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Tony Evers, Governor  
Amy Pechacek, Secretary  
Michele Carter, Division Administrator

## Roofing & Waterproofing State Apprenticeship Advisory Committee

### Agenda

Tuesday, March 31, 2026

1:00 pm – 3:00 pm

Attend Virtually: [Join the meeting now](#)

Teams Meeting ID: 290 201 539 307 6 | Passcode:  
ZD29R5RU

Attend via Phone: #608-571-2209 | Conference ID: 452094808

*Note: Public comment will occur only when noted, after committee discussion and prior to committee action.*

1. Call Meeting to Order
2. Record Attendees
3. Review Roster
4. Review and Approve Previous Meeting Minutes
5. Specific Committee Items for Discussion (*Public Comment*)
  - a. Minimum qualifications for applicant: Committee discussion to lower age requirement to 17 years old.
6. Director's Call Discussion
7. Other Discussion Items
8. Review Program Participants
9. Set Next Meeting Date/Time
10. Adjourn



**Draft Meeting Minutes**  
**Roofing Apprenticeship State Committee**

September 17, 2024

**1. Call Meeting to Order**

- The meeting was called to order by Nate Tell at 1:01 p.m. in accordance with Wisconsin's open meeting law.

**2. Introductions and Record Attendees** (in table above)

**3. Review Roster**

- Michael McDonald replaced Leigh Emrick, Associated Builders & Contractors on the committee. Leigh retired.

**4. Review and Approve Previous Meeting Minutes**

- Changes: none
- Motioned to Approve made by: Ben Noffke
- Seconded Motion made by: Nate Tell          Motion passed.

**5. Specific Committee Items for Discussion (Public Comment)**

- a. **Local Committee Update.** The South Central Area Roofers & Water Proofers Committee is back up and running. The committee has been approved and the BAS staff is working with them to get things in order. They haven't been running in 20 years so this is positive to see the level of interest to support the committee again. Nate Tell has been involved with that committee getting re-established again. Liz Pusch confirmed there is no impact to the State Roofing Advisory Committee but it will be added as an additional local committee to their trade.
- b. **Applicable Labor Laws for Apprentices Under 18 years old.** Liz Pusch shared federal and state language with the committee that allows the minimum age of apprentices to be lowered without a violation of any labor laws. She outlined the various areas of the law that noted the exception to the rules for apprenticeships. Nate Teff requested a copy of the labor law documentation. DWD 270.12 and DWD 270.14 Ben Noffke talked through the information that he had researched as well and was in agreement with Liz's explanation.

There was a brief discussion around if they wanted to lower their minimum age. Jeff Zupan will explore the options for contractors with insurance providers. They all want to understand the rules around operating a manlift and any other equipment that may be a source of concern. Liz will send all committee members the state and federal laws she researched for review. The topic will be tabled for now and re-visited at the spring meeting.

**6. Questions from the Director's Call**

- No one had any follow up questions to the call.
- National Apprenticeship Week is November 17-23 this year. Please have NAW events posted on the DOL website to spread awareness. Please send requests to David and/or Liz for a BAS representative at your event.
- Save the date for the Biennial Conference on February 19-21, 2025 at the

Kalahari. Donations or sponsorships are appreciated. This year WRTP and the Milwaukee Urban League will be assisting greatly. If interested, message Liz and/or David.

7. **Other** - No issues discussed.
8. **Review program participants** - No feedback.
9. **Next Meeting Date/Time**
  - Tuesday, April 15<sup>th</sup>, 2025 at 1:00 p.m.
  - Virtual meeting only.
10. **Adjourn** - Nick Brenner made motion to adjourn the meeting at 1:36 p.m. and Ben Noffke seconded. Meeting was adjourned.



## Draft Meeting Minutes

Click or tap here to enter text.

*Public comment will occur only when noted, after committee discussion and prior to committee action.*

### 1. Call Meeting to Order

- Note Who: Nate Tell
- Note Time: 1:03pm

### 2. Introductions and Record Attendees (in table above)

No quorum was present.

### 3. Review Roster

- *BAS is reviewing all state committee rosters to ensure membership is up-to-date. The committee reviewed their current roster. BAS will reach out to those with expired terms for re-nomination or replacement nomination letters.*

### 4. Review and Approve Previous Meeting Minutes

- Note any Changes:
- Motioned to Approve made by: No Quorum
- Seconded Motion made by: No Quorum

### 5. Specific Committee items for discussion (public comment)

- a. Minimum qualifications for applicant: Committee discussion to lower age requirement to 17 years old.
  - i. Review applicable labor laws for apprentices under 18 years old.
    - BAS reviewed DWD 270.14 with the committee.
    - Concerns raised regarding use of lifts by someone under 18.
    - Insurance issues discussed.
    - Item tabled for further discussion/no action at this time.
  - ii. Discussion re: high school diploma requirement for all apprentices. Tabled to discuss at next meeting with suggested language.
- b. Wage Repayment Agreements - BAS is providing an overview to all state committees regarding recent concerns with sponsors and employers requiring apprentices to sign wage repayment agreements that could affect them in the instance of leaving employment with their assigned employer either within the course of their apprenticeship or after completion. BAS shared a memo that was issued in Feb 2024 outlining the statutory requirement of paid related instruction and the prohibition of requiring the repayment of contract-required PRI. The Advisory Council discussed this item at the February 2025 meeting and subsequently approved language for addition to the WI Apprenticeship Manual to clarify this. Notification will be provided when the Manual update is completed. Sponsors or employers can reach out to BAS for assistance in complying with this requirement, if needed.

