

Roofing & Waterproofing State Apprenticeship Advisory Committee

Agenda

Tuesday, April 15, 2025
1:00 pm – 3:00 pm

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

Teams Meeting ID: 251 539 663 563 | Passcode: sRuMoy

Attend via Phone: #608-571-2209 | Conference ID: 869 247 987#

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. Minimum qualifications for applicant: Committee discussion to lower age requirement to 17 years old.
 - Review applicable labor laws for apprentices under 18 years old
 - 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
Roofing Apprenticeship State Committee

September 17, 2024

1. Call Meeting to Order

- The meeting was called to order by Nate Tell at 1:01 p.m. in accordance with Wisconsin's open meeting law.

2. Introductions and Record Attendees (in table above)

3. Review Roster

- Michael McDonald replaced Leigh Emrick, Associated Builders & Contractors on the committee. Leigh retired.

4. Review and Approve Previous Meeting Minutes

- Changes: none
- Motioned to Approve made by: Ben Noffke
- Seconded Motion made by: Nate Tell Motion passed.

5. Specific Committee Items for Discussion (Public Comment)

- Local Committee Update.** The South Central Area Roofers & Water Proofers Committee is back up and running. The committee has been approved and the BAS staff is working with them to get things in order. They haven't been running in 20 years so this is positive to see the level of interest to support the committee again. Nate Tell has been involved with that committee getting re-established again. Liz Pusch confirmed there is no impact to the State Roofing Advisory Committee but it will be added as an additional local committee to their trade.
- Applicable Labor Laws for Apprentices Under 18 years old.** Liz Pusch shared federal and state language with the committee that allows the minimum age of apprentices to be lowered without a violation of any labor laws. She outlined the various areas of the law that noted the exception to the rules for apprenticeships. Nate Teff requested a copy of the labor law documentation. DWD 270.12 and DWD 270.14 Ben Noffke talked through the information that he had researched as well and was in agreement with Liz's explanation.

There was a brief discussion around if they wanted to lower their minimum age. Jeff Zupan will explore the options for contractors with insurance providers. They all want to understand the rules around operating a manlift and any other equipment that may be a source of concern. Liz will send all committee members the state and federal laws she researched for review. The topic will be tabled for now and re-visited at the spring meeting.

6. Questions from the Director's Call

- 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. 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. **Other** - No issues discussed.
8. **Review program participants** - No feedback.
9. **Next Meeting Date/Time**
 - Tuesday, April 15th, 2025 at 1:00 p.m.
 - Virtual meeting only.
10. **Adjourn** - Nick Brenner made motion to adjourn the meeting at 1:36 p.m. and Ben Noffke seconded. Meeting was adjourned.

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	92	40	43.5	1	1.1	75	81.5	17	18.5	19	12	63.2	7	36.8
Roofer and Waterproofor (47-2181.00)	92	40	43.5	1	1.1	75	81.5	17	18.5	19	12	63.2	7	36.8

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	92	40	43.5	1	1.1	75	81.5	17	18.5	19	12	63.2	7	36.8
ABC of Wisconsin (All)	17	15	88.2	1	5.9	0	0	17	100.0	7	0	0	7	100.0
Roofer and Waterproofer (47-2181.00)	17	15	88.2	1	5.9	0	0	17	100.0	7	0	0	7	100.0
Local 96 Roofers & Waterproofing WI	8	2	25.0	0	0	8	100.0	0	0	3	3	100.0	0	0
Roofer and Waterproofer (47-2181.00)	8	2	25.0	0	0	8	100.0	0	0	3	3	100.0	0	0
SE Wisconsin Roofing & Waterproofing JAC	63	23	36.5	0	0	63	100.0	0	0	9	9	100.0	0	0
Roofer and Waterproofer (47-2181.00)	63	23	36.5	0	0	63	100.0	0	0	9	9	100.0	0	0
South Central WI Roofing & Waterproofing	4	0	0	0	0	4	100.0	0	0	1	1	100.0	0	0
Roofer and Waterproofer (47-2181.00)	4	0	0	0	0	4	100.0	0	0	1	1	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 Roofing & Waterproofing Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	95	26
2016	84	20
2017	78	18
2018	88	19
2019	92	19
2020	87	16
2021	84	16
2022	84	16
2023	80	16
2024	68	13
2025	80	15

