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Report Card on African American and Minority Participation in Construction Trade Apprenticeships in the Milwaukee Area

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**Report Card on Apprentices by Construction Trades:
A Two-Year Progress Report**

A Collaborative Report of the NAACP Milwaukee Branch and the
University of Wisconsin-Milwaukee Employment and Training Institute

May 2008

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A corollary study, **Report Card on African American and Minority Participation in Construction Trade Apprenticeships in the Milwaukee Area: A Two-Year Progress Report** is posted on the NAACP website at www.naacp-milwaukee.com and provides data on 519 individual companies with apprentices in 2007.

I. Findings

This report provides racial/ethnicity and gender data on apprentices by construction trade joint apprenticeship committee (JAC), based on data provided by the Wisconsin Department of Workforce Development (DWD) Bureau of Apprenticeship Standards (BAS) as of September 20, 2007.

Construction Trade Report Card

Construction trades with more than 20% African American apprentices:

- SE Wisconsin Construction Craft Laborers JAC (36%)
- Milwaukee Area Bricklaying JAC (30%)

Construction trades with more than 15% African American apprentices:

- SE Wisconsin Roofing and Waterproofing JAC (19%)
- Milwaukee Area Cement Masonry JAC (18%)

Construction trades with more than 10% African American apprentices:

- SE WI Area Carpentry JAC (13%)
- Milwaukee Area Painting and Decorating JAC (13%)

Construction trades with less than 10% African American apprentices:

- Milwaukee Area Electrical JAC (7%)
- Milwaukee Area Ironworking JAC (7%)
- Milwaukee Area Sheet Metal JAC (7%)
- Wisconsin Operating Engineers JAC [Milwaukee area companies] (7%)
- SE WI Area Steamfitting JAC (6%)
- ABC of WI-Waukesha JAC [non-union] (5%)
- Milwaukee Area Plumbing JAC (5%)
- Milwaukee Area Sprinkler Fitting JAC (4%)
- Southern Wisconsin Heat & Frost Insulators JAC (4%)

- Southeastern Glazing JAC (0%)
- Milwaukee Area Tile Setter JAC (0%)

Trades with increases of at least 10 African American apprentices (2005 to 2007):

- SE WI Area Carpentry JAC (+20)
- SE Wisconsin Construction Craft Laborers (+20)
- Milwaukee Area Ironworking JAC (+11)
- Wisconsin Operating Engineers JAC [Milwaukee area companies] (+11)

Women in construction trade apprenticeships:

- Rose from 33 (Fall, 2005) to 62 apprentices (Fall, 2007) in union construction trades.
- 19 of the female apprentices are African Americans.

Apprenticeships in Wisconsin are regulated by state statute and involve written contracts between the apprentice, the sponsoring joint apprenticeship committee, and the State of Wisconsin. (See appendices.) All participating employers are required to take affirmative action steps to provide equal employment opportunity in apprenticeships, and joint apprenticeship committees are to determine annual goals for participation and to adopt annual affirmative action plans for identifying, recruiting, training, and motivating present and potential minority and female apprentices. Federal and state regulations require systematic reviews of apprenticeship programs to determine the extent to which sponsors are complying with affirmative action requirements.

Checklist for Reviewing the Effectiveness of Joint Apprenticeship Committee Affirmative Action Plans

- √ Does the **joint apprenticeship committee membership** reflect the racial/ethnic diversity of the local labor market?
What percentage of the JAC membership is African American, Latino, other minority, female?
- √ What is the racial/ethnic and gender makeup of the **current workforce** by category of workers?
What target goals are needed to bring the total (and not just entering) workforce up to the racial/ethnic levels of the Milwaukee area? What are the short-term and long-term strategies planned to reach these target levels?
- √ What **good faith efforts** were identified in the prior year's plan to address affirmative action requirements of Executive Order 11246?
Which of these good faith efforts were effective in improving diversity of hires and retention of minority employees? Which good faith efforts were ineffective or not used? What new good faith efforts will be used in the upcoming year to address affirmative action requirements (minority and female) of Executive Order 11246?
- √ What **community outreach efforts** were used in the prior year to increase minority and female awareness of apprenticeship program opportunities?
Which community agencies listed in the AAP were actually contacted and involved in recruitment and retention? What were the outcomes for each of these contacts? What new outreach is planned?
- √ Which **educational activities** listed in the AAP were successful?
What were the outcomes for each school and educational activity? What new educational activities are planned?
- √ What **media outlets** are used to improve recruitment and retention efforts (community press, radio, television)?
What were the outcomes for each of these outlets? What new media activities are planned?
- √ What kind of **mentoring services** are available for minority and female apprentices and tradesmen (i.e., the Skilled Trades Collaborative, Big Step, NAACP, Milwaukee Urban League)?
How frequently are these mentoring services available? What is the contract arrangement? How effective were the services in the past year? What improvements are expected for the upcoming year?
- √ Has the contractor implemented policies and procedures to identify and remedy issues of racial, color, religious, national origin, disability, veteran, and/or sexual **harassment**?
- √ Is there a disparity between the **separation and termination rate** of minorities and women as compared to non-minorities and males? How is this disparity being addressed?
- √ What procedures are in place to assist apprentices not meeting **expected progress**?
What written policies are in place to report progress for apprentices? Who is responsible for assisting apprentices not meeting expected progress? What appeal processes are available for apprentices who are reprimanded, placed on probationary status, or dismissed? How are these procedures disseminated to employees?
- √ Who conducts exit interviews for **workers leaving** employment? How are racial/ethnic and gender concerns raised in these exit interviews reported and acted upon?

II. Minority Apprentices in the Union Construction Trades

Sixteen joint apprenticeship committees sponsoring union apprentices in the Milwaukee area were analyzed.

Union Construction Trade Apprentices by Race/Ethnicity (Milwaukee Area Committees, as of September 20, 2007)

Joint Apprenticeship Committees	Total	African Americans		Hispanics	Native Americans	Asians	Whites
Milwaukee Area Bricklaying JAC	46	14	↑	0	0	0	32
Milwaukee Area Cement Masonry JAC	34	6	↑	7	0	0	21
Milwaukee Area Electrical JAC	201	13	↑	7	1	0	180
Milwaukee Area Ironworking JAC	209	15	↑	14	5	2	173
Milwaukee Area Painting and Decorating JAC	68	9	↑	8	0	0	51
Milwaukee Area Plumbing JAC	198	9	↓	7	2	0	180
Milwaukee Area Sheet Metal JAC	165	11	↑	4	1	0	149
Milwaukee Area Sprinkler Fitting JAC	69	3	No change	3	0	2	61
Milwaukee Area Tile Setters JAC	7	0	No change	0	0	0	7
SE WI Area Carpentry JAC	337	44	↑	29	2	0	262
SE WI Area Steamfitting JAC	158	9	Not avail.	6	2	0	141
SE WI Construction Craft Laborers JAC	110	39	↑	14	4	1	52
SE Wisconsin Roofing & Waterproofing	88	17	↓	19	1	0	51
Southeastern Glazing JAC	41	0	↓	1	2	0	38
Southern WI Heat & Frost Insulators JAC	45	2	↑	1	0	0	42
Wisconsin Operating Engineers JAC (Milwaukee area companies)	214	15	↑	10	2	3	184
TOTAL	1,990	206	↑	130	22	8	1,624

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

Percentages of Union Apprentices by Race/Ethnicity

Racial/Ethnic Breakdown of Apprentices by Joint Apprenticeship Committees	African Americans		Hispanics	Native Americans	Asians	Whites
Milwaukee Area Bricklaying JAC	30%	↑	0%	0%	0%	70%
Milwaukee Area Cement Masonry JAC	18%	↓	21%	0%	0%	62%
Milwaukee Area Electrical JAC	7%	↑	4%	1%	0%	90%
Milwaukee Area Ironworking JAC	7%	↑	7%	2%	1%	83%
Milwaukee Area Painting and Decorating JAC	13%	↑	12%	0%	0%	75%
Milwaukee Area Plumbing JAC	5%	↓	4%	1%	0%	91%
Milwaukee Area Sheet Metal JAC	7%	↑	2%	1%	0%	90%
Milwaukee Area Sprinkler Fitting JAC	4%	↑	4%	0%	3%	88%
Milwaukee Area Tile Setters JAC	0%	No change	0%	0%	0%	100%
SE WI Area Carpentry JAC	13%	↑	9%	1%	0%	78%
SE WI Area Steamfitting JAC	6%	Not avail.	4%	1%	0%	89%
SE WI Construction Craft Laborers JAC	36%	↓	13%	4%	1%	47%
SE Wisconsin Roofing & Waterproofing	19%	↓	22%	1%	0%	58%
Southeastern Glazing JAC	0%	↓	2%	5%	0%	93%
Southern WI Heat & Frost Insulators JAC	4%	No change	2%	0%	0%	93%
Wisconsin Operating Engineers JAC (Milwaukee area companies)	7%	↑	5%	1%	1%	86%
TOTAL UNION APPRENTICES (N=1,990)	10%	↑	7%	1%	0%	82%

↑=Increased African American share compared to Sept. 2005.

↓=Decreased African American share compared to Sept. 2005.

Union Construction Trade Apprentices, Changes by Race/Ethnicity 2005 to 2007

Joint Apprenticeship Committees	Total	African Americans	Hispanics	Native Americans	Asians	Whites
Milwaukee Area Bricklaying JAC	+5	+6	-1	0	0	0
Milwaukee Area Cement Masonry JAC	+17	+2	+4	-1	0	+12
Milwaukee Area Electrical JAC	0	+2	+2	0	0	-4
Milwaukee Area Ironworking JAC	+115	+11	+10	+3	+1	+90
Milwaukee Area Painting and Decorating JAC	+19	+6	0	0	-2	+15
Milwaukee Area Plumbing JAC	+15	-1	-2	+1	0	+17
Milwaukee Area Sheet Metal JAC	+31	+5	-1	0	0	+27
Milwaukee Area Sprinkler Fitting JAC	-5	0	0	-1	0	-4
Milwaukee Area Tile Setters JAC	-2	0	0	0	0	-2
SE WI Area Carpentry JAC	+70	+20	+13	-1	0	+38
SE WI Area Steamfitting JAC	[2005 data not available]					
SE WI Construction Craft Laborers JAC	+63	+20	+10	+4	0	+29
SE Wisconsin Roofing & Waterproofing	+15	-5	+8	0	0	+12
Southeastern Glazing JAC	+2	-1	-1	+1	0	+3
Southern WI Heat & Frost Insulators JAC	-1	+1	+1	-1	0	-2
Wisconsin Operating Engineers JAC (Milwaukee area companies)	+81	+11	+3	+1	+1	+65
TOTAL	+425	+77	+46	+6	0	+296

A. Milwaukee Area Bricklaying Joint Apprenticeship Committee

The Milwaukee Area Bricklaying Joint Apprenticeship Committee reported 46 apprentices as of September 2007, with 14 (30%) African Americans. This trade has shown improvements in the number of African American apprentices, from 8 in 2005 to 14 in 2007. The highest employment of minority apprentices is with Arteaga Construction, which is employing 5 African American bricklayer apprentices. Nine other firms are training 1 African American each.

Apprentices Sponsored by the Milwaukee Area Bricklaying Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	46	14	--	--	--	32
2005	41	8	1	--	--	32
2003	50	4	3	1	--	42
2001	36	2	--	--	--	34
1999	43	1	3	--	--	39
Percent						
2007	100%	30%	--	--	--	70%
2005	100%	20%	2%	--	--	78%
2003	100%	8%	6%	2%	--	84%
2001	100%	6%	--	--	--	94%
1999	100%	2%	7%	--	--	91%

Bricklayer Apprentices, as of September 20, 2007

Employers of Bricklayer Apprentices	Total	African American	Hispanic	Native American	Asian	White
Arteaga Construction Inc.	6	5	=	--	--	1
Bill Dentinger, Inc	1	--		--	--	1
Forston Construction	1	1	↑	--	--	--
Fred Kinateder Masonry, Inc.	6	--		--	--	6
Gruman Construction, Inc.	2	--	↓	--	--	2
Harold E. Arndt Inc.	1	--		--	--	1
Hunzinger Construction Co.	1	--		--	--	1
J. H. Hassinger, Inc.	1	--		--	--	1
J. P. Cullen and Sons Inc.	1	1	↑	--	--	--
KBS Construction, Inc.	2	1	↑	--	--	1
Kinateder Masonry Inc.	1	--		--	--	1
Masonry Specialists	1	--		--	--	1
Miron Construction Co., Inc.	1	--		--	--	1
Pukall Co. Inc.	1	1	↑	--	--	--
Rasch Construction & Engineering In	1	--		--	--	1
Ray Anderson Inc	2	--		--	--	2
Signature Group, Inc.	4	1	↑	--	--	3
Signature Masonry Inc.	1	1	↑	--	--	--
Sonag Company	1	--	↓	--	--	1
Superior Masonry Builders, Inc.	4	--		--	--	4
T. V. John & Son, Inc.	2	1	↑	--	--	1
The Selmer Company	1	1	↑	--	--	--
True Masonry, Inc.	2	--		--	--	2
Twin Masonry LLC	1	1	↑	--	--	--
Union Construction Corp	1	--		--	--	1
Note: Gresser Company, with no apprentices in September 2007, had an African American apprentice in September 2005.						
Total Milwaukee Area Bricklaying JAC	46	14	↑	0	0	32
Percent	100.0%	30.4%		0.0%	0.0%	69.6%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

B. Milwaukee Area Cement Masonry Joint Apprenticeship Committee

The Milwaukee Area Cement Masonry Joint Apprenticeship Committee sponsored 34 apprentices as of September 2007, including 6 African Americans and 7 Hispanics. The share of apprenticeships held by African Americans dropped from 24% in 2005 to 18% in 2007.

