



**ASSOCIATED BUILDERS AND
CONTRACTORS (ABC)
APPRENTICESHIP PROGRAM**

FACT OR FICTION



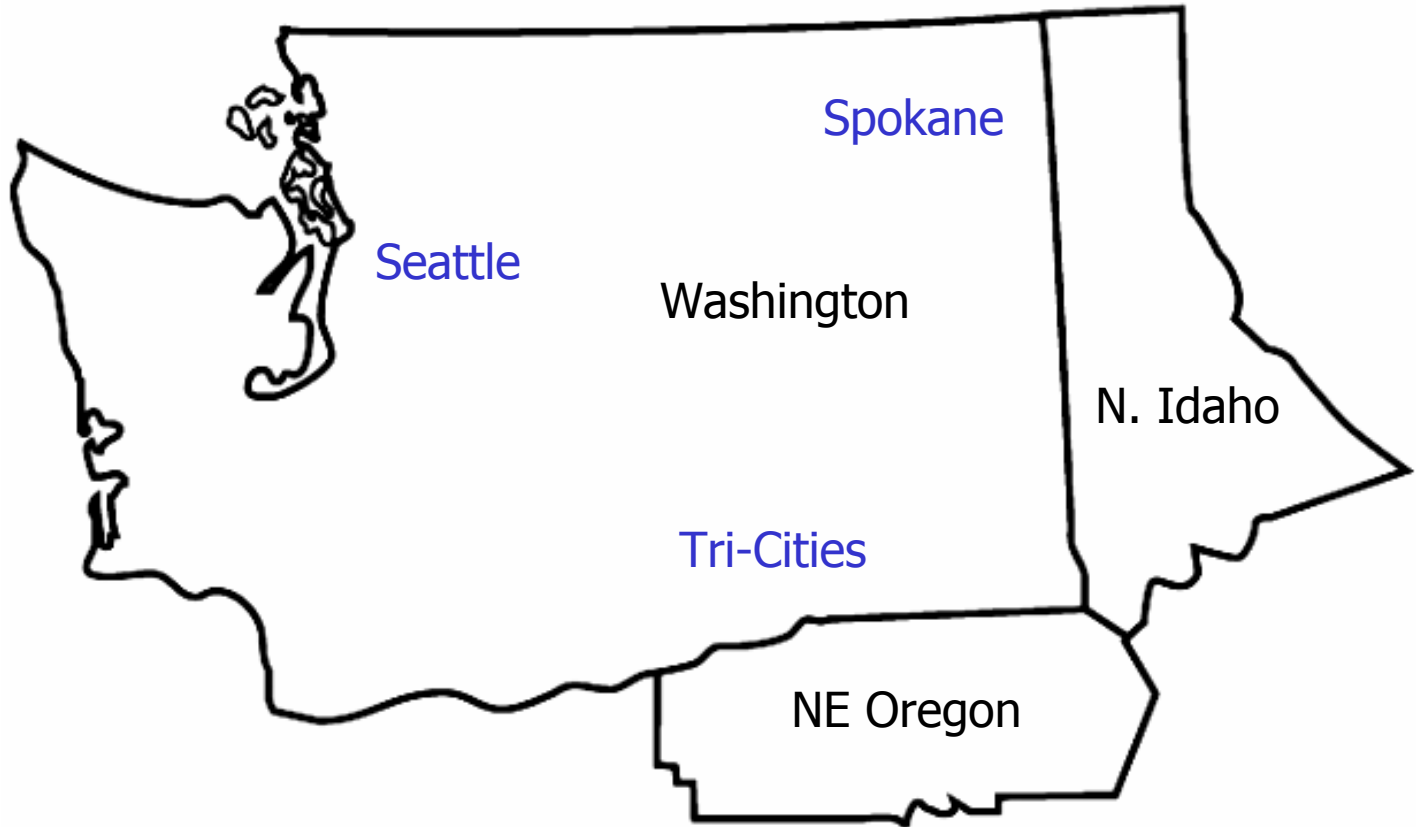
Introduction

- Charles F. (Charlie) Mulcahy
- Business Manager SMWIA Local 66

- John J. David
- Business Representative SMWIA Local 66



SMWIA Local 66





SMWIA Local 66

- 37 of the 39 counties of Washington State, North Idaho and Northeast Oregon.
- 5,000 members – Building trades HVAC, Residential, HVAC Service, Architectural Sheet Metal, Shipyards, Production, Truck Building, Food Processing.

