

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
201 E. Washington Ave., Room E100
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Tony Evers, Governor
Amy Pechacek, Secretary
Michele Carter, Division Administrator

Construction Electrical State Apprenticeship Advisory Committee

Agenda

Tuesday, April 22, 2025
1:00pm-3:00pm

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

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

Teams Meeting ID: 275 378 649 328 | Passcode: MpwJbP

Attend via Phone: #608-571-2209 | Conference ID: 243 723 496#

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. Review of Sub-Committee's Proposed Revisions of Exhibit A-Work Processes
 - b. Follow-Up Discussion on Standards Language re: PRI Contract Hours and Absences (Tabled from Fall)
 - c. Wage Repayment Agreements
6. Director's Call Discussion
7. WTCS Report
8. DSPS Updates
 - a. Pearson Vue Update
 - b. Department of Safety and Professional Services-Update on Licensed Trades Requirements
 - c. Other
9. Other Discussion Items
10. Review Program Participants
11. Set Next Meeting Date/Time
12. Adjourn



DRAFT meeting minutes

Electrical Construction

State Apprenticeship Advisory Committee

Wednesday, October 9, 2024

10:00 a.m. – 12:00 p.m.

Department of Workforce Development

Madison, WI with Virtual Option

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Johnson, Darren	Co-Chair, Valiant Electric
<input checked="" type="checkbox"/>	Frank, Sean	Co-Chair, IBEW 127
<input checked="" type="checkbox"/>	Balthazor, Mike	Michels Power
<input type="checkbox"/>	Kastanek, Ryan	Circle Electric
<input checked="" type="checkbox"/>	Newton, Zach	Newton Electric Corp
<input checked="" type="checkbox"/>	Tourdot, Kelly	Associated Builders & Contractors or WI
<input checked="" type="checkbox"/>	Egli, Brenda	IBEW Local 159 Madison
<input checked="" type="checkbox"/>	Jacques, Jesse	IBEW Local 158 Green Bay
<input checked="" type="checkbox"/>	Miller, Dean	IBEW Local 388 Central & N Central WI
<input checked="" type="checkbox"/>	Walsh, John	IBEW Local 14 Eau Claire/La Crosse
<input type="checkbox"/>	Warsh, Dean	IBEW Local Milwaukee
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"/>	Stahlecker, Ben	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Uffelman, Melissa	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Neitzel, Lynn	WTCS
<input checked="" type="checkbox"/>	Bernthal, Jamie	WTCS
<input checked="" type="checkbox"/>	Cook, Jim	NECA
<input checked="" type="checkbox"/>	Mike Wagner	NECA
<input checked="" type="checkbox"/>	Everly, Sam	NECA
<input checked="" type="checkbox"/>	Jungwirth, Christie	NWTC
<input checked="" type="checkbox"/>	McDonald, Michael	Associated Builder & Contractors of WI
<input checked="" type="checkbox"/>	Bohacek, Dajen	NECA
<input checked="" type="checkbox"/>	Kamps, Paul	Bureau of Apprenticeship

<input checked="" type="checkbox"/>	Peterson, Brandon	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Kennedy, Tammy	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Abbott, Nick	Bureau of Apprenticeship

Draft Meeting Minutes

1. Darren Johnson called the meeting to order at 10:05 a.m. in conformance with the Wisconsin open meeting laws.
2. Attendees introduced themselves. Attendance was recorded in the table above. A quorum was present.
3. **Review Roster**
 - Several changes were noted for the roster. The correct phone number for Brenda Egli is 608-698-9077. Change Darren Johnson to WI NECA. Remove the fax number for Dean Miller. Ryan Kastanek will be replaced shortly per Kelly.
4. **Review and Approve Previous Meeting Minutes**
 - Update minutes to include that Sean Frank was present at the last meeting. Correct Jesse's Local # to 158 (not 518) on the attendance roster.
 - Kelly Tourdot made a motion to approve the minutes as amended. Sean seconded the motion. Motion passed.
5. **Specific Committee Items for Discussion (Public Comment)**
 - a. **Review of Exhibit A – Update:** The BAS proposed that the entire committee work collaboratively to revise one Exhibit A starting with the work processes. Lynn outlined a structured framework (dacum) for the process, estimating it would take 1–2 hours. Forming a sub-committee of industry subject experts was recommended as well as revising the Exhibit A before making instructional changes. Sean motioned to create a sub-committee; Kelly seconded the motion, which carried.