Apprentices Sponsored by the Milwaukee Area Cement Masonry Joint Apprenticeship Committee

Year	Total	African		Native		Asian	White
		American	Hispanic	American			
2007	34	6	7	--	--	--	21
2005	17	4	3	1	--	--	9
2003	31	7	3	1	--	--	20
2001	24	5	1	--	--	--	18
1999	20	3	1	--	--	--	16
Percent							
2007	100%	18%	21%	--	--	--	62%
2005	100%	24%	18%	6%	--	--	53%
2003	100%	23%	10%	3%	--	--	65%
2001	100%	21%	4%	--	--	--	75%
1999	100%	15%	5%	--	--	--	80%

Six firms are each training 1 African American.

Cement Mason Apprentices, as of September 20, 2007

Employers of Cement Mason Apprentices	Total	African American	Hispanic	Native American	Asian	White
<u>Cement Masons</u>						
Bechtel Construction Company	1	--		--	--	1
C. G. Schmidt, Inc	3	1	↑	--	--	2
Clayton Pichler Construction	1	--		--	--	1
Dahlmann Construction Co.	1	--	↓	--	--	1
Ed Prager and Sons, Inc.	1	--		--	--	1
Hunzinger Construction Co.	2	--		--	--	2
J. H. Hassinger, Inc.	1	--		--	--	1
J. P. Cullen and Sons Inc.	1	--		--	--	1
J.H. Findorff & Son, Inc.-Madison	1	--		1	--	--
Platt Construction, Inc.	1	1	↑	--	--	
Reichl Construction Inc.	1	--		--	--	1
Signature Group, Inc.	2	1	↑	--	--	1
Superior Masonry Builders, Inc.	2	--		--	--	2
VJS Construction Services	2	1	↑	--	--	1
<u>Cement Mason (Heavy Highway)</u>						
Arrow-Crete Construction, LLC	1	--		--	--	1
Bechtel Construction Company	1	--		1	--	
Black Diamond, Inc.	1	--		--	--	1
Capitol Pavers Inc.	2	--		--	--	2
J & A Pohl Inc.	2	1	=	--	--	1
Marquette Constructors, LLC	2	1	↑	1	--	--
Zenith Tech, Inc.	5	--	↓	4	--	1
Note: Wm. Beaudoin & Sons, with no apprentices in September 2007, had an African American apprentice in September 2005.						
Total Milwaukee Area Cement Masonry JAC	34	6	↑	7	0	21
Percent	100.0%	17.6%		20.6%	0.0%	61.8%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

C. Milwaukee Area Electrical Joint Apprenticeship and Training Committee

The vast majority (90%) of apprentices sponsored by the Milwaukee Area Electrical Joint Apprenticeship and Training Committee continue to be whites. African Americans showed a net gain of only 2 apprentices from Fall 2005 to Fall 2007.

Electrician Apprentices Sponsored by the Milwaukee Area Electrical Joint Apprenticeship and Training Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	201	13	7	1	--	180
2005	201	11	5	1	--	184
2003	288	7	8	1	--	272
2001	304	14	8	2	1	279
1999	231	12	4	2	1	212
Percent						
2007	100%	7%	4%	1%	--	90%
2005	100%	6%	3%	1%	--	92%
2003	100%	2%	3%	0%	--	94%
2001	100%	5%	3%	1%	0%	92%
1999	100%	5%	2%	1%	0%	92%

Three companies (Lemberg Electric, Pieper Electric, and Staff Electric) each have 3 African American electrician apprentices and 1 Hispanic apprentice, and 4 companies have 1 African American apprentice each. Four companies showed gains in the number of African American apprentices, and 3 companies showed declines.

Electrician Apprentices, as of September 20, 2007

Employers of Electrician Apprentices	Total	African American	Hispanic	Native American	Asian	White
Construction Electricians						
Bechtel Construction Company	5	--		--	--	5
Butters-Fetting Company	1	--		--	--	1
C. W. Enterprise Electric Co., Inc.	4	1	=	2	--	1
Dairyland Electric	2	--		--	--	2
Dave's Electric, Inc	1	--		--	--	1
Dnesco Electrical Contr.	8	--		--	--	8
Electrical Solutions	1	--		--	--	1
Good Electric Company	2	--	↓	--	--	2
Grunau Company, Inc.	1	--		1	--	
Habermehl Electric, Inc.	4	1	↑	--	--	3
Hurt Electric, Inc	5	--		--	--	5
HVA Products Inc	1	--		--	--	1
J & J Electric Co. Inc.	1	--		--	--	1
JSE Electrical Contractors, Inc.	1	1	↑	--	--	
Lemberg Electric Co.	16	3	↑	1	--	12
Lombard Electric Co.	1	--		--	--	1
Magaw Electric	6	1	=	--	--	5
Meer Electric Inc	1	--		--	--	1

Employers of Electrician Apprentices	Total	African American		Hispanic	Native American	Asian	White
Nelco Electric Inc.	4	--		--	--	--	4
Pace Electric	2	--		--	--	--	2
Pieper Electric, Inc.	29	3	=	1	1	--	24
Preferred Electric	3	--		--	--	--	3
RLT, Incorporated	2	--		--	--	--	2
Roman Electric Co., Inc.	14	--	↓	--	--	--	14
Spectrum Electric	6	--		1	--	--	5
Spring City Electric, Inc.	3	--		--	--	--	3
Staff Electric Co., Inc.	30	3	↑	1	--	--	26
Stoiber Electric Co., Inc.	4	--		--	--	--	4
Terminal-Andrae, Inc.	8	--		--	--	--	8
Uihlein Electric Company Inc.	12	--		--	--	--	12
Van Ert Electric Co, Inc.	1	--		--	--	--	1
Venture Elect. Contr. Inc.	6	--	↓	--	--	--	6
Wil-Surge Electric, Inc.	1	--		--	--	--	1
Wolf & Sons Electric Inc	2	--		--	--	--	2
Residential Wirer							
A-Tec	1	--		--	--	--	1
J & J Electric Co. Inc.	1	--		--	--	--	1
JSE Electrical Contractors, Inc.	2	--		--	--	--	2
Pinky Electric	1	--		--	--	--	1
Roman Electric Co., Inc.	1	--	↓	--	--	--	1
Spring City Electric, Inc.	4	--		--	--	--	4
Surges Electric, Inc.	2	--		--	--	--	2
Wolf & Sons Electric Inc	1	--		--	--	--	1
Note: Oak Creek Power LLC, with no apprentices in September 2007, had an African American apprentice in September 2005.							
Total Milwaukee Area Electrical JAC	201	13	↑	7	1	--	180
Percent	100.0%	6.5%		3.5%	0.5%	0.0%	89.6%

↑ - Increased African American total compared to Sept. 2005; ↓ - Decreased African American total compared to Sept. 2005; = - No change.

D. Milwaukee Area Ironworking Joint Apprenticeship Committee

The Milwaukee Area Ironworking Joint Apprenticeship Committee showed a doubling of apprentices in the last two years, with African Americans gaining 11 additional training slots, Hispanics gaining 10 positions, Native Americans gaining 3 additional positions, and Asians gaining 1 more position. At the same time, the number of white iron worker apprentices increased by 90.

Ironworker Apprentices Sponsored by the Milwaukee Area Ironworking Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	209	15	14	5	2	173
2005	94	4	4	2	1	83
2003	97	3	4	--	--	90
2001	157	4	14	5	--	134
1999	126	3	13	6	--	104
Percent						
2007	100%	7%	7%	2%	1%	83%
2005	100%	4%	4%	2%	1%	88%
2003	100%	3%	4%	--	--	93%
2001	100%	3%	9%	3%	--	85%
1999	100%	2%	10%	5%	--	83%

Four companies (Bechtel Construction Company, Chilstrom Erecting Co., Choice Construction Companies, and J.P. Construction) each were training 2 African American apprentices, and 7 companies had 1 African American apprentice each.

Iron Worker Apprentices, as of September 20, 2007

Employers of Iron Worker Apprentices	Total	African American	Hispanic	Native American	Asian	White
Iron Workers						
A & A Erecting Co., Inc.	2	--		--	--	2
A. C. Dellovade Inc.	1	--		--	--	1
American Ornamental Iron, Inc.	11	1	↑	1		9
Area Erectors, Inc.	12	1	↑	--	1	2
Azco, Inc.	1	--		--	--	1
Bechtel Construction Company	46	2	↑	6	--	38
Best Erectors, Inc.	1	1	↑	--	--	--
C. D. Smith Construction Co	6	--		--	--	6
C. R. Meyer & Sons Co	3	--		--	2	1
Chilstrom Erecting Co.	21	2	↑	1	--	18
Choice Construction Companies Inc	8	2	↑	2	--	4
Construction Supply & Erection	11	--		--	--	11
Doral Corporation	2	--		--	--	2
Duwe Metal Products, Inc.	2	1	↑	1	--	--
Edward Kraemer & Sons, Inc.	3	--		--	--	3
Fox Valley Rebar Specialist, Inc.	3	--		--	--	3
Grunau Company Inc.	1	--		--	--	1
Hallman Gen. Contracting, Inc.	2	--		--	--	2

Employers of Iron Worker Apprentices	Total	African American		Hispanic	Native American	Asian	White
Heinz, Wm. M. & Sons	2	--		--	--	--	2
Hi-Boom Erecting, Inc.	2	--		--	--	--	2
Interstate Erecting, Inc.	2	--		--	--	--	2
J. P. Cullen and Sons Inc.	1	--		--	--	--	1
Lunda Construction	2	--		--	--	--	2
Metal Buildings of WI, Inc.	2	--		--	--	--	2
Midwest Stairs & Iron, Inc.	1	--		--	--	--	1
Milwaukee Ironworks, LLC	7	--		1	--	--	6
Miron Construction Co., Inc.	2	--		--	--	--	2
Mitchell, Brian Construction	4	1	=	--	--	--	3
Oneida Erecting Inc	4	--		1	--	--	3
Oscar J. Bo kit Construction Co	3	--		--	--	--	3
P J R & Associates Inc.	1	1	↑	--	--	--	
Parkland Erecting Inc.	1	--		--	1	--	
Price Erecting Inc.	2	1	=	--	--	--	1
Pro-Type Builders, Inc.	1	--		--	--	--	1
Random Lakes Structural, LLC	2	--		--	--	--	2
Red Cedar Steel Erectors	10	--		--	--	--	10
Standing Stone Erecting Inc	3	--		--	--	--	3
Stronghold Industries	2	--		--	--	--	2
The Selmer Company	2	--		--	--	--	2
Washington Group Intl., Inc.	1	--		--	--	--	1
Wisconsin Power Constructors LLC	5	--		--	--	--	5
Iron Workers (Assembler, Metal Building)							
J. P. Construction	4	2	=	--	1	--	1
Metcon Building Systems	1	--		--	--	--	1
Precision Structures, Inc.	4	--		--	--	--	4
Pro-Type Builders, Inc.	2	--		1	--	--	1
Total Milwaukee Area Ironworking JAC							
	209	15	↑	14	5	2	173
Percent	100.0%	7.2%		6.7%	2.4%	1.0%	82.8%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

E. Milwaukee Area Painting and Decorating Joint Apprenticeship Committee

The Milwaukee Painting and Decorating Joint Apprenticeship Committee sponsored 68 apprentices as of September 2007. There were 9 African American apprentices, up from 3 two years ago, but below the levels seen in 1999.

Painter & Decorator Apprentices Sponsored by the Milwaukee Area Painting and Decorating Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian#	White
2007	68	9	8	--	--	51
2005	49	3	8	--	2	36
2003	76	3	7	--	--	66
2001	81	9	6	--	--	66
1999	64	10	1	--	--	53
Percent						
2007	100%	13%	12%	--	--	75%
2005	100%	6%	16%	--	4%	74%
2003	100%	4%	9%	--	--	87%
2001	100%	11%	7%	--	--	82%
1999	100%	16%	2%	--	--	83%

#Includes Hawaiian/Pacific

One company (Olympic Wall Systems) has 3 African American painter, tapers and finishers apprentices, and six establishments each have 1 African American apprentice.