Local 66 Apprenticeship Programs



- Three Apprenticeship Programs: Western Washington, Spokane/North Idaho and Southeast Washington/Northeast Oregon.
- Multiple sets of standards approved by the State of Washington.
- Building Trades, Residential, Marine, HVAC Service, Test-Adjust-Balance.
- Completion rate = 89% for Western Washington program and 54% for East side programs.



Apprentice Demographics

- Total number of apprentices indentured in combined programs = 425.
- Total number of minority apprentices in combined programs = 44.
- Total number of women in combined programs = 13.



Instructor Training

- ITI instructor training; one year of basic (two weeks), four years of advanced (one week per year).
- Vocational Teaching Certificate.
- Bachelor of Labor Education and Labor Studies (Western Washington only).



ABC Apprenticeship Program

- Two programs in Washington; ABC-IPC (Eastside) and CITC (West side).
- These are separate programs and do not allow for mobility of Apprentices.
- State of Washington approved in 1994.
- Four trades: Sheet Metal, Plumbing, Electrical and Painter.
- Eastside programs = completion rate of 6.3%
- Westside Sheet Metal program has completion rate of 0%.



ABC Apprenticeship Program

- January 1995, ABC contractor at Veterans Memorial Stadium in Spokane appeared to be over ratio of Apprentices to Journeymen.
- Requested list of Registered Apprentices from the State of Washington for ABC Sheet Metal Program.
- Requested Certified Payroll which verified improper ratios.



ABC Training Facility

- Conducted multiple site visits to the training facility.
- Related Supplemental Instruction (class room) was not per State standards.
- Apprentices not required to attend class.
- Lack of training equipment.
- Apprentices allowed to sleep in class.



Complaint filed

- Original complaint filed by Local 66 was 1200 pages of documents which detailed 47 different violations.
- Additional complaints filed by other crafts: United Association and IBEW.
- Long term approach centered on filing numerous complaints against the ABC program for every violation of State rules and regulations.



What worked

- ABC instructor for Sheet Metal program became a member of the Local and went to work for a local 66 signatory contractor.
- A member of Local 66 was hired by the ABC as new instructor.
- Only 4 hours of instructor training required to teach ABC Apprentices.
- Numerous Youth to Youth Apprentice Organizers were hired by ABC contractors.
- Cooperation and sharing of information between the effected Trades.



Youth to Youth Organizers

- Kept daily logs and diaries of all their activities.
- Listed who and how many were on site for ratio purposes.
- They were never indentured into the ABC program but were paid apprentice wages.
- Traveled outside approved areas.
- Not required to attend school.
- Documented fabrication and installation of sheet metal products on site.



Youth to Youth Organizers

- Worked with other craft organizers on and off site.
- Assisted Mechanical Inspectors are members of the UA.
- Able to give first person testimony to the State Apprenticeship Council on the deficiencies of the ABC training program.



Deregistration of ABC program

- State of Washington, Department of Labor and Industries, Apprentice Division conducted investigation.
- ABC claimed that some regulations were unclear. These were clarified by the State, ABC continued to violate regulations (working apprentices outside it's approved jurisdiction, employing pre-apprentices and trainees, ratio violations).
- ABC ordered to "cease and desist" these practices.



Deregistration of ABC program

- ABC placed on probation by State
- ABC blamed their Training Agents for violations and the ABC should not be held responsible.
- ABC continued to violate Standards.
- ABC deregistered by the WSATC on April 16, 2004. ABC cannot reapply for new program for a five year period.



Benefits to the Construction Industry / end users

- Bidding process more equitable. ABC had on some projects five “apprentices” and only one Journeyman.
- Contractors have access to better trained Journeymen due to better trained Apprentices.
- Higher quality finished product of construction.



Benefits to the Construction Industry / end users (cont.)

- Public perception of the Industry can be tarnished by a few “bad actors.”
- Citizens of the State of Washington will receive better value for their tax dollars spent on construction of public projects.
- Indoor Air Quality; some ABC projects had mold/air change issues, some had not installed fire/smoke dampers.



Decertification benefited former ABC Apprentices

- ABC Apprentices sent applications for legitimate training programs.
- ABC Apprentices slotted into Local 66 programs.
- ABC Apprentices now have access to better training, equipment, instructors.
- On the job training by Journeymen, not other Apprentices.



Decertification benefited former ABC Apprentices (cont.)

- As Journey Level workers they will be better able to train future Apprentices
- Former ABC Apprentices now have a real future in the Industry.
- Access to full family health care / pensions / retirement and collective bargaining.



Need more information?

- Charlie Mulcahy e-mail address is charliem@smw66.org
- John David e-mail address is Johnd@smw66.org