The sub-committee consists of: Sean Frank, Kelly Tourdot, Zach Newton, Brenda Egli, Jim Cook, Mike Wagner, Sam Everly, Michael McDonald, Cheyenne, Ryan's replacement and Dan Large from local 494 in Milwaukee. Lynn will share the systematic review process. Sub-committee meetings will be scheduled by BAS and facilitated by WIDS.
 - b. **5-year Instructional Review-WIDS:** Following the Exhibit A review, the committee will begin their cyclical review of related instruction for any potential revisions.
 - c. **Follow-Up Discussion on PRI Contract Hours and Absences:** The BAS requested the removal of the 90% attendance requirement from the state standards. Attendance policies are a local committee item and no other trade has attendance language in their state standard. In addition, this policy allows for potential violations of local committees in allowing apprentices to complete below the contract-required PRI. The industry members present agreed that the 400-hour minimum is too low and should be addressed during the re-evaluation of the Exhibit A. Liz confirmed that at this time there are no state programs currently that have less than 576 PRI hours required for electricians. The topic was tabled for further review

and will be added to the spring agenda.

6. Director's Call Discussion

- No one had any follow up questions to the call.
- National Apprenticeship Week is November 17-23 this year. Please have NAW events posted on the DOL website to spread awareness. Please send requests to David and/or Liz for a BAS representative at your event.
- Save the date for the Biennial Conference on February 19-21, 2025 at the Kalahari. Agenda details are still being developed but there will be a TAG session from approximately 10 am – 2:30 am as well as an evening social. Donations or sponsorships are appreciated. This year WRTP and the Milwaukee Urban League will be assisting greatly. If interested, message Liz and/or David.

7. WTCS Update

- Jamie Bernthal reminded everyone the Tools of the Trade scholarship is active and apprentices are eligible for up to \$2000 per year. The deadline to apply is November 22nd. Jamie will research the process for announcing awarded scholarships at the schools.
- Ascendium, who hosts TOTT, is offering \$100 stipends to interested apprentices to be involved in sharing their experience and opinions. They should email Jamie Bernthal if interested.

8. Other Discussion Items

- DSPS and Pearson Vue testing process concerns. Jim Cook said they spoke with Sarah Berry at the DSPS. They shared their primary concerns: lack of notice regarding allowed testing resources/materials and the inconsistent application of test administration throughout the state. They shared 6 additional resources with the DSPS for their consideration to allow in the testing room going forward. Sarah Berry acknowledged their concerns and agreed to consider their input on permissible resources. Details for a virtual DSPS/Pearson Vue informational meeting on 10/15/24 were shared with the entire committee. The committee will be drafting a letter to David Polk and the DSPS that they would like David to elevate for further attention on this issue. Discussion was also had regarding having the DSPS attend a portion of the electrical state committee meetings in the future.
- John Walsh reported some challenges receiving hours verifications from the Northwoods electrical committee for transferring apprentices. The concern is that the hours are being sent from the apprentice rather than the committee. Liz advised that if their ATR isn't able to help with this issue then they should elevate it to Ben Stahlecker.

9. Electrical Program Participation

- Data on the electrical program participation was reviewed. Mike Wagner questioned the relevance of showing union vs. non-union data and if it is useful or accurate. Liz noted the BAS does not specifically ask individuals about their union status but the data is populated based on the status of the local committee being signatory or not. This data has always been provided but changes can be made to the language or possibly eliminate it from the

report if desired.

10. The next meeting will be April 22nd, 2025 at 1:00 p.m. Liz Pusch will send out a save the date.
11. The committee adjourned at 11:56 a.m. following a motion made by Zach and seconded by Kelly.

