

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
201 E. Washington Ave., Room E100
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3332
Fax: (608) 266-0766
Email: DWDEET@dwd.wisconsin.gov



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

Painting & Glazing State Apprenticeship Advisory Committee

Agenda

Wednesday, April 9, 2025
10:00 a.m. – 12:00 p.m.

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

Teams Meeting ID: 210 286 978 19 | Passcode: gF3jST

Attend via Phone: #608-571-2209 | Conference ID: 770 961 619#

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. Drywall Program Low Enrollment (*continued discussion from Fall 2024*)
 - b. Wage Repayment Agreements
6. Director's Call Discussion
7. Other Discussion Items
8. Review Program Participants
9. Set Next Meeting Date/Time
10. Adjourn

Painting & Glazing State Apprenticeship Advisory Committee

October 1st, 2024

10:00 AM

In-Person and/or Virtual: Virtual

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Jeff Arnold	IUPATDC7
<input type="checkbox"/>	Brian Baumgartner	IUPATDC7
<input type="checkbox"/>	Pete Braun	Wall-Tech
<input checked="" type="checkbox"/>	Adam Gifford	IUPATDC7
<input checked="" type="checkbox"/>	Jim Macejkovich	Building Service Inc
<input checked="" type="checkbox"/>	Amanda Martin	Porta Painting Inc
<input type="checkbox"/>	Jeff Merhoff	IUPATDC7
<input checked="" type="checkbox"/>	Tony Niemiec	State Painting Co
<input type="checkbox"/>	Greg Wolf	Schmelzer Paint Co
Check if Present	Consultants & Guests	Organization/Employer
<input checked="" type="checkbox"/>	David Polk	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Elizabeth Pusch	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Adam Holmes	Guest
<input checked="" type="checkbox"/>	Joe Knight	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Tim Budda	Bureau of Apprenticeship

Draft Meeting Minutes
State Painting and Glazing Advisory Committee

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

1. Call Meeting to Order

- Note Who: Jeff Arnold
- Note Time: 10:05AM

2. Introductions and Record Attendees (in table above)

3. Review Roster

- Note any Changes: The committee wants to replace Pete Braun. He has not been attending state committee meetings. The committee also wants to replace Jeff Arnold due to his retirement. The committee currently does not have a replacement picked.

4. Review and Approve Previous Meeting Minutes

- Note any Changes: Adam Gifford's name was entered incorrectly on the previous minutes. His name has been corrected on the previous minutes from the spring 2024 meeting.
- Motioned to Approve made by: Tony Niemiec
- Motion Seconded by: Jim Macejkovich

5. Specific Committee Items for Discussion

- Notes/Questions: None

6. Questions from Directors Call

- Note Questions/Comments: The directors call is recorded and found on the state committee website for anyone who missed the call. This year will be the 10th year of NAW (National Apprenticeship Week). David Polk is requesting that stake holders inform BAS of the events they are hosting so BAS can promote them or attend the events. National Apprenticeship week will be held November 17-23. David also spoke about the biennial conference, which will be held February 19-21, 2025 at the Kalahari Resort in the Wisconsin Dells. This event will cover RA and YA subjects. David informed the committee there are sponsorship opportunities if anyone is interested.

7. Other

- Note Questions/Comments: Adam Gifford brought up the low enrollment numbers for the drywall program. He wanted to see if anyone had suggestions on how to increase enrollment at the local JAC level. The committee does not have any suggestions at this time but they do want to discuss it further and have some suggestions by the spring committee. The committee briefly discussed going to block training to help with related instruction time for drywallers because employers are having a difficult time sending their apprentices away for related instruction. The committee wants to explore options and look at other trades and how they do their related instruction. Liz Pusch reminded the committee they do have to pay their apprentices while in PRI but encouraged the committee to ask BAS if they have questions or need guidance on how they set up their PRI time. The committee discussed potentially looking at the carpenters model where they are "pre-paid" with additional money on each check. Adam Holmes wanted to know if he could potentially replace Jeff Arnold as a member of the committee. Liz Pusch and David Polk explained that BAS generally does not allow training directors to be members on state committees. Having training directors as members could be a conflict of interest when committees have to be make decisions on standards and policies.

8. Review program participants

- Note Questions/Comments: The report was last ran on August 13. Their current numbers are the highest they have been since 2020. The glaziers program is seeing a large increase in numbers. Active employers training apprentices has also increased. The committee also increased its numbers with minorities and women in tapers and painters. They are working on increasing their numbers for women in the glazier trade.