Painting & Decorating Apprentices, as of September 20, 2007

Employers of Painting & Decorating Apprentices	Total	African American	Hispanic	Native American	Asian	White
Painters and Decorators						
Action Building Contractors, Inc.	1	--		--	--	1
ASI General Inc	1	--		--	--	1
Balash Painting & Decorating Inc	3	--		--	--	3
Best Ceilings & Studs, Inc.	1	--		1	--	--
Building Service, Inc.	1	--		--	--	1
Color Tone Home Decorating Inc.	1	--		--	--	1
Creative Business Interiors, Inc.	2	--		--	--	2
Ed Weber Incorporated	1	--		--	--	1
Finishes of Design, Inc.	2	--		--	--	2
Hess Sweitzer Inc.	7	--		--	--	7
Milwaukee County - Facilities Mgmt.	1	1	↑	--	--	--
Olympic Wall Systems, Inc.	1	1	↑	--	--	--
Porta Painting, Inc.	5	--		--	--	5
Programmed Painting Service, Inc.	4	--		--	--	4
Sanchez Painting & Decorating Inc.	3	--		3	--	--
Service Drywall and Decorating Co.	1	--		--	--	1
Service Painting Corporation	8	--		2	--	6
State Painting Company	3	1	↑	--	--	2
Steffes Painting	1	--		--	--	1

Employers of Painting & Decorating Apprentices	Total	African American		Hispanic	Native American	Asian	White
Taylor Painting, Inc	1	--		--	--	--	1
Thomas A. Mason Co., Inc.	1	--		--	--	--	1
Wall-Tech, Inc.	1	1	↑	--	--	--	--
<u>Tapers and Finishers</u>							
Best Ceilings & Studs, Inc.	2	--		--	--	--	2
Commercial Walls & Ceilings Co.	1	--		1	--	--	--
Davco Development Corporation	1	1	↑	--	--	--	--
Hetzel-Sanflippo, Inc.	2	1	↑	--	--	--	1
KBS Group Inc	3	1	↑	--	--	--	2
Jahn & Sons, Inc.	1	--		--	--	--	1
Nostam, Inc.	1	--		--	--	--	1
Olympic Wall Systems, Inc.	5	2	=	--	--	--	3
Wall-Tech, Inc.	1	--		1	--	--	--
Xtek, Inc.	1	--		--	--	--	1
Note: Treider Industries, with no apprentices in September 2007, had an African American apprentice in September 2005.							
Total Milwaukee Painting & Decorating JAC	68	9	↑	8	--	--	51
Percent	100.0%	13.2%		11.8%	0.0%	0.0%	75.0%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

F. Milwaukee Area Plumbing Joint Apprenticeship Committee

The number of African American plumber apprentices decreased in the last two years from 10 out of 183 in Fall to 2005, to 9 out of 198 in Fall 2007. The Milwaukee Area Plumbing Joint Apprenticeship Committee reported 198 apprenticeship contracts as of September 20, 2007, but only 9 apprentices were African Americans (5% of the 198 total), 7 Hispanics, and 2 Native Americans.

Plumber Apprentices, Active Contracts Reported by the Milwaukee Area Plumbing Joint Apprenticeship Committee

Year	Total	African		Native		Asian	White
		American	Hispanic	American			
2007	198	9	7	2	--	180	
2005	183	10	9	1	--	163	
2003	207	16	12	3	--	176	
2001	240	19	10	7	1	203	
1999	126	3	13	6	--	104	
Percent							
2007	100%	5%	4%	1%	--	91%	
2005	100%	6%	5%	1%	--	89%	
2003	100%	8%	6%	1%	--	85%	
2001	100%	8%	4%	3%	0%	85%	
1999	100%	2%	10%	5%	--	83%	

Nine of the 59 companies with plumber apprentices in 2007 had African American apprentices. No company employed more than 1 African American plumber apprentice.

Plumber Apprentices, as of September 20, 2007

Employers of Plumber Apprentices	Total	African American		Hispanic	Native American	Asian	White
Alpine Plumbing, Inc.	14	1	↓	--	--	--	13
Andersen Plumbing, Inc.	5	--		--	--	--	5
Bayer Plumbing & Heating, Inc.	4	--		--	--	--	4
Belonger Corporation, Inc.	1	1	↑	--	--	--	--
Best Price Plbg Co., Inc.	5	--		--	--	--	5
Blau Plumbing, Inc.	2	--		1	--	--	1
Bohmann & Vick, Inc.	8	1	=		--	--	7
Borkenhagen Plbg. & Htg. Co.	1	--		--	--	--	1
Braden Mechanical Corp.	1	--		--	--	--	1
Braden Plumbing, Inc.	3	--		--	--	--	3
Burton Plumbing Company	1	--		--	--	--	1
Butters-Fetting Company	9	--		--	--	--	9
C. P. Conway Plumbing	1	--		--	--	--	1
Carl's Plumbing Services, Inc.	3	--		--	--	--	3
Clearview	1	--		--	--	--	1
Cliff Bergin & Associates, Inc.	2	--		--	--	--	2
Cornerstone Plumbing LLC	3	--		--	--	--	3
Cullster Plumbing, LLC	1	--		--	--	--	1
Dillett Mechanical Service Inc.	1	--		--	--	--	1
DJ's Lawn Sprinklers & Plbg.SVC	1	--		--	--	--	1
Faust Company, Inc.	2	--		1	--	--	1

Employers of Plumber Apprentices	Total	African American		Hispanic	Native American	Asian	White
Fits Mechanical	1	1	↑	--	--	--	--
Greisch Plbg. & Htg.	1	--		--	--	--	1
Grunau Company Inc.	17	1	↑	--	--	--	16
Hartlaub Plumbing, Inc.	1	--		--	--	--	1
Horner Plumbing Co., Inc.	9	1	=	--	--	--	8
Illingworth Corporation	5				1	--	4
J. F. Ahem Company	11	1	↑	1	--	--	9
J. M. Brennan Inc.	14	1	=	--	--	--	13
J. Wilkes Plumbing & Heating Inc.	1	--		--	--	--	1
Joe DeBelak Plbg. Co., Inc.	5	--		--	--	--	5
Kordus-Wegner Plumbing, Inc.	2	--		--	--	--	2
Krischan Plumbing, Inc.	1	--		--	--	--	1
Lagina Plumbing	5	--		1	--	--	4
Magnum Plumbing, Inc.	1	--		--	--	--	1
Mark Schneider Plumbing Inc.	1	--		--	--	--	1
Meyer's Plumbing Service Ltd.	2	--		1	--	--	1
Mid City Plumbing & Heating Inc.	1	--		--	--	--	1
Midwest Plumbing	2	--		--	1	--	1
Milwaukee Plumbing and Piping	1	--		--	--	--	1
Parkview Plumbing, Inc.	1	--		--	--	--	1
Pertzborn, II. J., Plbg. & Fire Prot	2	--		--	--	--	2
Pieper Electric DBA Ideal Plumbing	5	--	↓	--	--	--	5
Pieper Electric, Inc.	1	--		--	--	--	1
Plumber System Inc.	1	--		--	--	--	1
Premier Plumbing, LLC	1	--		--	--	--	1
Rawson Plumbing & Piping, LLC	1	--		--	--	--	1
S & K Pump And Plumbing Inc.	5	--		--	--	--	5
Schoofs Plumbing Co., Inc.	1	--		--	--	--	1
Schroeder Plumbing Co., Inc.	3	--		--	--	--	3
Sparrow Plumbing, L.L.C.	1	--		1	--	--	--
The Gum Company	1	--		--	--	--	1
Total Comfort Of Wisconsin, Inc.	13	1	=	1	--	--	11
Tweet-Garot Mechanical, Inc	2	--		--	--	--	2
Ulingworth Corporation	1	--		--	--	--	1
Van Dorf Plumbing Inc	1	--		--	--	--	1
William Zachow & Sons	4	--	↓	--	--	--	4
Zien Service Inc.	4	--		--	--	--	4
Note: A.S.K. Plumbing and Lee Plumbing Mech Contractors, with no apprentices listed in September 2007, each had an African American apprentice in Fall 2005.							
Total Milwaukee Area Plumbing JAC	198	9	↓	7	2	0	180
Percent	100.0%	4.5%		3.5%	1.0%	0.0%	90.9%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

G. Milwaukee Area Sheet Metal Joint Apprenticeship Committee

The Milwaukee Area Sheet Metal Joint Apprenticeship Committee reported 165 apprentices as of September 2007, including 11 African Americans (7% of the total), 4 Hispanics, and 1 Native American, compared to 149 whites. The number of African American apprentices increased by 5 compared to two years ago.

Sheet Metal Worker and Environmental Systems Technician Apprentices Sponsored by the Milwaukee Area Sheet Metal Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	165	11	4	1	--	149
2005	134	6	5	1	--	122
2003	157	4	5	--	--	148
2001	174	5	4	--	--	165
1999	162	5	3	1	--	153
Percent						
2007	100%	7%	2%	1%	--	90%
2005	100%	5%	4%	1%	--	91%
2003	100%	3%	3%	--	--	94%
2001	100%	3%	2%	--	--	95%
1999	100%	3%	2%	1%	--	94%

The largest number of sheet metal and environmental systems technician apprentices are employed by Total Comfort of Wisconsin (where 32 of 34 apprentices are white), Grunau Company (where 11 of 12 apprentices are white), and Butters-Fetting Company (where 10 of 12 apprentices are white).

Sheet Metal Worker and Environmental Systems Technician Apprentices (as of Sept. 20, 2007)

Employers of Sheet Metal Worker and Environmental Systems Tech. Apprentices	Total	African American	Hispanic	Native American	Asian	White
Environmental Systems Technicians						
Applied Mechanical Inc	2	--	--	--	--	2
Arteaga Construction Inc.	1	--	--	--	--	1
Bredan Mechanical Systems, Inc.	3	--	--	--	--	3
Conditioned Air Design, Inc.	5	--	--	--	--	5
Goschey Mechanical	1	--	--	--	--	1
Grunau Company Inc.	2	1	↑	--	--	1
H & H Mechanical Contractors, Inc.	1	--	--	--	--	1
HVA Products Inc	2	--	--	--	--	2
Ideal Plumbing & Heating	1	--	--	--	--	1
Illingworth Corporation	1	--	--	--	--	1
J & H Heating, Inc.	2	--	--	--	--	2
J. F. Ahem Company	1	--	--	--	--	1
Mared Mechanical Contractors Corp	2	--	--	--	--	2
Mechanical Concepts LLC	1	--	1	--	--	
Mid City Plumbing & Heating Inc.	1	--	--	--	--	1
Professional Systems Analysis	3	--	--	--	--	3
Quality Heating & Sheet Metal, Inc.	1	--	--	--	--	1

Employers of Sheet Metal Worker and Environmental Systems Tech. Apprentices	Total	African American		Hispanic	Native American	Asian	White
Total Comfort Of Wisconsin, Inc.	9	--		--	--	--	9
W. H. Jacklin Incorporated	1	--		--	--	--	1
Sheet Metal Workers							
Air Temperature Services Inc	1	--		--	--	--	1
Architectural & Custom Metals LLC	1	--		--	--	--	1
Arteaga Construction Inc.	2	--		--	--	--	2
Bredan Mechanical Systems, Inc.	3	--		--	--	--	3
Brenner Corporation	2	--		--	--	--	2
Butters-Fetting Company	12	2	↑	--	--	--	10
Conditioned Air Design, Inc.	2	--		--	--	--	2
Construction Supply & Erection	1	--		--	--	--	1
Doral Corporation	1	1	↑	--	--	--	--
F.J.A. Christiansen Roofing Co., Inc	3	--		--	--	--	3
Fischer Industries	1	--		--	--	--	1
Grunau Company Inc.	10	--	↓	--	--	--	10
H & H Mechanical Contractors, Inc.	1	--		--	--	--	1
Ideal Plumbing & Heating	2	--		--	--	--	2
Illingworth Corporation	6	1	↑	2	--	--	3
J & H Heating, Inc.	4	--		--	--	--	4
J. F. Ahem Company	2	--		--	1	--	1
J. M. Brennan Inc.	7	--		1	--	--	6
Johnson Controls Inc. Pro-Tel Br.#10	5	--		--	--	--	5
Kopp Brothers Inc	1	--		--	--	--	1
Kubenik Mechanical	1	1	↓	--	--	--	--
Langer Roofing & Sheet Metal Inc.	2	--		--	--	--	2
Louis Hoffmann Co.	4	--		--	--	--	4
Mared Mechanical Contractors Corp	5	1	=	--	--	--	4
Raab Mechanical, Inc.	2	--		--	--	--	2
Robert's Roofing & Siding	1	--	↓	--	--	--	1
S & P Manufacturing	1	--		--	--	--	1
Sage Company	1	--		--	--	--	1
Schranz Roofing	3	--		--	--	--	3
Sheet Metal Services	1	--		--	--	--	1
Total Comfort Of Wisconsin, Inc.	25	2	↑	--	--	--	23
TRS Metal & Roofing LLC	7	--		--	--	--	7
Tweet-Garot Mechanical, Inc	2	1	↑	--	--	--	1
Ulingworth Corporation	2	--		--	--	--	2
Winding Roofing Company, Inc.	1	1	↑	--	--	--	--
Total Milwaukee Area Sheet Metal JAC							
	165	11	↑	4	1	--	149
Percent	100.0%	6.7%		2.4%	0.6%	0.0%	90.3%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

H. Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee

The Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee continues to report very few African American apprentices. Three companies each were training 1 African American apprentice: Ahem Fire Protection, Mared Mechanical Contractors Group, and United States Fire Protection.