### 6. Questions from the Director's Call

- Note Questions/Comments: none

**7. Other**

- Note Questions/Comments: none

**8. Review program participants**

- Note Questions/Comments: none

**9. Set Next Meeting Date/Time**

- Note Next Meeting: September 24<sup>th</sup> at 1pm virtual.

**10. Adjourn**

- Note Time: 1:45
- Motion to Adjourn made by: Nate / David
- Motion Seconded by:



**Draft Meeting Minutes**  
**Nick Abbott**

*Public comment will occur only when noted, after committee discussion and prior to committee action.*

**1. Call Meeting to Order**

- Note Who: Liz Pusch - No Quorum
- Note Time: 1:03pm

**2. Introductions and Record Attendees** (in table above)

**3. Review Roster**

- Note any Changes: *Discussed quorum challenges and recruiting new members on employer side.*

**4. Review and Approve Previous Meeting Minutes**

- Note any Changes: *No Quorum*
- Motioned to Approve made by: *No Quorum*
- Seconded Motion made by: *No Quorum*

**5. Specific Committee Items for Discussion (public comment)**

- a. Minimum age requirement for applicants.
  - i. *DD Pusch gave another high-level overview of the topic, since last multiple meetings lacked quorum, the committee has not been able to make any changes. Jeff Zupon (employer) was open to lowering it to 17 if they graduated HS and reported on his research pertaining the topic with his insurer. DD Pusch suggested any equipment limitations could be identified in standards and/or exhibit A and requested that info prior to next meeting in spring 2026. BAS will then create suggested language to be discussed and approved at next meeting.*

**6. Questions from the Director's Call**

- Note Questions/Comments: n/a

**7. Other**

- Note Questions/Comments: n/a

**8. Review Program Participants**

- Note Questions/Comments – *Members noted that apprentice numbers are up/steady but less participating employers train apprentices.*

**9. Set Next Meeting Date/Time**

- Note Next Meeting: 03/31/26 at 1pm

**10. Adjourn**

- Note Time: 1:26pm
- Motion to Adjourn made by: Liz Pusch
- Motion Seconded by: [Click or tap here to enter text.](#)



This summary counts employers and apprentices, between 3/1/2025 and 3/1/2026 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
<b>Report Total</b>	<b>102</b>	<b>42</b>	<b>41.2</b>	<b>1</b>	<b>1.0</b>	<b>88</b>	<b>86.3</b>	<b>14</b>	<b>13.7</b>	<b>16</b>	<b>10</b>	<b>62.5</b>	<b>6</b>	<b>37.5</b>
Roofer and Waterproofer (47-2181.00)	102	42	41.2	1	1.0	88	86.3	14	13.7	16	10	62.5	6	37.5

# State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 3/1/2025 and 3/1/2026 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Sponsor Name Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
<b>Report Total</b>	<b>102</b>	<b>42</b>	<b>41.2</b>	<b>1</b>	<b>1.0</b>	<b>88</b>	<b>86.3</b>	<b>14</b>	<b>13.7</b>	<b>16</b>	<b>10</b>	<b>62.5</b>	<b>6</b>	<b>37.5</b>
<b>ABC of Wisconsin (All)</b>	<b>14</b>	<b>13</b>	<b>92.9</b>	<b>1</b>	<b>7.1</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>100.0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>100.0</b>
Roofer and Waterproofer (47-2181.00)	14	13	92.9	1	7.1	0	0	14	100.0	6	0	0	6	100.0
<b>Local 96 Roofers &amp; Waterproofing WI</b>	<b>11</b>	<b>2</b>	<b>18.2</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Roofer and Waterproofer (47-2181.00)	11	2	18.2	0	0	11	100.0	0	0	2	2	100.0	0	0
<b>SE Wisconsin Roofing &amp; Waterproofing JAC</b>	<b>72</b>	<b>27</b>	<b>37.5</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>8</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Roofer and Waterproofer (47-2181.00)	72	27	37.5	0	0	72	100.0	0	0	8	8	100.0	0	0
<b>South Central WI Roofing &amp; Waterproofing</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Roofer and Waterproofer (47-2181.00)	5	0	0	0	0	5	100.0	0	0	1	1	100.0	0	0



## Historical Report by Year

Report Period: 2026\* and Previous -10 Years

*Current year is YTD data as of Run Date: 03/04/2026		
Run Date: 03/04/2026		
State Roofing & Waterproofing Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2016	84	20
2017	78	18
2018	88	19
2019	92	19
2020	87	16
2021	84	16
2022	84	16
2023	80	16
2024	68	13
2025	81	15
2026	77	16