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	3,104	303	9.8	124	4.0	1,580	50.9	1,544	49.7	489	136	27.8	355	72.6
Construction Electrician (47-2111.00)	3,104	303	9.8	124	4.0	1,580	50.9	1,544	49.7	489	136	27.8	355	72.6

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	3,104	303	9.8	124	4.0	1,580	50.9	1,544	49.7	489	136	27.8	355	72.6
ABC of Wisconsin (All)	1,457	154	10.6	39	2.7	0	0	1,457	100.0	306	0	0	306	100.0
Construction Electrician (47-2111.00)	1,457	154	10.6	39	2.7	0	0	1,457	100.0	306	0	0	306	100.0
Appleton/Oshkosh Area Electrical JAC	102	5	4.9	7	6.9	102	100.0	0	0	10	10	100.0	0	0
Construction Electrician (47-2111.00)	102	5	4.9	7	6.9	102	100.0	0	0	10	10	100.0	0	0
Eau Claire Area Electrical JAC	205	7	3.4	10	4.9	205	100.0	0	0	22	22	100.0	0	0
Construction Electrician (47-2111.00)	205	7	3.4	10	4.9	205	100.0	0	0	22	22	100.0	0	0
Kenosha Area Electrical JAC	51	7	13.7	3	5.9	51	100.0	0	0	18	18	100.0	0	0
Construction Electrician (47-2111.00)	51	7	13.7	3	5.9	51	100.0	0	0	18	18	100.0	0	0
La Crosse Area Electrical JAC	66	5	7.6	1	1.5	66	100.0	0	0	15	15	100.0	0	0
Construction Electrician (47-2111.00)	66	5	7.6	1	1.5	66	100.0	0	0	15	15	100.0	0	0
Madison Area Electrical JAC	342	40	11.7	27	7.9	342	100.0	0	0	20	20	100.0	0	0
Construction Electrician (47-2111.00)	342	40	11.7	27	7.9	342	100.0	0	0	20	20	100.0	0	0
Milwaukee Area Electrical JAC	312	35	11.2	16	5.1	312	100.0	0	0	33	33	100.0	0	0
Construction Electrician (47-2111.00)	312	35	11.2	16	5.1	312	100.0	0	0	33	33	100.0	0	0
Milwaukee Area Electrical (KM) JAC	33	0	0	0	0	33	100.0	0	0	7	7	100.0	0	0
Construction Electrician (47-2111.00)	33	0	0	0	0	33	100.0	0	0	7	7	100.0	0	0

State Committee Report by Sponsor & Occupation



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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	3,104	303	9.8	124	4.0	1,580	50.9	1,544	49.7	489	136	27.8	355	72.6
Northeast WI Area Electrical JAC	163	18	11.0	8	4.9	162	99.4	1	.6	16	16	100.0	1	6.3
Construction Electrician (47-2111.00)	163	18	11.0	8	4.9	162	99.4	1	.6	16	16	100.0	1	6.3
Northwestern Electrical Advisory	37	1	2.7	2	5.4	0	0	37	100.0	20	0	0	20	100.0
Construction Electrician (47-2111.00)	37	1	2.7	2	5.4	0	0	37	100.0	20	0	0	20	100.0
Racine Area Electrical JAC	49	8	16.3	3	6.1	49	100.0	0	0	14	14	100.0	0	0
Construction Electrician (47-2111.00)	49	8	16.3	3	6.1	49	100.0	0	0	14	14	100.0	0	0
South Central WI Area Electrical JAC	148	19	12.8	6	4.1	148	100.0	0	0	20	20	100.0	0	0
Construction Electrician (47-2111.00)	148	19	12.8	6	4.1	148	100.0	0	0	20	20	100.0	0	0
Southwest WI Electrical Advisory Cmt	49	1	2.0	0	0	0	0	49	100.0	29	0	0	29	100.0
Construction Electrician (47-2111.00)	49	1	2.0	0	0	0	0	49	100.0	29	0	0	29	100.0
WI River Valley Area Electrical JAC	114	4	3.5	5	4.4	114	100.0	0	0	11	11	100.0	0	0
Construction Electrician (47-2111.00)	114	4	3.5	5	4.4	114	100.0	0	0	11	11	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 Electrical Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	1,042	277
2016	1,196	303
2017	1,342	329
2018	1,495	341
2019	1,683	348
2020	1,852	354
2021	1,987	386
2022	2,094	405
2023	2,246	417
2024	2,424	436
2025	2,625	457