Sprinklerfitter Apprentices Sponsored by the Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	69	3	3	--	2	61
2005	74	3	3	1	2	65
2003	75	1	1	2	1	70
2001	66	2	2	1	--	61
1999	73	2	4	--	--	67
Percent						
2007	100%	4%	4%	--	3%	88%
2005	100%	4%	4%	1%	3%	88%
2003	100%	1%	1%	3%	1%	93%
2001	100%	3%	3%	2%	--	92%
1999	100%	3%	6%	--	--	92%

Sprinklerfitter Apprentices, as of September 20, 2007

Employers of Sprinklerfitter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Ahem Fire Protection	17	1	↑	1	--	15
Butters-Fetting Company	2	--		--	--	2
Design Build Fire Protection	7	--		--	--	7
Freedom Fire Protection	7	--		--	--	7
Grunau Company Inc.	5	--		--	--	5
Kaelber Plbg & Htg	1	--		--	--	1
Mared Mechanical Contractors Corp	6	1	=	--	--	5
Quality Fire Protection	3	--		--	1	2
Simplex Grinnell	1	--		--	--	1
Total Comfort Of Wisconsin, Inc.	4	--		1	--	3
United States Fire Protection, Inc.	11	1	↓	1	1	8
Wisconsin Fire Protection	5	--		--	--	5
Total Milwaukee Area Sprinkler Fitting JAC	69	3	=	3	0	61
Percent	100.0%	4.3%		4.3%	0.0%	88.4%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

I. Milwaukee Area Tile Setter Joint Apprenticeship Committee

The Milwaukee Area Tile Setter Joint Apprenticeship Committee continues to report **no** African American apprentices. All 7 apprentices as of September 2007 were white.

Tile Setter Apprentices Sponsored by the Milwaukee Area Tile Setter Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	7	--	--	--	--	7
2005	9	--	--	--	--	9
Percent						
2007	100%	--	--	--	--	100%
2005	100%	--	--	--	--	100%

Tile Setter Apprentices, as of September 20 2007

Employers of Tile Setter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Forever Floors	1	--	--	--	--	1
Hetzel Tile & Marble	5	--	--	--	--	5
Lippert Tile Co, Inc.	1	--	--	--	--	1
Total Milwaukee Area Tile Setters JAC	7	--	--	--	--	7

J. Southeast WI Carpentry Joint Apprenticeship Committee

The Southeast WI Carpentry Joint Apprenticeship Committee reported 337 apprentices in September 2007, up from 267 in Fall 2005. Of these 44 were African Americans, up from 24 in 2005.

Carpenter Apprentices Sponsored by the Southeast WI Carpentry Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	337	44	29	2	--	262
2005	267	24	16	3	--	224
2003	301	13	11	4	--	273
2001	328	16	15	4	2	291
1999	309	19	15	5	2	268
Percent						
2007	100%	13%	9%	1%	--	78%
2005	100%	9%	6%	1%	--	84%
2003	100%	4%	4%	1%	--	91%
2001	100%	5%	5%	1%	1%	89%
1999	100%	6%	5%	2%	1%	87%

In the last two years Olympic Wall Systems increased its African American carpenter apprentices from 2 to 10, and Bechtel Construction Company added 7 African American carpenter apprentices. Two firms (J.F. Cook Co and J.H. Findorff & Sons) had 3 African American carpenter apprentices, 6 companies (C.G. Schmidt, JFK Builders, Lippert Tile Co, Marquette Construction, U.S. Insulation Co, and Wisconsin Power Constructors) had 2 each, and 9 companies had 1 African American carpenter apprentice each.

Carpenter Apprentices, as of September 20, 2007

Employers of Carpenter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Carpenters (Cabinet Markers)						
T. J. Hale Company Inc.	2	--		--	--	2
Carpenters (Construction)						
ABC & L Constr. Co., Inc.	2	--		--	--	2
Avenue, Inc.	1	--		--	--	1
B & D Contractors, Inc.	3	1	=	--	--	2
Bechtel Construction Company	15	5	↑	--	--	10
Beeler Const., Inc.	1	--		--	--	1
Berghammer Construction Corp.	1	--		--	--	1
Best Ceilings & Studs, Inc.	5	1	↑	--	--	4
Beyer Construction	2	--	↓	--	--	2
Biehn Corp.	1	--		--	--	1
Building Service, Inc.	4	--		2	--	2
Burkhart Construction Corp	1	--		--	--	1
C. D. Smith Construction Co	2	--		--	--	2
C. G. Schmidt, Inc	15	2	=	1	--	12
Cathedral Builders, Inc.	1	--		--	1	--
Central Contractors Corp of S E WI	3	--		--	--	3
Cesarz Drywall, Inc.	1	--		--	--	1
Dahlmann Construction Co.	2	--		--	--	2

Employers of Carpenter Apprentices	Total	African American		Hispanic	Native American	Asian	White
Davco Development Corporation	2	--		--	--	--	2
Delta T Constr. Co., Inc.	1	--		--	--	--	1
Denk & Roche Builders, Inc.	1	--		--	--	--	1
Doral Corporation	1	--		--	--	--	1
Gateway Concrete Forming Systems	2	--		--	--	--	2
Hetzel-Sanflippo, Inc.	4	1	↑	1	--	--	2
Hunzinger Construction Co.	4	--	↓	--	1	--	3
J. F. Cook Co., Inc.	5	3	↑	--	--	--	2
J. H. Findorff & Sons-Milwaukee	11	3	↑	2	--	--	6
J. P. Cullen and Sons Inc.	4	--		--	--	--	4
Jahn & Sons, Inc.	4	--	↓	--	--	--	4
JFK Builders, Inc	12	2	=	1	--	--	9
John Beres Builders, Inc	6	--		1	--	--	5
KBS Construction	1	--		--	--	--	1
Kerkman Bros Const Co	1	--		--	--	--	1
Krebs Construction LLC	2	--		--	--	--	2
Lange Drywall, Inc.	2	--		--	--	--	2
Levy Company (The)	1	--		1	--	--	--
Liberty Builders of WI	2	--		--	--	--	2
Lunda Construction	3	--		--	--	--	3
M. A. Mortenson Company	5	1	↑	1	--	--	3
Marquette Constructors, LLC	4	2	↑	1	--	--	1
NDA Systems, Inc.	3	--		--	--	--	3
Northside Construction Company Inc	1	1	↑	--	--	--	--
Nostam, Inc.	2	--		--	--	--	2
Oilman Construction Corp	6	1	↑	--	--	--	5
Olympic-Wall Systems, Inc.	25	10	↑	1	--	--	14
Opus North Corporation	2	--		1	--	--	1
Oscar J. Boldt Construction	2	--		1	--	--	1
Peter Schwabe, Inc	1	--		--	--	--	1
Platt Construction, Inc.	1	--		--	--	--	1
Precision Framing Systems	2	--		--	--	--	2
Quality Ceilings, Inc.	2	--		1	--	--	1
Rack-It Installations	1	--		1	--	--	--
Rasch Construction & Engineering In	1	--		--	--	--	1
Reichl Construction Inc.	3	--		--	--	--	3
Riley Construction Company, Inc.	2	--		--	--	--	2
Robert W. Nelson, Inc.	2	--		1	--	--	1
Safway Services, Inc.	2	1	=	--	--	--	1
Scherrer Construction Co., Inc.	4	--		--	--	--	4
Seater Construction Co., Inc.	1	--		--	--	--	1
Selzer-Ornst Co.	3	--		--	--	--	3
Service Drywall and Decorating Co.	4	--		1	--	--	3
Sid Grinker, Co., Inc.	1	--		--	--	--	1
Signature Group, Inc.	4	--		1	--	--	3
Sullivan Bros., Inc.	2	--	↓	--	--	--	2
T. V. John & Son, Inc.	2	--		--	--	--	2
The Bentley Co.	1	--		--	--	--	1
Thomas & Egenhoefer, Inc.	1	--		--	--	--	1
Titan Building Company	1	--		1	--	--	--
TME Commercial Drywall	2	--		--	--	--	2
Triad Construction, Inc.	4	--		--	--	--	4
Tri-North Builders, Inc.	5	--		--	--	--	5
U. S. Insulation Co.	6	2	↑	--	--	--	4

Employers of Carpenter Apprentices	Total	African American		Hispanic	Native American	Asian	White
Value Plastering, Inc.	1	--		--	--	--	1
Ver Halen, Inc.	1	--		--	--	--	1
VJS Construction Services	11	1	↓	--	--	--	10
Wall-Tech, Inc.	1	--		1	--	--	--
Wellenstein And Sons, LLC	6	--		--	--	--	6
Wilkor Construction, Inc.	2	--		1	--	--	1
Winghart Inc	3	--		1	--	--	2
Wisconsin Power Constructors LLC	5	2	↑	--	--	--	3
Wunder Construction, Inc.	1	--		--	--	--	1
Zenith Tech, Inc.	2	--	↓	--	--	--	2
<u>Carpenters (Floor Covering)</u>							
Commercial Flooring, Inc.	2	--		--	--	--	2
Hahn's Badger Carpet Service, Inc.	1	--		--	--	--	1
Lippert Tile Co, Inc.	5	2	↑	--	--	--	3
Mr. David's Carpet Services, Inc	1	--		1	--	--	--
Partner's Floor Covering	2	--		--	--	--	2
Premier Flooring, Inc.	3	--		--	--	--	3
The Orlandini Co., Inc.	1	--		1	--	--	--
Thomas A. Mason Co., Inc.	2	--	↓	1	--	--	1
United Flooring, Inc.	4	--		--	--	--	4
<u>Carpenters (Interior Systems)</u>							
N. J. Schaub & Sons, Inc.	1	--		--	--	--	1
Opus North Corporation	1	--		--	--	--	1
<u>Carpenters (Millwrights)</u>							
Bechtel Construction Company	11	2	↑	1	--	--	8
C. D. Smith Construction Co	1	--		--	--	--	1
Doral Corporation	9	1	=	2	--	--	6
Hennes Services Inc.	2	--		--	--	--	2
Interstate Erecting, Inc.	1	--		--	--	--	1
M & H Industrial Service, Inc.	1	--		--	--	--	1
Marshall Erecting, Inc.	4	--		--	--	--	4
Price Erecting Inc.	3	--		--	--	--	3
Siemen's Generation	3	--		--	--	--	3
Wisconsin Power Constructors LLC	1	--		--	--	--	1
<u>Carpenters (Pile Drivers)</u>							
Edward E. Gillen Co.	4	--		--	--	--	4
Zenith Tech, Inc.	2	--		--	--	--	2
Note: OIC-GM and Resilient Flooring, with no apprentices listed in September 2007, each had an African American apprentice in September 2005.							
Total SE WI Area Carpentry JAC	337	44	↑	29	2	0	262
Percent	100.0%	13.1%		8.9%	0.6%	0.0%	77.4%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

K. SE WI Area Steamfitting Joint Apprenticeship Committee

The SE WI Area Steamfitter Joint Apprenticeship Committee reported 158 apprentices in September 2007, of which only 9 (6%) were minorities. There has been no increase in the number of African American apprentices since 1999, while the number of white apprentices has increased by 36.

Steamfitters Apprentices Sponsored by the SE WI Area Steamfitter Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	158	9	6	2	--	141
2005	<i>[data not made available]</i>					
2003	126	9	3	4	1	109
2001	153	9	3	4	1	136
1999	120	9	2	2	2	105
Percent						
2007	100%	6%	4%	1%	--	89%
2005	<i>[data not made available]</i>					
2003	100%	7%	2%	3%	1%	87%
2001	100%	6%	2%	3%	1%	89%
1999	100%	7%	2%	2%	2%	87%

Seven companies had 1 African American steamfitter apprentices each, and 1 company (Total Comfort of Wisconsin) had 2 African American steamfitter apprentices.