9. Set Next Meeting Date/Time

- Note Next Meeting: April 9, 2025 at 10:00AM. Virtual only meeting

10. Adjourn

- Note Time: 10:44AM
- Motion to Adjourn made by: Jim Macejkovich
- Motion Seconded by: Adam Gifford

MEMORANDUM:

To: Sponsors, Employers, Bureau Field Staff
From: Liz Pusch, Deputy Director, Bureau of Apprenticeship Standards
Re: Wage repayment agreements
Date: 2/08/2024

The requirement of wages paid for time spent in related instruction is included in the apprentice contract as prescribed in WI Stat 106 and DWD Chapter 295:

Wisconsin Statute 106.01(6)(a): An employer shall pay an apprentice for the time that the apprentice is receiving related instruction as provided in this paragraph. An employer shall pay an apprentice for not less than the number of hours of related instruction specified in par. [\(b\)](#) or the number of hours of related instruction specified in the apprentice contract, whichever is greater, at the same rate per hour as the employer pays the apprentice for services performed.

DWD Chapter 295.07(3)(g): [The apprentice contract shall contain, explicitly or by reference] A statement of the graduated scale of wages to be paid to the apprentice and whether or not the required related instruction is compensated.

As the requirements of the apprentice contract are prescribed in state statute and subsequent administrative rule, additional "side" agreements that would nullify the requirements of the apprentice contract are not legally enforceable.

In the specific instance of required paid related instruction wages, an employer or sponsor cannot establish an additional agreement to recoup such wages in the instance of an apprentice leaving employment.



This summary counts employers and apprentices, between 3/15/2024 and 3/15/2025 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
Report Total	171	72	42.1	21	12.3	171	100.0	0	0	41	41	100.0	0	0
Coating Application Specialist (00-0000.00)	4	1	25.0	0	0	4	100.0	0	0	2	2	100.0	0	0
Glazier (47-2121.00)	52	13	25.0	0	0	52	100.0	0	0	12	12	100.0	0	0
Painter And Decorator (47-2141.00)	97	45	46.4	19	19.6	97	100.0	0	0	23	23	100.0	0	0
Painter Decorator Taper Finisher (47-2141.00)	1	0	0	1	100.0	1	100.0	0	0	1	1	100.0	0	0
Taper - Finisher (00-0000.00)	19	13	68.4	3	15.8	19	100.0	0	0	9	9	100.0	0	0

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 3/15/2024 and 3/15/2025 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
Report Total	171	72	42.1	21	12.3	171	100.0	0	0	41	41	100.0	0	0
Madison Area Painting & Decorating JAC	49	18	36.7	12	24.5	49	100.0	0	0	10	10	100.0	0	0
Painter And Decorator (47-2141.00)	44	15	34.1	11	25.0	44	100.0	0	0	7	7	100.0	0	0
Painter Decorator Taper Finisher (47-2141.00)	1	0	0	1	100.0	1	100.0	0	0	1	1	100.0	0	0
Taper - Finisher (00-0000.00)	6	3	50.0	2	33.3	6	100.0	0	0	5	5	100.0	0	0
Milwaukee Area Painting & Decorating JAC	70	41	58.6	9	12.9	70	100.0	0	0	20	20	100.0	0	0
Coating Application Specialist (00-0000.00)	4	1	25.0	0	0	4	100.0	0	0	2	2	100.0	0	0
Painter And Decorator (47-2141.00)	53	30	56.6	8	15.1	53	100.0	0	0	17	17	100.0	0	0
Taper - Finisher (00-0000.00)	13	10	76.9	1	7.7	13	100.0	0	0	5	5	100.0	0	0
Wisconsin Glaziers JAC	52	13	25.0	0	0	52	100.0	0	0	12	12	100.0	0	0
Glazier (47-2121.00)	52	13	25.0	0	0	52	100.0	0	0	12	12	100.0	0	0



Historical Report by Year

Report Period: 2025* and Previous -10 Years

*Current year is YTD data as of Run Date: 03/17/2025		
Run Date: 03/17/2025		
State Painting & Glazing Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	80	31
2016	78	32
2017	109	32
2018	116	36
2019	140	39
2020	145	37
2021	101	30
2022	107	34
2023	82	29
2024	124	36
2025	120	34

