remarked on Governor Kaine’s time in Honduras teaching carpentry and welding skills. The Commissioner noted the strong support Governor Kaine has lent to Registered Apprenticeship, including producing a Public Service Announcement to promote Registered Apprenticeship. The Commissioner noted that this is the first Governor on record to participate in the Outstanding Apprentice awards.

Governor Kaine noted the workforce development issues and how Registered Apprenticeship is an important piece in that. Governor Kaine touted the value of a well-trained workforce that comes through Registered Apprenticeship. He congratulated the apprentices who recognized this as a good path and he thanked the employers for choosing this wise method. Talent is the most precious commodity.

The following were recognized:

Cheryl Gallant – an optician with Dr. William R. Waldron, OD, Yorktown, Virginia.  
Kristine Grafton – a pipe fitter with Norfolk Naval Shipyard, Portsmouth, Virginia.  
Matthew Beahm – a bricklayer with Shen-Valley Masonry, Inc., Harrisonburg, Virginia.  
Danitra Daniels – an HVAC technician with Calvert-Jones, Inc., Alexandria, Virginia.

There was a brief adjournment for photo opportunities.

**Chairman Staples resumed the business meeting.**

**CORRESPONDENCE:**

There was no correspondence to the Council.

**OLD BUSINESS:**

Ms. O'Connor, Regulatory Coordinator for the Department of Labor and Industry, reported that the regulation, 16 VAC 20-20, had been granted approval by the Governor and has been submitted to be published in the Virginia Register. It is due to be published on January 7, 2008. On the day it is published, the comment period will begin and go through March 7, 2008. When finished, the regulation will begin the final stage and will again be reviewed at the Office of the Attorney General and, once that is complete, will go on to the Department of Planning and Budget.

**NEW BUSINESS:**

**Standing Subcommittee:**

a. **Ad Hoc Subcommittee:**

Darold Kemp reported that the sub-committee meeting was held November 19, 2007 with Dr. Steven Staples, Jim Walker, Bev Donati, Dudley Harris, Alton Glass, and Darold Kemp. Discussion was held on the exemption on full-time employment policy. The sub-committee decided to bring the policy before the Council in December for a vote. Darold Kemp summarized the changes and the policy was provided with the recommended changes. Full time shall be construed to be the industry standard with not less than 32 hours per week with reasonably continuous employment. Any sponsor requesting less than 37 hours of work shall document that some other schedule of hours per week is a reasonable standard for the occupation and industry. The completed request will then be presented to the Director of the Division of Registered Apprenticeship for review and approval. The Director will then report back to this Council.

Darold Kemp explained the objective of discussing these changes based on previous requests from 1999 for cafeteria workers and current changes in the nursing profession.

Darold Kemp moved to approve the recommendations of the subcommittee. Seconded by Tom Cecere and passed unanimously by roll call vote.

**REPORTS:**

**Virginia Employment Commission:**

Commissioner Esser reported that the Workforce Investment Act division had been transferred to Danny LeBlanc's office and subsequently was being transferred to the Virginia Community College System (VCCS). The Virginia Employment Commission would be implementing layoffs as federal funding continued to shrink. Continued downsizing was anticipated.

**Virginia Community College System:**

No report.

**Virginia Apprenticeship Alumni Association (VAAA):**

VAAA President Ray Louth reported that the Alumni audit committee was receiving many new memberships from Northrop Grumman graduating apprentices. The fall golf tournament was a success and he thanked the Division of Registered Apprenticeship for all their help.

**U.S. Department of Labor, Office of Apprenticeship:**

Mr. Walker addressed the Council and introduced Mr. Joseph Hersch. Mr. Hersch extended greetings from the United States Department of Labor and Industry (USDOL), Office of Apprenticeship national and regional offices. He reported that National Administrator Tony Swoope will be retiring at the end of the year. Additionally, mention was made of the upgraded Federal regulations affecting Registered Apprenticeship. Mr. Jim Walker delivered the Notice of Proposed Rulemaking (NPRM) Apprenticeship Programs, Labor Standards for Registration, Amendment of Regulations to the Council members for review. The USDOL Office of Apprenticeship also produced a new DVD for promotion of the Registered Apprenticeship program.

**Division of Registered Apprenticeship:**

Trish Morrison reported that the Division had, as of December 12, 2007, 14,293 apprentices and 2,317 active sponsors. Completion statistics showed 2,082 certificates awarded.

**Department of Labor and Industry:**

Commissioner Davenport recommended that Bev Donati, Trish Morrison, Jim Walker, Dr. Staples and he form a sub-committee for the purposes of review of the upgraded federal regulations. The Commissioner also shared that the revenue downturn was not only a Virginia issue, but nationwide. The Department of Labor and Industry realized a \$256,000 reduction in budget as a result which was partially accomplished by not filling vacant positions within the Agency.

Commissioner Davenport congratulated Dr. Staples on his upcoming retirement from York County Public schools, and gave good wishes for his continuing activities as professor at William and Mary College.

**ANNOUNCEMENTS:**

The next meeting is scheduled for March 20<sup>th</sup>, 2008 at a place to be determined.

The meeting was adjourned at 11:00 a. m.

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Dr. Steven R. Staples

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C. Ray Davenport, Secretary