Steamfitter Apprentices, as of September 20, 2007

Employers of Steamfitter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Steamfitters						
A Warp Mechanical Inc	1	--	--	--	--	1
Advantage Refrigeration	1	--	1	--	--	
Bechtel Construction Company	28	1	2	--	--	25
Brenner Corporation	1	--	--	--	--	1
Butters-Felling Company	14	--	--	--	--	14
Dillett Mechanical Service Inc.	2	--	--	--	--	2
Doral Corporation	2	1	--	1	--	
Faust Company, Inc.	1	--	--	--	--	1
Grunau Company Inc.	10	--	--	--	--	10
Illingworth Corporation	4	--	1	--	--	3
J. F. Ahern Company	8	1	--	--	--	7
J. M. Brennan Inc.	10	--	1	--	--	9
Johnson Controls Inc. Pro-Tel Br.#10	7	--	--	--	--	7
Kuhlman Inc.	1	--	--	--	--	1
Mared Mechanical Contractors Corp	6	--	--	--	--	6
Pipers Mechanical Inc	2	--	--	--	--	2
Raab Mechanical, Inc.	1	--	--	--	--	1

Employers of Steamfitter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Rockwell Mechanical	1	1	--	--	--	
Scheck Mechanical WI Corp.	1	--	--	--	--	1
The State Group	1	--	--	--	--	1
Total Comfort Of Wisconsin, Inc.	17	2	--	--	--	15
Tri Cor Mechanical Inc	2	--	--	--	--	2
Tweet-Garot Mechanical, Inc	3	1	--	--	--	2
Wisconsin Power Constructors LLC	2	--	--	--	--	2
<u>Steamfitters (Refrigeration)</u>						
Advantage Refrigeration	1	--	--	--	--	1
Air Tech Mechanical	1	1	--	--	--	--
Butters-Fetting Company	1	--	--	--	--	1
Dillett Mechanical Service Inc.	1	--	--	--	--	1
Grunau Company, Inc.	2	--	--	--	--	2
Illingworth Corporation	1	--	--	--	--	1
J. F. Ahern Company	1	--	--	--	--	1
J.M. Brennan	1	--	--	--	--	1
Johnson Controls Inc. Pro-Tel Br.#10	2	--	--	1	--	1
Mared Mechanical Contractors Corp	3	--	--	--	--	3
The Trane Company	1	--	--	--	--	1
Total Comfort Of Wisconsin, Inc.	1	--	1	--	--	--
<u>Steamfitters (Service/Refrigeration)</u>						
A/C Service Inc	1	--	--	--	--	1
Air Temperature Services Inc	1	--	--	--	--	1
Butters-Fetting Company	1	--	--	--	--	1
Carrier Corporation	1	--	--	--	--	1
Enertec, Inc.	1	--	--	--	--	1
Grunau Company, Inc.	2	--	--	--	--	2
Illingworth Corporation	1	--	--	--	--	1
J. M. Brennan Inc.	1	--	--	--	--	1
Johnson Controls Inc	1	--	--	--	--	1
Johnson Controls Inc. Pro-Tel Br.#10	1	--	--	--	--	1
The Trane Company	2	--	--	--	--	2
Total Comfort Of Wisconsin, Inc.	1	--	--	--	--	1
Zien Service Inc.	2	1	--	--	--	1
Total Milwaukee Area Steamfitters JAC						
	158	9	6	2	0	141
Percent	100.0%	5.7%	3.8%	1.3%	0.0%	89.2%

Note: No comparable data was provided for 2005.

L. SE Wisconsin Construction Craft Laborers Joint Apprenticeship Committee

The Southeast Wisconsin Construction Craft Laborers Joint Apprenticeship Committee sponsored 110 apprentices as of September 2007, up from 47 sponsored as of Fall 2005. Over half of the apprentices are minorities. The trade reported increases of 20 African American, 10 Hispanic, and 4 Native American apprentices.

Construction Craft Laborer Apprentices Sponsored by the SE WI Construction Craft Laborers Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	110	39	14	4	1	52
2005	47	19	4	--	1	23
Percent						
2007	100%	36%	13%	4%	1%	47%
2005	100%	40%	9%	--	2%	49%

The majority of the 12 construction craft laborers at Payne & Dolan are minorities (including 7 African Americans and 1 Asian). One firm (Contracting & Material Company) has 4 African American apprentices. Five firms have 2 African American apprentices (Bechtel Construction, Marquette Construction, Reichl Construction, Super Evacuators, and VJS Construction Services), and eighteen firms have 1 African American apprentice.

Construction Craft Laborer Apprentices, as of September 20, 2007

Employers of Construction Craft Laborers	Total	African American	Hispanic	Native American	Asian	White
Adair Sewer & Water	1	--	--	--	--	1
Advanced Enterprises	1	--	--	--	--	1
American Sewer Service	1	--	--	1	--	--
Arbor Green Landscape	1	1	↑	--	--	--
Bane-Nelson, Inc.	2	1	=	--	--	1
Bechtel Construction Company	9	2	↑	2	--	5
Berghammer Construction Corp.	1	1	↑	--	--	--
Beyer Construction	1	1	↑	--	--	--
C. G. Schmidt, Inc	4	1	=	--	--	3
C. W. Purpero, Inc.	1	--	--	--	--	1
Capitol Pavers Inc.	2	--	--	1	--	1
Contracting & Material Company	4	4	↑	--	--	--
Cornelius Contracting Corp.	1	--	--	1	--	--
Cornerstone Pavers, LLC	1	1	↑	--	--	--
DHO Mason Contractors Inc	1	--	--	1	--	--
Dolson, Inc.	1	--	--	--	--	1
Ed Prager and Sons, Inc.	2	--	--	--	--	2
Edgerton Contractors Inc	2	--	--	--	--	2
Edward E. Gillen Co.	1	--	--	1	--	--

Employers of Construction Craft Laborers	Total	African American	Hispanic	Native American	Asian	White
Edward Kraemer & Sons, Inc.	1	--		--	--	1
First Concrete Cutters of WI	1	--		--	--	1
Fred Kinateder Masonry, Inc.	2	1 ↑	--	--	--	1
Gene Wagner Plumbing	1	--	--	1	--	--
Gruman Construction, Inc.	4	--	2	--	--	2
Henry R. Marohl, Inc.	1	--	--	--	--	1
J. H. Findorff & Sons-Milwaukee	2	1 ↑	--	--	--	1
James Peterson Sons, Inc	1	--	--	--	--	1
Kenny-Shea J.V.	1	--	--	--	--	1
M. A. Mortenson Company	6	--	1	--	--	5
Mann Brothers Inc.	1	1 ↑	--	--	--	--
Marquette Constructors, LLC	5	2 ↑	--	--	--	3
Michels Pipeline Construction	1	1 ↑	--	--	--	--
MJ Construction, Inc.	1	1 =	--	--	--	--
Olympic Wall Systems, Inc.	1	--	--	--	--	1
Payne & Dolan Inc.	12	7 =	--	--	1	4
Platt Construction, Inc.	1	1 ↑	--	--	--	--
Rawson Contractors Incorporated	1	1 ↑	--	--	--	--
Reichl Construction Inc.	3	2 ↑	--	--	--	1
Riley Construction Company, Inc.	2	--	--	--	--	2
Signature Group, Inc.	2	--	--	--	--	2
Super Excavators, Inc.	4	2 ↑	2			--
T. V. John & Son, Inc.	1	1 ↑	--	--	--	--
Thomas & Egenhofer, Inc.	1	--	--	--	--	1
Titan Building Company	1	1 ↑	--	--	--	--
Underground Pipeline Inc.	1	--	1	--	--	--
Vista Design & Construction, LLC	1	1 ↑	--	--	--	--
VJS Construction Services	3	2 ↑	--	--	--	1
Willkomm Excavating & Grading	3	--	1	--	--	2
Wisconsin Power Constructors LLC	1	1 ↑	--	--	--	--
Zenith Tech, Inc.	7	1 =	3	--	--	3
Note: Arteaga Construction, C.D. Smith Construction, Central Contractors Corp of SE Wisconsin, Holland Construction, Safway Services, Steppo Supply & Construction, and Truesdell Corporation, with no apprentices listed in September 2007, each had one African American apprentice in September 2005.						
Total SE WI Construction Craft Laborers JAC	110	39 ↑	14	4	1	52
Percent	100.0%	35.5%	12.7%	3.6%	0.9%	47.3%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

M. SE Wisconsin Roofing and Waterproofing Joint Apprenticeship Committee

The SE WI Roofing & Waterproofing Joint Apprenticeship Committee reported 88 apprentices as of September 2007, of which 37 (42%) are minorities. African Americans had a net loss of apprentices in the last two years (down by 5) while Hispanics showed a net gain of 8 apprenticeships.

Roofer Apprentices Sponsored by the SE WI Roofing & Waterproofing Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	88	17	19	1	--	51
2005	73	22	11	1	--	39
2003	54	9	12	--	--	33
2001	52	13	8	--	--	31
Percent						
2007	100%	19%	22%	1%	--	58%
2005	100%	30%	15%	1%	--	53%
2003	100%	17%	22%	--	--	61%
2001	100%	25%	15%	--	--	60%

One company (Midwestern Roofing & Construction) employed 5 African American roofer and waterproofing apprentices in September 2007. Two companies (Langer Roofing & Sheet Metal Inc. and Roberts Roofing & Siding) each had 3 African American roofer apprentices, 2 companies (Cudahy Roofing & Supply and The Penbaker Enterprises) each had 2 African American roofer apprentices, and 2 companies had 1 African American apprentice each.

Roofer and Waterproofing Apprentices, as of September 20, 2007

Employers of Roofer & Waterproofing Apprentices	Total	African American	Hispanic	Native American	Asian	White
Carlson Racine Roofing Inc	10	--		1	--	9
Cudahy Roofing & Supply, Inc.	9	2	↓	5	1	1
Langer Roofing & Sheet Metal Inc.	19	3	↑	3	--	13
M. M. Schranz Roofing, Inc.	5	1	=	--	--	4
Midwestern Roofing & Constr., LLC	6	5	↓	--	--	1
Millen Roofing	3	--		--	--	3
Roberts Roofing & Siding, Inc.	5	3	↑	1	--	1
Schranz Roofing	4	--		3	--	1
SRS Roofing & Sheet Metal Inc	6	--		--	--	6
Standard Roofing Co., Inc.	2	--		--	--	2
The Penbaker Enterprises	7	2	↓	3	--	2
Universal Water Resource, LLC	1	1	↑	--	--	--
Vans Roofing Inc.	5	--		2	--	3
Velcheck & Finger Roofing	3	--		--	--	3
Winding Roofing Company, Inc.	3	--		1	--	2
Total SE Wisconsin Roofing & Waterproofing JAC	88	17	↓	19	1	51
Percent	100.0%	19.3%		21.6%	1.1%	58.0%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

N. Southeastern Glazing Joint Apprenticeship Committee

The Southeastern Glazing Joint Apprenticeship Committee sponsored 41 apprentices as of September 2007. Only 3 were minority, and **none were African American**. In 2005, 90% of glazier apprentices were white; in 2007, 93% were white.

Glazier Apprentices Sponsored by the Southeastern Glazing Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	41	--	1	2	--	38
2005	39	1	2	1	--	35
2003	52	2	2	2	--	46
2001	39	1	2	2	--	34
1999	27	--	1	3	--	23
Percent						
2007	100%	--	2%	5%	--	93%
2005	100%	3%	5%	3%	--	90%
2003	100%	4%	4%	4%	--	89%
2001	100%	3%	5%	5%	--	87%
1999	100%	--	4%	11%	--	85%

None of the 13 companies with glazier apprentices are training African American apprentices.

Glazier Apprentices, as of September 20, 2007

Employers of Glazier Apprentices	Total	African American	Hispanic	Native American	Asian	White
H J Martin & Son Inc	4	--		1	--	3
Heritage Glass Incorporated	3	--		--	--	3
Klein-Dickert Milwaukee	5	--		1	--	4
Lake City Glass, Inc.	2	--	1	--	--	1
Lurie Glass Company	3	--		--	--	3
Lurie Glass Company (Msn)	1	--		--	--	1
Milwaukee Plate Glass Company	4	--		--	--	4
Omni Glass And Paint, Inc.	10	--	↓	--	--	10
Reliant Glass and Door Systems LLC	3	--		--	--	3
Schneiders-Vetter Glass Co.	1	--		--	--	1
Stronghold Industries	2	--		--	--	2
Unity Glass and Glazing	1	--		--	--	1
West Bend Glass	2	--		--	--	2
Total Southeastern Glazing JAC	41	0	↓	1	2	38
Percent	100.0%	0.0%		2.4%	4.9%	92.7%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

O. Southern WI Heat & Frost Insulators Joint Apprenticeship Committee

The Southern WI Heat & Frost Insulators Joint Apprenticeship Committee sponsored 45 apprentices as of September 2007, of which only 2 (4%) were African Americans and 1 (2%) Hispanic. Two firms (Sprinkmann Sons Corp and United/Anco) are training 1 African American each, and 1 firm (Insulation Industries) is training 1 Hispanic insulation worker apprentice.

