

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

Plumbing State Apprenticeship Advisory Committee

Agenda

Tuesday, April 8, 2025
1:00 pm – 3:00 pm

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

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

Teams Meeting ID: 253 036 625 910 | Passcode: EFqgV3

Attend via Phone: #608-571-2209 | Conference ID: 386 572 993#

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
6. Director's Call Discussion
7. WTCS Report
8. DSPS Updates
 - a. Plumbing Code Book Supervision Language
 - b. Update on DSPS Exam Process (Follow-up from Fall Meeting)
 - c. Department of Safety and Professional Services-Update on Licensed Trades Requirements
 - d. Other
9. Other Discussion Items
10. Review Program Participants
11. Set Next Meeting Date/Time
12. Adjourn



Plumbing
State Apprenticeship Advisory Committee
October 2nd, 2024

1:00 PM

Department of Workforce Development

In-Person and/or Virtual: Both

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Andy Wagner	Dave Jones LLC
<input checked="" type="checkbox"/>	Joseph Brenner	J.F Ahern Co
<input checked="" type="checkbox"/>	Donald Burkhard	Hooper Corporation
<input type="checkbox"/>	Dan Callies	Oak Creek Plumbing
<input checked="" type="checkbox"/>	Jessie Cannizzaro	Milestone Plumbing Inc
<input type="checkbox"/>	Joseph Manglesdorf	Karlsen Plumbing
<input checked="" type="checkbox"/>	Keith Schedler	Don's Plumbing Service Inc
<input type="checkbox"/>	Steve Breitlow	UA Plumbers Local 75
<input checked="" type="checkbox"/>	Josh Birong	Plumbing Local 118
<input checked="" type="checkbox"/>	Christina Breitlow	UA Plumbers Local 75
x	Alaina Cartagena	UA Plumbers Local 75
	Troy DeBois	Milwaukee Area Plumbers 75
	Tyler Flory	Plumbers & Steamfitters Local 434
	Mark Hersey	J.F Ahern Co
	Christopher Ignatowski	Plumbers & Steamfitters Local 434
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"/>	Kim Chacos	Madison Association of Plumbing Cntr
<input checked="" type="checkbox"/>	Joshua Lewandowski	Local 118
<input checked="" type="checkbox"/>	Jamie Bernthal	WTCS
<input checked="" type="checkbox"/>	Julie Nielson	Apprenticeship coord 118
<input checked="" type="checkbox"/>	Ryan Herber	BAS
<input checked="" type="checkbox"/>	Brandon Peterson	BAS
<input checked="" type="checkbox"/>	Stephanie Cowan	Local 75
<input checked="" type="checkbox"/>	Michael McDonald	ABC
<input checked="" type="checkbox"/>	Paul Kamps	BAS

<input checked="" type="checkbox"/>	Jacklyn Lemke	OMS
<input checked="" type="checkbox"/>	Christina Jungwirth	WTCS
x	Al Johnson	Local 118
x	Brandon Lawton	Local 118

Draft Meeting Minutes State Plumbing 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: 1:05PM

2. Introductions and Record Attendees (in table above)

3. Review Roster

- Note any Changes: Change to name for Dave Jones. It is now Dave Jones LLC.

4. Review and Approve Previous Meeting Minutes

- Note any Changes: None
- Motioned to Approve made by: Andy Wagner
- Seconded Motion made by: Jessie Cannizzaro

5. Specific Committee Items for Discussion

- Plumbing Code Book Supervision Language- Currently the state standards conflict with the code book from DSPS. David Polk recommends this item is kept on the agenda until more information is available.

6. Questions from the Director's Call

- Note Questions/Comments: David Polk told the committee 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. David also spoke about the biannual conference in 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. WTCS Report

- Note Questions/Comments: Jamie Bernthal informed the committee that WTCS is continuing to do a WIDS curriculum review. They want to increase number of hours for POWTS and lower hours for Green Plumbing.
- Jamie reminded the committee that the tools of the trade scholarship is available to all apprentices in construction or manufacturing who take their instruction through technical colleges. They are eligible for up to 2000 dollars.

8. Other

- Jessie Cannizzaro brought up 4 issues that are occurring with DSPS examinations.
 - 1.) Scaling Issues- On the current exam they have scaling questions that were not designed to be in electronic format for examinations.
 - 2.) Questions turned off-There may have been questions turned off on the written exam but were included in the bank for the electronic version.
 - 3.) Clarity of drawings- On the electronic exam, there are drawings which are not legible. This forces the test taker to guess on the exam because of the image quality. This has been an ongoing issue for several years.
 - 4.) Inability to challenge/contest questions- For the electronic exam, there is no procedure that allows test takers to challenge or contest certain question.

- David Polk informed the committee that BAS is trying to get a liaison from DSPS to work with BAS to answer questions regarding trades who have licenses and exams administered by DSPS. Michael McDonald also mentioned that when apprentices chose to do the online version of their examination, they are not given a chance to change that decision.

9. Review program participants

- Note Questions/Comments: The report was run August 19th. Plumbing apprentices currently make up the second largest apprenticeship trade in the state. Plumbing apprenticeship numbers are the highest they have been in the past 10 years. The number of employers sponsoring plumbing apprentices is also at a 10 year high.

10. Set Next Meeting Date/Time

- Note Next Meeting: April 8, 2025 at 1:00 PM. The committee decided to keep both meetings hybrid so people have the option of attending in person.

