

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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Tony Evers, Governor
Amy Pechacek, Secretary
Michele Carter, Division Administrator

Masonry State Apprenticeship Advisory Committee

Agenda

Wednesday, April 2, 2025
10:00 a.m. – 12:00 p.m.

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

Teams Meeting ID: 222 499 683 734 | Passcode: Yj8i63

Attend via Phone: 1 608-571-2209 | Conference ID: 335 197 828#

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. High School Diploma Requirement
 - 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

Draft Meeting Minutes

Masonry State Advisory Committee

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: 10:02

2. Introductions and Record Attendees (in table above)

3. Review Roster

- Note any Changes: Bill Bonlender and Kilah Engelke need their term dates updated so they can be added to the committee roster. Jim Vicks FAX number needs to be removed.

4. Review and Approve Previous Meeting Minutes

- Note any Changes: None
- Motioned to Approve made by: Kilah Engelke
- Motion Seconded by: Michael McDonald

5. Specific Committee Items for Discussion

- Standards-Feedback on Local Implementation-No comments
- Bricklayers PRI Hours- Jim Vick brought up that local committees may go from 20 hours of welding instruction to 12 hours. The committee believes 12 hours of instruction would be enough time to give apprentices a proper introduction. The committee would have to move the remaining 8 hours into a different class so they can maintain the required 400 hours of related instruction. Liz Pusch recommended that the state committee does not vote on this change and instead leave it to their local committees to approve the change. If local committees decide to make this change, Liz reminded them they need to document the change.

6. Questions from the 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). Liz Pusch 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. Liz also spoke about the biannual 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. Liz informed the committee there are sponsorship opportunities if anyone is interested.

7. Other

- Note Questions/Comments: Tony Zignego brought up the high school diploma requirement and it potentially being removed for the Masonry State Committee. Several committee members agreed that they like the idea of removing the requirement but they want to discuss it with local committee members and get additional feedback. If they do decide to remove the requirement, BAS would like to see data to support this decision. Bill Bonlender mentioned that in metropolitan areas throughout the state, it's getting more difficult to provide this documentation for immigrants who want to become apprentices. They either don't have a high school diploma or its difficult to find the documentation. Liz Pusch reminded the committee that the state committee sets the basic requirements but local JAC's can make the requirement higher as long as they

have it documented. Liz Pusch asked Christina Jungwirth if removing the requirement would affect apprentices while attending PRI. She responded that it varies greatly on the individual student especially if they are bilingual. Non bilingual students may possess the skills and knowledge to take the test but have a tough time reading the questions because it is not in their first language. Liz Pusch proposed we bring back this topic for the spring committee meeting to discuss this further.

8. Review program participants

- Note Questions/Comments: The report was last run in the middle of August. As of 2024, they currently have the most apprentices in the past 10 years.

9. Set Next Meeting Date/Time

- Note Next Meeting: April 2, 2025 at 10:00AM. The meeting will be held virtually.

10. Adjourn

- Note Time: 10:43AM
- Motion to Adjourn made by: Kilah Engelke
- Motion Seconded by: Todd Higgins

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	322	87	27.0	11	3.4	275	85.4	47	14.6	94	76	80.9	18	19.1
Bricklayer (47-2021.00)	179	35	19.6	6	3.4	169	94.4	10	5.6	46	40	87.0	6	13.0
Cement Mason (47-2051.00)	60	18	30.0	2	3.3	59	98.3	1	1.7	30	29	96.7	1	3.3
Cement Mason (Heavy Highway) (47-2051.00)	27	16	59.3	2	7.4	27	100.0	0	0	14	14	100.0	0	0
Concrete Finisher (47-2051.00)	36	11	30.6	0	0	0	0	36	100.0	11	0	0	11	100.0
Tile Setter (47-2044.00)	20	7	35.0	1	5.0	20	100.0	0	0	7	7	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.