Heat & Frost Insulator Apprentices Sponsored by the Southern WI Heat & Frost Insulators Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2007	45	2	1	0	0	42
2005	46	1	--	1	--	44
2003	55	1	--	1	--	53
2001	56	1	1	--	--	54
1999	47	1	1	--	--	45
Percent						
2007	100%	4%	2%	--	--	93%
2005	100%	2%	--	2%	--	96%
2003	100%	2%	--	2%	--	96%
2001	100%	2%	2%	--	--	96%
1999	100%	2%	2%	--	--	96%

Heat and Frost Insulation Worker Apprentices, as of September 2005

Employers of Heat & Frost Insulation Worker Apprentices	Total	African American	Hispanic	Native American	Asian	White
ABC Insulation	1	--	--	--	--	1
D & G Insulation Inc	2	--	--	--	--	2
Dirty Ducts	1	--	--	--	--	1
Express Insulation, Inc.	4	--	--	--	--	4
Holian Insulation Co Inc	1	--	--	--	--	1
Insulation Industries, Inc.	11	--	1	--	--	10
L & S Insulation, Inc	11	--	↓	--	--	11
Mc Dermaid Insulation Company	1	--	--	--	--	1
New Tech of Wisconsin	1	--	--	--	--	1
Sprinkmann Sons Corp	4	1	↑	--	--	3
Sprinkmann Sons, Rockford	3	--	--	--	--	3
Tebs Insulation	1	--	--	--	--	1
United/Anco	4	1	↑	--	--	3
Total Southern WI Heat & Frost Insulators	45	2	↑	1	--	42
Percent	100.0%	4.5%		2.2%	0.0%	93.3%

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

P. Wisconsin Operating Engineers Joint Apprenticeship Committee

The operating engineers apprenticeship program is sponsored by a statewide joint apprenticeship committee, which reported 560 apprentices employed at 168 companies as of September 20, 2007, with minorities holding only 8% of the apprentices.

Operating Engineer Apprentices Sponsored by the Wisconsin Operating Engineers Joint Apprenticeship Committee

Apprentices	Total	African American	Hispanic	Native American	Asian	White
Total Statewide Fall 2007	560	20	15	8	4	513
Total Statewide Fall 2005	436	10	7	6	2	411
Milwaukee Area Companies Fall 2007	214	15	10	2	3	184
Milwaukee Area Companies Fall 2005	133	4	7	1	2	119

*Companies are included with Milwaukee area addresses or if they had other apprentices with Milwaukee area joint apprenticeship committees.

For this analysis Milwaukee area companies were identified based on name matches with employer address files or if they had other apprentices with Milwaukee area joint apprenticeship committees. These 49 companies account for 214 of these apprentices.

- All but 2 of the 49 Milwaukee area companies employed white apprentices (as of September 2007), but only 16 companies employ minority apprentices.
- The minority operating engineer apprentices in Milwaukee area companies included 15 African Americans, 10 Hispanics, 2 Native Americans, and 3 Asians.
- The highest numbers of minority apprentices were employed by Paine & Dolan (with 2 African American, 3 Hispanic, 2 Asian and 14 white operating engineer apprentices), Bechtel Construction Company (with 3 African American, 1 Hispanic, and 15 white apprentices), Edgerton Contractors (with 3 African American and 5 white apprentices), and Marquette Constructors (with 2 African American, 1 Hispanic, and 3 white apprentices).

Operating Engineers Apprentices -- Milwaukee Area Analysis, as of September 20, 2007

Milwaukee Area Employers of Wisconsin Operating Engineers Apprentices (see note)	Total	African American	Hispanic	Native American	Asian	White
A.W. Oakes & Son, Inc.	5	--	--	--	--	5
Advanced Enterprises	2	--	--	--	1	1
American Asphalt of WI	2	--	--	--	--	2
Arbor Green Landscape	1	--	--	--	--	1
Arby Construction, Inc.	12	--	--	--	--	12
Area Erectors, Inc.	1	--	--	--	--	1
Azco, Inc.	1	--	--	--	--	1
B. R. Amon & Sons, Inc.	6	--	--	--	--	6

Milwaukee Area Employers of Wisconsin Operating Engineers Apprentices (see note)	Total	African American	Hispanic	Native American	Asian	White
Babcock & Wilcox	1	--		--	--	1
Bechtel Construction Company	19	3 ↑	1	--	--	15
Black Diamond, Inc.	3	--	1	--	--	2
C. D. Smith Construction Co	3	--	--	--	--	3
C. W. Purpero, Inc.	8	1 ↑	--	--	--	7
Contracting & Material Company	2	--	--	--	--	2
D.F. Tomasini Contractors, Inc.	1	--	--	--	--	1
D.K. Contractors	3	--	--	--	--	3
Edgerton Contractors Inc	8	3 ↑	--	--	--	5
Edward E. Gillen Co.	5	--	--	--	--	5
Edward Kraemer & Sons, Inc.	1	--	--	--	--	1
Gustafson Construction Corp	1	--	--	--	--	1
J & A Pohl Inc.	1	--	--	--	--	1
J P Cullen & Sons, Inc.	3	--	1	--	--	2
J. F. Ahern Company	1	--	--	--	--	1
J. F. Brennan Co., Inc.	7	--	--	--	--	7
J.H. Findorff & Son, Inc.-Madison	6	--	--	--	--	6
James Peterson Sons, Inc	8	--	--	1	--	7
KBS Construction, Inc.	2	--	--	--	--	2
Kenny-Shea J.V.	4	1 ↑	1	--	--	2
Lunda Construction	4	1 ↑	--	--	--	3
Magill Construction Co., Inc.	1	--	1	--	--	--
Mann Brothers Inc.	9	--	1	1	--	7
Marquette Constructors, LLC	6	2 ↑	1	--	--	3
Miron Construction Co., Inc.	5	--	--	--	--	5
Mueller Pipeliners, Inc.	1	--	--	--	--	1
New Berlin Grading, Inc.	10	-- ↓	--	--	--	10
Oscar J Boldt Construction Co	6	1 ↑	--	--	--	5
Payne & Dolan Inc.	21	2 ↑	3	0	2	14
Platt Construction, Inc.	1	--	--	--	--	1
Powers Lake Construction	4	--	--	--	--	4
R J Underground, Inc.	1	--	--	--	--	1
Schneider Excavating, Inc.	2	--	--	--	--	2
Strupp Trucking Inc	1	--	--	--	--	1
Sunnyslope Grading, Inc.	5	-- ↓	--	--	--	5
Super Western, Inc.	6	--	--	--	--	6
Willkomm Excavating & Grading	2	--	--	--	--	2
Wisconsin Power Constructors LLC	3	--	--	--	--	3
Wm Beaudoin & Sons Inc.	1	1 =	--	--	--	--
Zenith Tech, Inc.	7	--	--	--	--	7
Zubrod Directional Boring	1	--	--	--	--	1
TOTAL Wisconsin Operating Engineers JAC – Milwaukee Area Analysis	214	15 ↑	10	2	3	184

↑ - Increased African American total compared to Sept. 2005. ↓ - Decreased African American total compared to Sept. 2005. = - no change.

III. Female Apprentices in the Union Construction Trades

The number of women in union construction trade apprentices nearly doubled, from 33 in Fall 2005 to 62 in Fall 2007. In 2007, about a third of the female apprentices were minorities, including 19 African American women.

Women In Apprentices In 16 Union Joint Apprenticeship Committees
(as of September 20, 2007)

<u>Joint Apprenticeship Committees</u>	Total Females		African Americans	Hispanics	Native Americans	Asians	Whites
Milwaukee Area Bricklaying JAC	1	↑	1	--	--	--	--
Milwaukee Area Cement Masonry JAC	3	↑	2	--	--	--	1
Milwaukee Area Electrical JAC	14	↑	3	--	1	--	10
Milwaukee Area Ironworking JAC	5	↑	1	1	--	--	3
Milwaukee Area Painting & Decorating JAC	6	=	2	--	--	--	4
Milwaukee Area Plumbing JAC	2	↓	1	--	--	--	1
Milwaukee Area Sheet Metal JAC	1	↓	--	--	--	--	1
Milwaukee Area Sprinkler Fitting JAC	--		--	--	--	--	--
Milwaukee Area Tile Setters JAC	--		--	--	--	--	--
SE WI Area Carpentry JAC	6	↑	4	1	--	--	1
SE WI Area Steamfitting JAC	3	Not avail.	--	--	--	--	3
SE WI Construction Craft Laborers JAC	4	=	1	--	--	--	3
SE Wisconsin Roofing and Waterproofing JAC	1	↑	1	--	--	--	--
Southeastern Glazing JAC	--		--	--	--	--	--
Southern WI Heat & Frost Insulators JAC	3	↑	--	--	--	--	3
Wisconsin Operating Engineers JAC (Milwaukee area companies)	13	↑	3	--	--	--	10
Total	62	↑	19	2	1	0	40

↑=Increased female apprentice total compared to Sept. 2005. ↓=Decreased female apprentice total compared to Sept. 2005.

As of September 2007, 42 companies employed union female apprentices, up only slightly from 39 companies employing women apprentices in Fall 2005.

- Pieper Electric has 6 female apprentices, Bechtel Construction has 5 female apprentices, Marquette Constructors has 4 female apprentices, and Edgerton Contractors and Olympic Wall Systems each have 3 female apprentices.
- Four companies have 2 female apprentices each, and another 29 companies each have 1 female apprentice.
- A total of 363 companies had only **male** union apprentices.

Summary of JAC Track Record on Female Apprentices, 2005 to 2007

Joint Apprenticeship Committee	Females, Sept. 2007	Change Over 2005	Companies Employing Female Apprentices as of September 2007
Milwaukee Area Bricklaying	1	↑	J.P. Cullen and Sons
Milwaukee Area Cement Masonry	3	↑	Arrow-Crete Construction, Marquette Constructors, Platt Construction.
Milwaukee Area Electrical	14	↑	Habermehl Electric, JSE Electrical Contractors, Lemberg Electric Co., Pieper Electric (6), Pinky Electric, Roman Electric Company (2), Terminal-Andrae, Uihlein Electric Company.
Milwaukee Area Ironworking	5	↑	American Oriental Iron, Bechtel Construction Company (2), Construction Supply, The Selmer Company.
Milwaukee Area Plumbing	2	↓	Alpine Plumbing, Best Price Plumbing Company.
Milwaukee Area Sheet Metal	1	↓	Butters-Fetting Company.
Milwaukee Area Sprinkler Fitting	0	No change	<i>No female apprentices.</i>
Milwaukee Area Steamfitter	3	↑	Comfort of Wisconsin (2), Wisconsin Power Constructors.
Milwaukee Area Tile Setter	0	No change	<i>No female apprentices</i>
Milwaukee Painting and Decorating	6	↑	Olympic Wall Systems (2), Nostram, Service Drywall and Decorating, Service Painting Corporation, Steffes Painting.
SE WI Roofing & Waterproofing	1	↑	Midwestern Roofing and Construction.
Southeast WI Carpentry	6	↑	Bechtel Construction Company, Edward E. Gullen Company, J.F. Cook Co., Marquette Constructors, Olympic Wall Systems, VJS Construction Services.
Southeast Wisconsin Construction Craft Laborers	4	No change	Dolson, Edgerton Contractors, Kenny-Shea J.V., MJ Construction.
Southeastern Glazing	0	No change	<i>No female apprentices.</i>
Southern WI Heat & Frost Insulators	3	↑	Express Insulation(2), L & S Insulation.
Wisconsin Operating Engineers (Milwaukee area companies)	13	↑	Bechtel Construction Company (2), Edgerton Contractors (2), J.F. Brennan Co, KBS Construction, Kenny-Shea, Marquette Constructors (2), Miron Construction, Oscar & Boldt Construction, Payne & Dolan, Zenith Tech.
16 JACs	62	↑	

Females in Union Construction Trade Apprentices for Milwaukee Area Companies
(Contracts with 16 union joint apprenticeship committees, as of September 20, 2007)

