

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: DWDDDET@dwd.wisconsin.gov



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

Steamfitting State Apprenticeship Advisory Committee

Agenda

Tuesday, April 22, 2025
10:00 am – 12:00 pm

Attend In-Person: 201 E. Washington Avenue
Madison, WI 53703, Rm: F105

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

Teams Meeting ID: 263 567 551 071 | Passcode: RHWLyh

Attend via Phone: #608-571-2209 | Conference ID: 964 769 057#

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. Wage Repayment Agreements
 - b. Applicant Testing Requirements
6. Director's Call Discussion
7. WTCS Report
8. DSPS Update
9. Other Discussion Items
10. Review Program Participants
11. Set Next Meeting Date/Time
12. Adjourn

State Apprenticeship Advisory Committee
Steamfitting Fall 2024 Meeting
Draft Minutes

09/11/24
1:00pm – 3:00pm
: Virtual

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Christensen, Paul	1901 Inc / Co Chair
<input checked="" type="checkbox"/>	Edwards, Doug	Steamfitters Local 601 / Co Chair
<input checked="" type="checkbox"/>	Birong, Josh	Plumbers and Steamfitters Local 118
<input type="checkbox"/>	Colwell, James	United Mechanical, Inc.
<input checked="" type="checkbox"/>	Gall, Corey	WI Pipe Trades Association
<input checked="" type="checkbox"/>	Gorges, Joe	CGI Mechanical?
<input checked="" type="checkbox"/>	McDonald, Michael	ABC
<input checked="" type="checkbox"/>	Riehle, Mark	JM Brennan, Inc.
<input checked="" type="checkbox"/>	Runge, Mitch	Plumbers & Steamfitters Local 434
<input type="checkbox"/>	Weinfurter, Greg	Tweet-Garot Mechanical, Inc
<input type="checkbox"/>		
Check if Present	Consultants & Guests	Organization/Employer
<input checked="" type="checkbox"/>	Polk, David	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Pusch, Liz	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	O'Shasky, Lynn	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Bernthal, Jamie	WTCS
<input checked="" type="checkbox"/>	Foster, Cheyenne	ABC
<input checked="" type="checkbox"/>	Fortney, Kelly	MCA
<input checked="" type="checkbox"/>	Walsh, Julie	Madison Contractor Assoc.
<input checked="" type="checkbox"/>	Kamps, Paul	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Neitzel, Lynn	WIDS
<input checked="" type="checkbox"/>	Nielson, Julie	Apprenticeship Coordinator Local 118
<input checked="" type="checkbox"/>	Korn, Gary	434 Training
<input type="checkbox"/>		
<input checked="" type="checkbox"/>	Ray, Joyce	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Stahlecker, Ben	Bureau of Apprenticeship

<input checked="" type="checkbox"/>	Valerine, Chris	Training Director Local 601
<input checked="" type="checkbox"/>	Nowak, Raquel	Bureau of Apprenticeship

Draft Meeting Minutes

Lynn O'Shasky

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

1. Call Meeting to Order

Note Who: Liz Pusch

Note Time: 1:02pm

2. Introductions and Record Attendees (in table above)

3. Review Roster

Note any Changes: None

- **Nomination of Doug Edwards to committee Co-Chair**

Motion made by Corey Gall

Motion seconded by Josh Birong

Motion approved

4. Review and Approve Previous Meeting Minutes

Note any Changes: none

Motioned to Approve made by: Corey Gall

Seconded Motion made by: Josh Birong

Motion approved

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

- WIDS: 5-year Program Review
- Committee declined previous review with WTCS because of proprietary curriculum. Jamie Bernthal and Lynn Nietzel provided overview and benefits of this process. Lynn's powerpoint is included in the meeting materials online.

6. Questions from the Director's Call Note Questions/Comments: None

- Director's calls are now being recorded and available online at <https://dwd.wisconsin.gov/apprenticeship/meetings-statetrade.htm>
To sign up for State Committee meeting notifications, please use above link as well.

7. WTCS Report

- a. Jamie Bernthal provided updates.
 - Tools of the Trade Scholarships available soon, up to \$2000.

8. Other Discussion Items

- a. David Polk shared information on National Apprenticeship Week.
 - This is the 10 year anniversary of the event; November 17-23.
 - Please share any information regarding events, tours and celebrations with David Polk or Liz Pusch to be included on the DOL website.
 - If you would like to request DWD/BAS personnel to attend your event, that request should also be made to David or Liz.
- b. The Biennial Conference is scheduled February 19-21, 2025 at the Kalahari Resort. Save the date information has been send out. More information is upcoming on our website.