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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	322	87	27.0	11	3.4	275	85.4	47	14.6	94	76	80.9	18	19.1
ABC of Wisconsin (All)	43	12	27.9	0	0	0	0	43	100.0	15	0	0	15	100.0
Bricklayer (47-2021.00)	7	1	14.3	0	0	0	0	7	100.0	4	0	0	4	100.0
Concrete Finisher (47-2051.00)	36	11	30.6	0	0	0	0	36	100.0	11	0	0	11	100.0
Madison Area Bricklaying JAC	52	7	13.5	2	3.8	52	100.0	0	0	12	12	100.0	0	0
Bricklayer (47-2021.00)	52	7	13.5	2	3.8	52	100.0	0	0	12	12	100.0	0	0
Madison Area Cement Masonry JAC	23	3	13.0	3	13.0	23	100.0	0	0	10	10	100.0	0	0
Cement Mason (47-2051.00)	17	3	17.6	1	5.9	17	100.0	0	0	6	6	100.0	0	0
Cement Mason (Heavy Highway) (47-2051.00)	6	0	0	2	33.3	6	100.0	0	0	5	5	100.0	0	0
Milwaukee Area Bricklaying JAC	37	16	43.2	1	2.7	37	100.0	0	0	15	15	100.0	0	0
Bricklayer (47-2021.00)	37	16	43.2	1	2.7	37	100.0	0	0	15	15	100.0	0	0
Milwaukee Area Cement Masonry JAC	40	23	57.5	1	2.5	40	100.0	0	0	20	20	100.0	0	0
Cement Mason (47-2051.00)	21	9	42.9	1	4.8	21	100.0	0	0	14	14	100.0	0	0
Cement Mason (Heavy Highway) (47-2051.00)	19	14	73.7	0	0	19	100.0	0	0	8	8	100.0	0	0
Milwaukee Area Tile Setters JAC	15	6	40.0	1	6.7	15	100.0	0	0	5	5	100.0	0	0
Tile Setter (47-2044.00)	15	6	40.0	1	6.7	15	100.0	0	0	5	5	100.0	0	0

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	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	322	87	27.0	11	3.4	275	85.4	47	14.6	94	76	80.9	18	19.1
Northeast WI Area Masonry JAC	50	10	20.0	0	0	48	96.0	2	4.0	14	12	85.7	2	14.3
Bricklayer (47-2021.00)	38	8	21.1	0	0	37	97.4	1	2.6	10	9	90.0	1	10.0
Cement Mason (47-2051.00)	7	1	14.3	0	0	6	85.7	1	14.3	4	3	75.0	1	25.0
Tile Setter (47-2044.00)	5	1	20.0	0	0	5	100.0	0	0	2	2	100.0	0	0
Tri-County Area Trowel Trades JAC	18	9	50.0	1	5.6	18	100.0	0	0	13	13	100.0	0	0
Bricklayer (47-2021.00)	9	2	22.2	1	11.1	9	100.0	0	0	6	6	100.0	0	0
Cement Mason (47-2051.00)	7	5	71.4	0	0	7	100.0	0	0	6	6	100.0	0	0
Cement Mason (Heavy Highway) (47-2051.00)	2	2	100.0	0	0	2	100.0	0	0	2	2	100.0	0	0
Western WI Masonry JAC	28	1	3.6	2	7.1	28	100.0	0	0	8	8	100.0	0	0
Bricklayer (47-2021.00)	20	1	5.0	2	10.0	20	100.0	0	0	7	7	100.0	0	0
Cement Mason (47-2051.00)	8	0	0	0	0	8	100.0	0	0	3	3	100.0	0	0
WI River Valley Area Masonry JAC	17	1	5.9	0	0	15	88.2	2	11.8	6	5	83.3	1	16.7
Bricklayer (47-2021.00)	17	1	5.9	0	0	15	88.2	2	11.8	6	5	83.3	1	16.7

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 Masonry Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	114	67
2016	146	76
2017	175	79
2018	183	77
2019	187	75
2020	184	73
2021	173	71
2022	168	71
2023	184	75
2024	233	74
2025	243	82

