

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

Heat and Frost Insulators State Apprenticeship Advisory Committee

Agenda

Tuesday, April 1, 2025
1:00pm-3:00pm

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

Teams Meeting ID: 251 424 550 142 | Passcode: HMgWbf

Attend via Phone: #608-571-2209 | Conference ID: 492 056 829#

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. Other Discussion Items
8. Review Program Participants
9. Set Next Meeting Date/Time
10. Adjourn

State Heat and Frost Apprenticeship Advisory Committee
Tuesday, October 8th, 2024

10am-12pm

In-Person and/or Virtual: Virtual

| Check if Present | Members | Organization/Employer |
|-------------------------------------|----------------------|-------------------------------------|
| <input type="checkbox"/> | Tony Walter | Insulation Industries, INC |
| <input checked="" type="checkbox"/> | Michael McDonald | ABC of WI |
| <input type="checkbox"/> | Mark Skic | Taylor Insulation |
| <input checked="" type="checkbox"/> | Brett Large | International Association of H&F |
| <input type="checkbox"/> | Eilseo Aleman | International Association of H&F |
| <input checked="" type="checkbox"/> | Jeremy Wicke | Heat and Frost insulators local 127 |
| <input type="checkbox"/> | | |
| <input type="checkbox"/> | | |
| <input type="checkbox"/> | | |
| <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"/> | Nick Abbott | Bureau of Apprenticeship |
| <input checked="" type="checkbox"/> | Jason Rieger | UW Madison H&F |
| <input checked="" type="checkbox"/> | Leslie Pelikan | BAS |
| <input type="checkbox"/> | | |
| <input type="checkbox"/> | | |
| <input type="checkbox"/> | | |
| <input type="checkbox"/> | | |
| <input type="checkbox"/> | | |
| <input type="checkbox"/> | | |
| | | |
| | | |

Draft Meeting Minutes
Nick Abbott - BAS

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

1. **Call Meeting to Order**
 - Note Who: Brette Large
 - Note Time: 01:03pm
2. **Introductions and Record Attendees** (in table above)
3. **Review Roster**
 - Note any Changes: Chico (Elisio) has left committee. Pusch explained appointment process for his replacement.
4. **Review and Approve Previous Meeting Minutes** **NO QUORUM**
 - Note any Changes: No Changes
 - Motioned to Approve made by: na
 - Seconded Motion made by: a
5. **Questions from the Director's Call**
 - Note Questions/Comments: Director Polk called for any questions resulting from that meeting - None
6. **WTCS Updates - NA**
7. **Review program participants**
 - Note Questions/Comments: None
8. **Set Next Meeting Date/Time**
No Quorum
9. **Adjourn**
 - Note Time: 01:15 pm
 - Motion to Adjourn made by: No Quorum – Director Polk ended meeting.

Draft Meeting Minutes
Liz Pusch

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

1. Call Meeting to Order

- Note Who: Brett Large
- Note Time: 1:01pm

2. Introductions and Record Attendees (in table above)

3. Specific Committee Items for Discussion: Standards-Supervision Language

Motion to accept the revised supervision language

Motion made: Mark Skic

Motion Seconded: Michael McDonald

Motion Passed: unanimous vote

4. Adjourn

- Note Time: 1:11pm
- Motion to Adjourn made by: Brett Large
- Motion Seconded by: Mark Skic

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 | 134 | 34 | 25.4 | 9 | 6.7 | 127 | 94.8 | 7 | 5.2 | 24 | 21 | 87.5 | 3 | 12.5 |
| Insulation Worker (Heat & Frost) (47-2132.00) | 134 | 34 | 25.4 | 9 | 6.7 | 127 | 94.8 | 7 | 5.2 | 24 | 21 | 87.5 | 3 | 12.5 |

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.

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 | 134 | 34 | 25.4 | 9 | 6.7 | 127 | 94.8 | 7 | 5.2 | 24 | 21 | 87.5 | 3 | 12.5 |
| ABC of Wisconsin (All) | 7 | 2 | 28.6 | 1 | 14.3 | 0 | 0 | 7 | 100.0 | 3 | 0 | 0 | 3 | 100.0 |
| Insulation Worker (Heat & Frost) (47-2132.00) | 7 | 2 | 28.6 | 1 | 14.3 | 0 | 0 | 7 | 100.0 | 3 | 0 | 0 | 3 | 100.0 |
| Northern WI Area Heat & Frost JAC | 27 | 4 | 14.8 | 2 | 7.4 | 27 | 100.0 | 0 | 0 | 8 | 8 | 100.0 | 0 | 0 |
| Insulation Worker (Heat & Frost) (47-2132.00) | 27 | 4 | 14.8 | 2 | 7.4 | 27 | 100.0 | 0 | 0 | 8 | 8 | 100.0 | 0 | 0 |
| Southern WI Heat & Frost Insulators JAC | 100 | 28 | 28.0 | 6 | 6.0 | 100 | 100.0 | 0 | 0 | 14 | 14 | 100.0 | 0 | 0 |
| Insulation Worker (Heat & Frost) (47-2132.00) | 100 | 28 | 28.0 | 6 | 6.0 | 100 | 100.0 | 0 | 0 | 14 | 14 | 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 Heat & Frost Committee | | |
| Sponsored Trade Group(s): Construction | | |
| Year | Active Apprentices | Active Employers |
| 2015 | 63 | 21 |
| 2016 | 74 | 21 |
| 2017 | 73 | 19 |
| 2018 | 77 | 19 |
| 2019 | 79 | 20 |
| 2020 | 75 | 19 |
| 2021 | 76 | 21 |
| 2022 | 61 | 16 |
| 2023 | 58 | 18 |
| 2024 | 90 | 21 |
| 2025 | 107 | 23 |