Employers with Female Construction Trade Apprentices	Total	White	African American	Hispanic	Native American	Asian	
Alpine Plumbing, Inc.	1		1	--	--	--	Plumber
American Ornamental Iron, Inc.	1	1	--	--	--	--	Iron Worker
Arrow-Crete Construction, LLC	1	1	--	--	--	--	Cement Mason (Heavy Highway)
Bechtel Construction Company	5	2	1	2	--	--	Iron Workers, Carpenter , Oper. Engineers
Best Price Plbg Co., Inc.	1	1	--	--	--	--	Plumber
Butters-Fetting Company	1	1	--	--	--	--	Sheet Metal Worker
Construction Supply & Erection	1	1	--	--	--	--	Iron Worker
Dolson, Inc.	1	1	--	--	--	--	Construction Craft Laborer
Edgerton Contractors Inc	3	3	--	--	--	--	Oper. Engineers, Construction Craft Laborer
Edward E. Gillen Co.	1	1	--	--	--	--	Carpenter (Pile Driver)
Express Insulation, Inc.	2	2	--	--	--	--	Insulation Workers (Heat & Frost)
Habermehl Electric, Inc.	1	--	1	--	--	--	Construction Electrician
J. F. Cook Co., Inc.	1	--	1	--	--	--	Carpenter (Construction)
J. F. Brennan Co. Inc.	1	1	--	--	--	--	Operating Engineer
J. P. Cullen and Sons Inc.	1	--	1	--	--	--	Bricklayer
JSE Electrical Contractors, Inc.	1	1	--	--	--	--	Residential Wirer
KBS Construction	1	1	--	--	--	--	Operating Engineer
Kenny-Shea J.V.	2	1	1	--	--	--	Construction Craft Laborer, Operating Eng.
L&S Insulation, Inc	1	1	--	--	--	--	Insulation Worker (Heat & Frost)
Lemberg Electric Co.	1	--	1	--	--	--	Construction Electrician
Marquette Constructors, LLC	4	--	4	--	--	--	Oper. Engineers, Carpenter, Cement Mason
Midwestern Roofing & Constr., LLC	1	--	1	--	--	--	Roofers and Waterproofers
Miron Construction Co.	1	1	--	--	--	--	Operating Engineers
MJ Construction, Inc.	1	--	1	--	--	--	Construction Craft Laborer
Nostam, Inc.	1	1	--	--	--	--	Taper And Finisher
Olympic Wall Systems, Inc.	3	--	3	--	--	--	Taper And Finishers, Carpenter
Oscar J. Boldt Construction Co	1	1	--	--	--	--	Operating Engineers
Payne & Dolan Inc.	1	1	--	--	--	--	Operating Engineer
Pieper Electric, Inc.	6	5	1	--	--	--	Construction Electricians
Pinky Electric	1	1	--	--	--	--	Residential Wirer
Platt Construction, Inc.	1	--	1	--	--	--	Cement Mason
Roman Electric Co., Inc.	2	2	--	--	--	--	Construction Electricians
Service Drywall and Decorating Co.	1	1	--	--	--	--	Painters and Decorators
Service Painting Corporation	1	1	--	--	--	--	Painters and Decorators
Steffes Painting	1	1	--	--	--	--	Painters and Decorators
Terminal-Andrae, Inc.	1	1	--	--	--	--	Construction Electrician
The Selmer Company	1	1	--	--	--	--	Iron Worker
Total Comfort Of Wisconsin, Inc.	2	2	--	--	--	--	Steamfitter
Uihlein Electric Company Inc.	1	1	--	--	--	--	Construction Electrician
VJS Construction Services	1		1	--	--	--	Carpenter (Construction)
Wisconsin Power Constructors LLC	1	1	--	--	--	--	Steamfitter
Zenith Tech	1	1	--	--	--	--	Operating Engineer
TOTAL	62	41	19	2	0	0	

Source: Analysis of data obtained from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards for the Milwaukee Branch of the NAACP.

IV. Minority and Female Apprentices in the Non-Union Construction Trades

The Associated Builders and Contractors of WI-Waukesha Joint Apprentices Committee reported 250 apprentices as of September 20, 2007, in 10 trade areas. (Note: These apprentices are not included in union joint apprenticeship committees totals for Sections A. to P. above.) The number of African American apprentices rose from 2 in Fall of 2005 (less than 1% of the total) to 13 as of September 2007 (still only 5% of the total). The number of Hispanic apprentices increased from 18 in Fall of 2005 to 21 in September 2007. Other minorities include 3 Asians and 1 Native American.

ABC of WI-Waukesha Apprentices by Race/Ethnicity
(as of September 20, 2007)

Year	Total	African American	Hispanic	Native American	Asian	White
2007	250	13	21	1	3	212
2005	241	2	18	1	3	217
Percent						
2007	100%	5.2%	8.4%	0.4%	1.2%	84.8%
2005	100%	0.8%	5.9%	0.9%	0.6%	84.8%

The most African American apprentices with Associated Builders and Contractors of WI-Waukesha are training as construction electricians and plumbers. The most Hispanic apprentices are training as concrete finishers and roofers/waterproofers.

Race/Ethnicity of Associated Builders and Contractors of WI-Waukesha Apprentices, by Trade, as of September 20, 2007

Associated Builders And Contractors of Wi-Waukesha Apprentices by Trade	Total	African American	Hispanic	Native American	Asian	White
Carpenters (Construction)	12	--	--	--	--	12
Concrete Finishers	10	--	8	--	--	2
Electricians (Construction)	112	5	2	--	1	104
Electronic Systems Technicians	1	--	--	--	--	1
Glaziers	2	--	--	--	--	2
Heating, Ventilating and Air Conditioning	6	--	1	--	--	5
Heavy Equipment Operators	11	--	1	--	--	10
Plumbers	70	5	3	--	1	61
Roofers and Waterproofers	25	3	6	1	1	14
Sheet Metal Workers	1	--	--	--	--	1
Total ABC of WI-Waukesha	250	13	21	1	3	212
Percent	100.0%	5.2%	8.4%	0.4%	1.2%	84.8%

**Associated Builders and Contractors of WI-Waukesha Apprentices,
as of September 20, 2007 by Company**

(↑ indicates companies with **increased** numbers of African American apprentices since September 2005; ↓ indicates **decreased** numbers)

Company	Total	African American	Hispanic	Native American	Asian	White	Trades
A and J Electric Inc.	1	--	--	--	--	1	Roofers and Waterproofers
Absolute Construction Enterprises	2	--	--	--	--	2	Carpenters (Construction)
Ackman Glass & Mirror Co.	1	--	--	--	--	1	Concrete Finishers
Assured Power, Inc.	1	--	--	--	--	1	Construction Electricians
Audley Plumbing & Heating	1	--	--	--	--	1	Plumbers
B & M Enterprises	1	--	--	--	--	1	Carpenters (Construction)
B. Schneider Electric, Inc.	4	--	--	--	--	4	Construction Electricians, Plumbers
Best Plumbing Co. Inc.	1	--	--	--	--	1	Plumbers
Better Bath & Tile Ltd.	1	--	--	--	--	1	Plumbers
Bilsen Engineering LLC	1	--	--	--	--	1	Plumbers
Brighter Connection, Inc.	1	--	--	--	--	1	Construction Electricians
Brook Park Electric Inc.	2	--	--	--	--	2	Construction Electricians
Circle Electric, Inc.	13	--	--	--	--	13	Construction Electricians, Electronic Systems Technicians
Circuit Masters Electric, Inc.	1	--	--	--	--	1	Construction Electricians
Constructive Solutions, Inc.	3	--	--	--	--	3	Carpenters (Construction)
Countryside Plumbing LLC	1	--	--	--	--	1	Plumbers
Cox Plumbing Co., Inc.	1	--	--	--	--	1	Plumbers
Current Electric Co.	4	--	--	--	--	4	Construction Electricians
Custom Grading, Inc.	2	--	--	--	--	2	Heavy Equipment Operators, Plumbers
Dave Burns Plumbing Inc.	4	--	--	--	--	4	Plumbers
Diva Plumbing, LLC	1	1	↑	--	--	--	Plumbers
Easy Flow Plumbing, LLC	1	1	↑	--	--	--	Plumbers
Economy Electric, LLC	1	--	--	--	--	1	Construction Electricians
Electrical Concepts, Inc.	2	--	↓	--	--	2	Construction Electricians
Engler Electric, Inc.	1	--	--	--	--	1	Construction Electricians
Environmental Systems, Inc.	1	--	--	--	--	1	Heating, Ventilating and Air Cond.
Erspamer Plumbing, Inc.	1	--	--	--	--	1	Plumbers
F.J.A. Christiansen Roofing Co.	11	1	↑	6	1	3	Roofers and Waterproofers
Fennig Plumbing & Heating	1	--	--	--	--	1	Plumbers
Flitcroft Plumbing, LLC	1	--	--	--	--	1	Plumbers
Frank Gillitzer Electric Co. Ltd.	1	--	--	--	--	1	Construction Electricians
Fred Last Plumbing, Inc.	1	--	--	--	--	1	Plumbers
Gall Plumbing Inc.	1	--	--	--	--	1	Plumbers
Geneva Plumbing & Heating	1	--	--	--	--	1	Plumbers
Geoff s Construction Inc.	1	--	--	--	--	1	Carpenters (Construction)
Gillitzer Electric Services, Inc	1	--	--	--	--	1	Construction Electricians
Giorgi Construction Inc	1	--	--	--	--	1	Carpenters (Construction)
Giraffe Electric II, Inc.	5	--	--	--	--	5	Construction Electricians
Haselow Plumbing & Healing	2	--	--	--	--	2	Plumbers
HDC Contractors, LLC	1	--	--	--	--	1	Carpenters (Construction)
Horizon Electric Company	1	--	--	--	--	1	Construction Electricians
Horsch & Miller, Inc.	2	1	↑	--	--	1	Plumbers
Ihn Plumbing Co, Inc.	4	--	--	--	--	4	Construction Electricians, Plumbers,

Company	Total	African American	Hispanic	Native American	Asian	White	Trades
							Roofers & Waterproofers
Insta Envira-Tech Inc.	1	--	--	--	--	1	Heating, Ventilating and Air Cond.
Insta Environmental Systems	1	--	--	--	--	1	Heating, Ventilating and Air Cond.
Insta H.J. Faust, Inc.	2	--	--	--	--	2	Heating, Ventilating and Air Cond.
J. Wilkes Plumbing & Heating	1	--	--	--	--	1	Plumbers
J.C. Plumbing	1	--	--	--	--	1	Plumbers
J.T. Roofing, Inc.	6	1	↑	--	--	5	Roofers and Waterproofers
JB Schoenwalder Plumbing, Inc	4	--	--	--	--	4	Plumbers
JD Electric, Inc. Wisconsin	1	--	--	--	--	1	Construction Electricians
Jon DeBelak Plumbing & Htg.	1	--	--	--	--	1	Plumbers
Kuch's Plumbing	1	--	--	--	--	1	Plumbers
La Londe Contractors, Inc.	4	--	3	--	--	1	Concrete Finishers
Lakecrest Plumbing	1	--	--	--	--	1	Plumbers
Lyons Electric Co., Inc.	7	--	--	--	--	7	Construction Electricians
M.T.G. Plumbing Services	1	--	--	--	--	1	Plumbers
Maerzke Brothers, Inc.	2		--	--	--	2	Construction Electricians
Malone's Plumbing and Heating	1	1	↑	--	--	--	Plumbers
Martens Plumbing & Heating	2	--	--	--	--	2	Plumbers
Master Plumbers, Inc.	1	--	--	--	--	1	Plumbers
MCR Services, LLC	1	--	--	--	--	1	Construction Electricians
Mechanical Masters, Inc.	1	--	--	--	--	1	Glaziers
Meyers Electric, Inc.	3	--	--	--	--	3	Construction Electricians, Plumbers
Mike The Plumber	1	--	--	--	--	1	Plumbers
Milwaukee General Construction	2	--	2	--	--	--	Concrete Finishers
Monterey Electric	1	--	--	--	--	1	Construction Electricians
Nations Roof	4	2	↑	--	--	2	Roofers and Waterproofers, Plumbers
Nels Anderson Enterprises, Inc.	2	--	--	--	--	2	Plumbers
[No Employer Name]	2	--	--	--	--	2	Construction Electricians, Plumbers
Nofflce Roofing Co LLC	1	--	--	--	--	1	Roofers and Waterproofers
NSI Electrical Contractors, Inc.	5	--	--	--	--	5	Construction Electricians
Oilman Construction Corp	1	--	--	--	--	1	Carpenters (Construction)
O'Leary Plumbing & Heating	2	--	--	--	--	2	Plumbers
P. J. Electric Co	1	--	--	--	--	1	Construction Electricians
Peak Electric Inc.	1	--	--	--	--	1	Construction Electricians
PEC, Inc. (Phoenix Electric)	2	2	↑	--	--	--	Construction Electricians
Peck & Weis Heating & Cooling	3	--	--	--	--	3	Plumbers
Performance Roofing Systems	3	--	--	--	--	3	Construction Electricians, Roofers & Waterproofers, Sheet Metal Workers
Phoenix Contractors, Inc.	1	--	--	--	1	--	Roofers and Waterproofers
Pyramid Electric Company	2	1	↑	--	--	1	Construction Electricians
Ramlow, R. A. Plbg. Serv.	1	--	1	--	--	--	Plumbers
Rawson Plumbing & Piping, LLC	1	--	--	--	--	1	Plumbers
Reesman's Excavating & Grading	3	--	--	--	--	3	Heavy Equipment Operators
Rozelle Enl. Inc. dba Delta Electric	2	--	--	--	--	2	Construction Electricians
Rozga Plumbing & Heating Corp.	2	--	--	--	--	2	Construction Electricians, Plumbers
Sarauer Plumbing Inc.	1	--	--	--	--	1	Plumbers