9. Review program participants Note Questions/Comments: n/a

10. Set Next Meeting Date/Time Note Next Meeting: April 22, 2024 10:00 am

11. Adjourn

- a. Note Time: 1:48pm
- b. Motion to Adjourn made by: Corey Gall
- c. Motion Seconded by: Josh Birong

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	999	78	7.8	28	2.8	980	98.1	19	1.9	132	126	95.5	6	4.5
Steamfitter (47-2152.00)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Steamfitter (Construction) (47-2152.00)	606	47	7.8	23	3.8	588	97.0	18	3.0	97	91	93.8	6	6.2
Steamfitter (Service/Refrigeration) (47-2152.00)	394	31	7.9	5	1.3	394	100.0	0	0	80	80	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	999	78	7.8	28	2.8	980	98.1	19	1.9	132	126	95.5	6	4.5
ABC of Wisconsin (All)	19	1	5.3	0	0	0	0	19	100.0	6	0	0	6	100.0
Steamfitter (47-2152.00)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Steamfitter (Construction) (47-2152.00)	18	1	5.6	0	0	0	0	18	100.0	6	0	0	6	100.0
Appleton Area Steamfitter JAC	189	9	4.8	3	1.6	189	100.0	0	0	29	29	100.0	0	0
Steamfitter (Construction) (47-2152.00)	132	3	2.3	3	2.3	132	100.0	0	0	25	25	100.0	0	0
Steamfitter (Service/Refrigeration) (47-2152.00)	58	6	10.3	0	0	58	100.0	0	0	12	12	100.0	0	0
East Central Steamfitting JAC	23	0	0	0	0	23	100.0	0	0	6	6	100.0	0	0
Steamfitter (Construction) (47-2152.00)	17	0	0	0	0	17	100.0	0	0	5	5	100.0	0	0
Steamfitter (Service/Refrigeration) (47-2152.00)	6	0	0	0	0	6	100.0	0	0	2	2	100.0	0	0
Eau Claire Area Steamfitting JAC	40	0	0	1	2.5	40	100.0	0	0	16	16	100.0	0	0
Steamfitter (Construction) (47-2152.00)	20	0	0	0	0	20	100.0	0	0	9	9	100.0	0	0
Steamfitter (Service/Refrigeration) (47-2152.00)	20	0	0	1	5.0	20	100.0	0	0	10	10	100.0	0	0
Green Bay Area Steamfitting JAC	89	5	5.6	6	6.7	89	100.0	0	0	13	13	100.0	0	0
Steamfitter (Construction) (47-2152.00)	56	3	5.4	6	10.7	56	100.0	0	0	7	7	100.0	0	0
Steamfitter (Service/Refrigeration) (47-2152.00)	33	2	6.1	0	0	33	100.0	0	0	9	9	100.0	0	0
K-R-W Steamfitting JAC	77	12	15.6	2	2.6	77	100.0	0	0	22	22	100.0	0	0
Steamfitter (Construction) (47-2152.00)	52	8	15.4	2	3.8	52	100.0	0	0	15	15	100.0	0	0
Steamfitter (Service/Refrigeration) (47-2152.00)	25	4	16.0	0	0	25	100.0	0	0	11	11	100.0	0	0

State Committee Report by Sponsor & Occupation



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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	999	78	7.8	28	2.8	980	98.1	19	1.9	132	126	95.5	6	4.5
La Crosse Area Steamfitting JAC	21	0	0	0	0	21	100.0	0	0	12	12	100.0	0	0
Steamfitter (Construction) (47-2152.00)	15	0	0	0	0	15	100.0	0	0	8	8	100.0	0	0
Steamfitter (Service/Refrigeration) (47-2152.00)	6	0	0	0	0	6	100.0	0	0	6	6	100.0	0	0
Madison Area Steamfitting JAC	206	17	8.3	7	3.4	206	100.0	0	0	26	26	100.0	0	0
Steamfitter (Construction) (47-2152.00)	134	13	9.7	7	5.2	134	100.0	0	0	17	17	100.0	0	0
Steamfitter (Service/Refrigeration) (47-2152.00)	72	4	5.6	0	0	72	100.0	0	0	20	20	100.0	0	0
SE WI Area Steamfitting JAC	306	34	11.1	8	2.6	306	100.0	0	0	40	40	100.0	0	0
Steamfitter (Construction) (47-2152.00)	144	19	13.2	4	2.8	144	100.0	0	0	27	27	100.0	0	0
Steamfitter (Service/Refrigeration) (47-2152.00)	162	15	9.3	4	2.5	162	100.0	0	0	34	34	100.0	0	0
Tri-City Area Steamfitting JAC	48	0	0	1	2.1	48	100.0	0	0	11	11	100.0	0	0
Steamfitter (Construction) (47-2152.00)	31	0	0	1	3.2	31	100.0	0	0	9	9	100.0	0	0
Steamfitter (Service/Refrigeration) (47-2152.00)	18	0	0	0	0	18	100.0	0	0	5	5	100.0	0	0
Wausau Area Steamfitting JAC	24	0	0	1	4.2	24	100.0	0	0	10	10	100.0	0	0
Steamfitter (Construction) (47-2152.00)	15	0	0	1	6.7	15	100.0	0	0	8	8	100.0	0	0
Steamfitter (Service/Refrigeration) (47-2152.00)	9	0	0	0	0	9	100.0	0	0	4	4	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 Steamfitting Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	389	100
2016	431	109
2017	519	114
2018	573	118
2019	663	123
2020	694	120
2021	697	122
2022	687	121
2023	722	124
2024	797	127
2025	875	123