11. Adjourn

- Note Time: 1:51PM
- Motion to Adjourn made by: Keith Schedler
- Motion Seconded by: Jessie Cannizzaro

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.

Report Name COM-01 State Committee Report

Refresh Date 3/17/25 9:35 AM

Wisconsin Bureau of Apprenticeship Standards
State Committee Report



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	2,114	168	7.9	19	.9	737	34.9	1,393	65.9	644	119	18.5	531	82.5
Plumber (47-2152.00)	2,114	168	7.9	19	.9	737	34.9	1,393	65.9	644	119	18.5	531	82.5

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	2,114	168	7.9	19	.9	737	34.9	1,393	65.9	644	119	18.5	531	82.5
ABC of Wisconsin (All)	717	72	10.0	7	1.0	0	0	717	100.0	220	0	0	220	100.0
Plumber (47-2152.00)	717	72	10.0	7	1.0	0	0	717	100.0	220	0	0	220	100.0
Appleton Area Plumbing JAC	145	7	4.8	2	1.4	39	26.9	106	73.1	52	12	23.1	40	76.9
Plumber (47-2152.00)	145	7	4.8	2	1.4	39	26.9	106	73.1	52	12	23.1	40	76.9
Central WI Area Plumbing JAC	47	0	0	0	0	12	25.5	35	74.5	20	6	30.0	14	70.0
Plumber (47-2152.00)	47	0	0	0	0	12	25.5	35	74.5	20	6	30.0	14	70.0
Eau Claire Area Plumbing JAC	122	1	.8	0	0	51	41.8	72	59.0	44	15	34.1	29	65.9
Plumber (47-2152.00)	122	1	.8	0	0	51	41.8	72	59.0	44	15	34.1	29	65.9
Fond du Lac Area Plumbing JAC	68	0	0	0	0	29	42.6	39	57.4	25	7	28.0	18	72.0
Plumber (47-2152.00)	68	0	0	0	0	29	42.6	39	57.4	25	7	28.0	18	72.0
Kenosha-Racine-Walworth Plumbing JAC	85	12	14.1	0	0	73	85.9	12	14.1	32	24	75.0	10	31.3
Plumber (47-2152.00)	85	12	14.1	0	0	73	85.9	12	14.1	32	24	75.0	10	31.3
La Crosse Area Plumbing JAC	116	1	.9	0	0	34	29.3	84	72.4	37	7	18.9	30	81.1
Plumber (47-2152.00)	116	1	.9	0	0	34	29.3	84	72.4	37	7	18.9	30	81.1
Lake To Lake Area Plumbing JAC	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Plumber (47-2152.00)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0

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		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	2,114	168	7.9	19	.9	737	34.9	1,393	65.9	644	119	18.5	531	82.5
Madison Area Plumbing JAC	201	18	9.0	3	1.5	138	68.7	63	31.3	55	18	32.7	38	69.1
Plumber (47-2152.00)	201	18	9.0	3	1.5	138	68.7	63	31.3	55	18	32.7	38	69.1
Marshfield Area Plumbing JAC	21	0	0	0	0	1	4.8	20	95.2	11	1	9.1	10	90.9
Plumber (47-2152.00)	21	0	0	0	0	1	4.8	20	95.2	11	1	9.1	10	90.9
Milwaukee Area Plumbing JAC	281	52	18.5	5	1.8	281	100.0	0	0	44	44	100.0	0	0
Plumber (47-2152.00)	281	52	18.5	5	1.8	281	100.0	0	0	44	44	100.0	0	0
Northeast WI Area Plumbing JAC	122	6	4.9	1	.8	45	36.9	77	63.1	46	11	23.9	35	76.1
Plumber (47-2152.00)	122	6	4.9	1	.8	45	36.9	77	63.1	46	11	23.9	35	76.1
Northern WI Plumbing Advisory Committee	44	2	4.5	0	0	1	2.3	43	97.7	24	1	4.2	23	95.8
Plumber (47-2152.00)	44	2	4.5	0	0	1	2.3	43	97.7	24	1	4.2	23	95.8
Rhineland Area Plumbing JAC	28	0	0	1	3.6	1	3.6	27	96.4	18	1	5.6	18	100.0
Plumber (47-2152.00)	28	0	0	1	3.6	1	3.6	27	96.4	18	1	5.6	18	100.0
Southwest WI Area Plumbing Advisory Comm	44	1	2.3	0	0	0	0	44	100.0	26	0	0	26	100.0
Plumber (47-2152.00)	44	1	2.3	0	0	0	0	44	100.0	26	0	0	26	100.0
Wausau Area Plumbing JAC	63	1	1.6	0	0	23	36.5	40	63.5	32	10	31.3	22	68.8
Plumber (47-2152.00)	63	1	1.6	0	0	23	36.5	40	63.5	32	10	31.3	22	68.8

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1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	2,114	168	7.9	19	.9	737	34.9	1,393	65.9	644	119	18.5	531	82.5
Western WI Area Plumbing JAC	39	0	0	0	0	12	30.8	27	69.2	18	3	16.7	15	83.3
Plumber (47-2152.00)	39	0	0	0	0	12	30.8	27	69.2	18	3	16.7	15	83.3



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 Plumbing Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	547	311
2016	692	359
2017	834	405
2018	972	446
2019	1,153	493
2020	1,323	527
2021	1,434	551
2022	1,540	571
2023	1,637	585
2024	1,748	595
2025	1,808	612

