

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

Construction Craft Laborers State Apprenticeship Advisory Committee

Agenda

Tuesday, April 1, 2025
10:00 am – 12:00 pm

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

Teams Meeting ID: 289 114 757 190 | Passcode: gWbJZf

Attend via Phone: #608-571-2209 | Conference ID: 630 467 541#

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 Follow-Up
 - b. Wage Repayment Agreements
6. Director's Call Discussion
7. WTCS Report
8. Other Discussion Items
9. Review Program Participants
10. Set Next Meeting Date/Time
11. Adjourn



Construction Craft Laborers State Apprenticeship Advisory Committee

September 18th, 2024

10:00 AM

In-Person and/or Virtual: Both

Check if Present	Members	Organization/Employer	
<input checked="" type="checkbox"/>	Damien Hoernke	McCabe Construction	
<input type="checkbox"/>	Matt Marcellis	Allied Construction Employer Assoc	
<input checked="" type="checkbox"/>	Jon Nehls	Mortenson Co	
<input type="checkbox"/>	Timothy Peterson	James Peterson & Sons	
<input checked="" type="checkbox"/>	Dawn Schmidt	Michels Corp	
<input type="checkbox"/>	Tony Zignego	Zignego Company	
<input checked="" type="checkbox"/>	Alan Bradford		
<input checked="" type="checkbox"/>	Jim Foye	Laborers Local 464	
x	Kent Miller	Wisconsin Laborers District Council	
x	Anthony Neira	Laborers Local 113 Milwaukee	
x	Gerald Schomaker	Construction Craft Laborers Local 330	
<input type="checkbox"/>	Clark Jensen	Laborers Local 140 La Crosse	
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"/>	Ray Wiatt	LIUNA	
<input checked="" type="checkbox"/>	Paul Kamps	DWD	
<input checked="" type="checkbox"/>	Leslie Pelikan	DWD	
<input checked="" type="checkbox"/>	Jamie Bernthal	WTCS	
<input checked="" type="checkbox"/>	Michael McDonald		
<input checked="" type="checkbox"/>	Mark Kessenich		

Draft Meeting Minutes
Construction Craft Laborers 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: Kent Miller
- Note Time: 10:02AM

2. Introductions and Record Attendees (in table above)

3. Review Roster

- Note any Changes: Remove Brian Dehnhoff and add Alan Bradford to committee roster. Dawn Schmidt will also be the new Co-chair. Jon Nehls made the motion and it was seconded by Gerald Schomaker.

4. Review and Approve Previous Meeting Minutes

- Note any Changes: None
- Motioned to Approve made by: Anthony Neira
- Motion Seconded by: Alan Bradford

5. Specific Committee Items for Discussion

- At the spring meeting, the committee discussed the high school diploma/GED requirement for applicants. Currently, the standards for the construction craft laborers does not list a high school diploma as a requirement. BAS informed the committee that they currently are the only committee in the state to not have this requirement. After further discussion, the committee decided to proceed without the high school diploma requirement. BAS requested that the committee provides data to show how many applicants entered the apprenticeship without a diploma or GED. The committee says they have 15 apprentices who do not have a diploma or GED. The committee said they will also continue to track how many applicants apply without a diploma or GED. At the spring 2025 meeting, BAS and the committee will do another review of their applicants.
- Liz Pusch showed the committee a list of apprentices dating back to 2016. In this list it showed how many apprentices identified as not being high school graduates or having a GED. It also showed how many of those apprentices were either cancelled or graduated.

6. Questions from the Directors Call

- Note Questions/Comments: David Polk had the director call 3 weeks ago. The 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 discussed a 2000 dollar scholarship available for apprentices in either the trades or industrial sector (Ascendum). This scholarship can covers cost of tools or any other items related to the apprenticeship.

8. Other

- Note Questions/Comments: None

9. Review program participants

- Note Questions/Comments: Liz Pusch showed the report as of August 13, 2024. The committee is currently at a record number of active apprentices and active employers.

10. Set Next Meeting Date/Time

- Note Next Meeting: 10am on April 1, 2025.

11. Adjourn

- Note Time: 10:36am
- Motion to Adjourn made by: Tony Neira
- Motion Seconded by: Jim Foye

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	691	253	36.6	58	8.4	690	99.9	1	.1	173	172	99.4	1	.6
Construction Craft Laborer (47-2061.00)	691	253	36.6	58	8.4	690	99.9	1	.1	173	172	99.4	1	.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.

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	691	253	36.6	58	8.4	690	99.9	1	.1	173	172	99.4	1	.6
ABC of Wisconsin (All)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Construction Craft Laborer (47-2061.00)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Fox Valley Area Laborers JAC	40	8	20.0	2	5.0	40	100.0	0	0	21	21	100.0	0	0
Construction Craft Laborer (47-2061.00)	40	8	20.0	2	5.0	40	100.0	0	0	21	21	100.0	0	0
Northwest WI Constr Craft Laborers JAC	73	4	5.5	1	1.4	73	100.0	0	0	30	30	100.0	0	0
Construction Craft Laborer (47-2061.00)	73	4	5.5	1	1.4	73	100.0	0	0	30	30	100.0	0	0
SE WI Construction Craft Laborers JAC	214	117	54.7	23	10.7	214	100.0	0	0	72	72	100.0	0	0
Construction Craft Laborer (47-2061.00)	214	117	54.7	23	10.7	214	100.0	0	0	72	72	100.0	0	0
South Central Constr Craft Laborers JAC	303	117	38.6	30	9.9	303	100.0	0	0	54	54	100.0	0	0
Construction Craft Laborer (47-2061.00)	303	117	38.6	30	9.9	303	100.0	0	0	54	54	100.0	0	0
SW WI Area Const Craft Laborers JAC	63	8	12.7	2	3.2	63	100.0	0	0	23	23	100.0	0	0
Construction Craft Laborer (47-2061.00)	63	8	12.7	2	3.2	63	100.0	0	0	23	23	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 Construction Craft Laborer Comm		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	261	109
2016	293	111
2017	324	121
2018	338	131
2019	361	120
2020	361	138
2021	331	127
2022	311	122
2023	395	135
2024	422	147
2025	482	141