Company	Total	African American	Hispanic	Native American	Asian	White	Trades
Schultz Plumbing Bath & Kitchen	1	--	--	--	--	1	Plumbers
Shoreline Plumbing Co. LLC	1	--	--	--	--	1	Plumbers
Southern Lakes Plumb. & Heat.	8	--	1	--	--	7	Plumbers, Construction Electricians
Specialty Trades Inc	1	--	--	--	--	1	Construction Electricians
Spende Excavating & Plumbing	1	--	--	--	1	--	Plumbers
Starr Electric, Inc.	1	--	--	--	--	1	Construction Electricians
Steffen Plumbing & Heating	1	--	--	--	--	1	Plumbers
Steiner Electric Inc.	2	--	--	--	--	2	Construction Electricians
Sterling Mainz & Sons Plbg & Pumps	1	--	--	--	--	1	Plumbers
Taagen Plumbing, Inc.	1	--	--	--	--	1	Plumbers
Team Electric Interprise Inc.	1	--	--	--	--	1	Construction Electricians
Town & Country Electric	27	2	↑	2	--	23	Construction Electricians, Heavy Equipment Operators
Town & Country Glass Co. Inc	1	--	--	--	--	1	Glaziers
Unique Indoor Comfort—Milw.	1	--	1	--	--	--	Heating, Ventilating and Air Cond.
Urban Herriges & Sons	1	--	--	--	--	1	Carpenters (Construction)
Valley Electric LLC	1	--	--	--	--	1	Construction Electricians
Van's Electric Service, Inc.	3	--	--	--	1	2	Construction Electricians
Vincent Plumbing & Heating	1	--	--	--	--	1	Plumbers
Volt Electric, Inc.	1	--	--	--	--	1	Construction Electricians
Weidert Electric Inc	1	--	--	--	--	1	Construction Electricians
Wellcraft Electrical Contracting	3	--	--	--	--	3	Construction Electricians
Wilke Electric, Inc.	3	--	--	--	--	3	Construction Electricians
Wistl Builders, Inc	1	--	--	--	--	1	Carpenters (Construction)
Words' Electrical Contractors	1	--	--	--	--	1	Construction Electricians
Zignego Company, Inc	10	--	5	--	--	5	Heavy Equipment Operators, Concrete Finishers, Plumbers
Total Associated Builders And Contractors of WI-Waukesha	250	13	↑	21	1	3	212

Source: Analysis of data obtained from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards.

Females in Construction Trade Apprenticeships with ABC of WI-Waukesha (Contracts as of September 20, 2007)

Employers with Associated Builders and Contractors of WI-Waukesha Apprentices	Total	White	African American	Hispanic	Native American	Asian	Trade
Dave Burns Plumbing Inc.	1 =	1	--	--	--	--	Plumber
JB Schoenwalder Plumbing, Inc	1 ↑	1	--	--	--	--	Plumber
Milwaukee General Construction	1 ↑	--	--	1	--	--	Concrete Finisher
O'Leary Plumbing & Heating, Inc.	1 =	1	--	--	--	--	Plumber
Van's Electric Service, Inc.	1 ↑	1	--	--	--	--	Construction Electrician
Note: T.J. Plumbing Co, with no apprentices listed in September 2007, had a female apprentice in September 2005.							
TOTAL	5	↑	4	0	1	0	0

↑ - Increased female total compared to Sept. 2005. ↓ - Decreased female total compared to Sept. 2005. = - No change.

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Chapter DWD 295

APPRENTICESHIP

DWD 295.001	Definitions.	DWD 295.06	Effect of bargaining agreements.
DWD 295.01	Standards.	DWD 295.07	Indenture.
DWD 295.02	Area joint committees.	DWD 295.08	Manual.
DWD 295.03	Application forms.	DWD 295.09	Forms.
DWD 295.04	Apprentice wages.	DWD 295.10	Family-owned construction business.
DWD 295.05	Procedure in processing indentures where there are area joint apprenticeship committees.	DWD 295.15	Criteria for apprenticeable occupations.
		DWD 295.20	Enforcement of indenture agreements.

Note: Chapter Ind 95 was renumbered chapter ILHR 295 under s. 13.93 (2m) (b) 1., Stats., Register, February, 1996, No. 482. Chapter ILHR 295 was renumbered to be DWD 295 under s. 13.93 (2m) (b) 1., Stats., and corrections made under s. 13.93 (2m) (b) 6. and 7., Stats., Register, September, 1997, No. 501.

DWD 295.001 Definitions. In this chapter:

- (1) "Apprentice" has the meaning specified in s. 106.01, Stats.
 - (2) "Department" means the department of workforce development.
 - (4) "Indenture" has the meaning specified in s. 106.01, Stats.
- History:** Cr. Register, May, 1981, No.305, eff. 6-1-81; **CR 07-010: r. (3), Register June 2007 No. 618, eff. 7-1-07.**

DWD 295.01 Standards. (1) The department may adopt state-wide or area apprenticeship standards covering minimum training requirements, procedure in processing indentures, qualification of applicant employers and apprentices, functions of joint apprenticeship committees, and such other matters as constitute an apprenticeship program in a particular trade.

(2) The department may recognize but will not be a party to agreements as to apprenticeship standards or similar understandings when such standards in their entirety are part of a bargaining agreement between the management and its employees.

(3) In trades for which no uniform apprenticeship courses or schedules of training have been adopted by the department, the employer may execute a special agreement with the apprentice, subject to the approval of the department.

History: Cr. Register, March, 1957, No.15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.01, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 295.02 Area joint committees. (1) The function of joint apprenticeship committees is to act in an advisory capacity to the department and to be parties to indentures as provided in s. 106.01 (5i) (a), Stats. Equal employer-employee representation is a requirement. Candidates for membership are nominated by the organizations which the members are to represent. To be recognized as a joint apprenticeship committee each individual member shall be officially so designated by the department. The geographical jurisdictional area of each such joint apprenticeship committee shall be determined by the department.

(2) This rule does not apply to shop or plant sponsored apprenticeship programs or to joint apprenticeship committees created under the terms of a bargaining agreement between the management and its employees.

History: Cr. Register, March, 1957, No.15, eff. 4-1-57; am. (1), Register, November, 1978, No.275, eff. 12-1-78; renum. from Ind. 85.02, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 295.03 Application forms. Where the department requires application forms to be filled out by applicant employers and apprentices, the forms shall be approved by the department.

History: Cr. Register, March, 1957, No.15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.03, Register, April, 1981, No.304, eff. 5-1-81.

DWD 295.04 Apprentice wages. (1) An apprentice indenture wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyman rate. The indenture should provide for a graduated scale progressing in periods as approved by the department.

(2) In determining the journeyman or skilled wage rate, the following formula governs: In trades in which it is common practice to bargain collectively on a community-wide or area-wide basis, the journeyman wage is that rate received by a greater number of journeymen in the same trade and community than any other rate. The department will not normally approve a skilled rate for apprenticeship purposes more than 20% below the journeyman rate in the area. In controversial cases, growing out of the fact that the committee's jurisdictional area is so great as to extend into communities in which application of this policy proves impracticable, the department reserves the right to make exceptions.

(3) In other trades or trade groups in which collective bargaining is on the basis of an individual plan or establishment, the skilled rate is that rate specified in the bargaining agreement. In establishments not covered by bargaining agreement, the skilled rate is that rate paid the greatest number of competent journeyman mechanics in like establishments in the community, or such other rate deemed adequate by the department.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.04, Register, April, 1981, No.304, eff. 6-1-81.

DWD 295.05 Procedure in processing indentures where there are area joint apprenticeship committees.

In trades and communities having active area joint apprenticeship committees recognized by the department, a copy of the application for approval of indentures will be referred to such committees by the department for recommendation. The department will expect applicants to appear personally before committees if and when requested to do so by the committee. If no recommendation is received by the department from the committee within 40 days after receipt of application by the committee, the department will act on the application without committee recommendation. This time limit may be extended by the department on showing of good cause. Joint apprenticeship committee recommendations on individual applications shall be subject to review and revision by the department in the event applicants are dissatisfied with committee action.

History: Cr. Register, March, 1957, No.15., eff. 4-1-67; am. Register, November, 1978, No. 276, eff. 12-1-78; renum. from Ind 85.05, Register, April, 1981, No.304, eff. 5-1-81

DWD 295.06 Effect of bargaining agreements.

Where conditions of employment of apprentices are stipulated by collective bargaining agreement, the department will be guided by the terms of such agreement provided such terms are not in conflict with state statutes or this chapter.

History: Cr. Register, March, 1957, No.15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.06, Register, April, 1981, No.304, eff. 5-1-81; correction made under s. 13.93 (2m) (b) 7, Stats., Register, June, 1984;

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correction made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 295.07 Indenture. (1) All apprenticeship indentures shall be made upon the blank forms provided by the department.

(2) No indenture shall be considered in force unless it has had the approval of the department.

(3) Proof of age must be furnished the department in all cases involving minors between the ages of 16 and 18 years before approval of indenture will be given.

(4) The indenture shall state the length of the probationary period, which may be up to 25% of the indenture hours of the apprenticeship but in no case shall it exceed 12 calendar months. The probationary period shall constitute part of the apprenticeship period. During the probationary period apprenticeship agreements are voidable by either party upon written notice to the department.

(5) The department may give such time credit on the term of apprenticeship as the character of previous practical experience may warrant, which time credit shall be stated in the indenture or an amendment thereto.

(6) Upon the completion, interruption or proposed termination of any apprenticeship indenture the employer shall notify the department immediately stating the reasons therefor.

(7) Minors indentured under provisions of ch. 106, Stats., shall not be subject to the law relating to prohibited employments for minors, insofar as such minors at the time of injury, are performing service within the provisions of contracts of apprentice indenture approved by the department.

(8) The terms of an existing indenture may be modified subject to approval of the department.

History: Cr. Register, March, 1957, No.15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.08, Register, April, 1981, No.304, eff. 5-1-81; CR 02-087: am. (4) Register November 2002 No. 563, eff. 12-1-02.

DWD 295.08 Manual. The department shall keep on record and make available to all interested persons the apprenticeship manual as approved by the department on July 17, 1956, or as thereafter amended.

History: Cr. Register, March, 1967, No.15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.09, Register, April, 1981, No. 304, eff. 5-1-81; CR 07-010: am. Register June 2007 No. 618, eff. 7-1-07.

DWD 295.09 Forms. The following form is listed in accordance with s. 227.23, Stats., and may be obtained by writing the department of workforce development, Madison, Wisconsin.

DWD-APT-4224 Apprentice Indenture.

History: Cr. Register, October, 1957, No.22, eff. 11-1-57; am. Register, November, 1978, No.275, eff. 12-1-78; renum. from Ind 85.10, Register, April, 1981, No. 304, eff. 5-1-81; correction made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 295.10 Family-owned construction business.

(1) In this section, "family-owned construction business" means a construction business which is owned or a majority of whose stock is owned by one person or jointly by 2 persons who are related by blood or marriage.

(2) An owner of a family-owned construction business may select any of his or her sons or daughters or any person necessary to an affirmative action plan as an apprentice when the person has met the qualification standards for a trade and the business has met the qualification standards for training the type of apprentice involved.

(3) This section may not be used by a family-owned construction business to replace an apprentice already indentured to the business.

(4) Where conditions of employment of apprentices are stipulated by a collective bargaining agreement, the department will be guided in its actions under this section by the terms of the agreement. Such stipulated conditions may require that sons and daughters

of owners receive the same treatment as all other apprentice-ship applicants.

Note: The qualification standards referred to in sub. (2) are set by joint apprenticeship committees and the department. Copies are available from the division of apprenticeship and training, P.O. Box 7946, Madison, WI 53707.

History: Cr. Register, June, 1984, No. 342, eff. 7-1-84.

DWD 295.15 Criteria for apprenticeable occupations. (1) DUTIES OF THE DEPARTMENT. (a) No indenture or program may be approved pursuant to ch. 106, Stats., unless the occupation involved has been approved by the department as one suitable as an apprenticeable occupation under the criteria provided in this section.

(b) The department shall maintain a list of approved apprenticeable occupations.

(2) OCCUPATIONAL CRITERIA. In order for a new occupation to be approved by the department as an apprenticeable occupation, the department shall find that the occupation:

(a) Involves manual, mechanical or technical skills;

(b) Is customarily learned in a practical way through training and on-the-job work;

(c) Requires related instruction to supplement the on-the-job training;

(d) Is clearly identified and recognized throughout an industry; and

(e) Is not part of an occupation presently recognized as apprenticeable by the department, unless that part is practiced and recognized industrywide as a separate identifiable trade.

(3) INDUSTRYWIDE. The department shall determine whether an occupation is practiced and recognized industrywide as a separate identifiable trade by surveying employers in the industry in question.

History: Cr. Register, October, 1981, No. 310, eff. 11-1-81.

DWD 295.20 Enforcement of indenture agreements.

(1) COMPLAINTS. The department may accept complaints from any party to the agreement alleging that an indenture agreement entered into under ch. 106, Stats., is not being complied with by another party to the agreement.

(3) NOTICE. (a) *Notice of intent to cancel.* If any party to the indenture agreement requests that the department cancel the agreement, the department shall send a written notice of intent to cancel to the complainant and the other party or parties. The notice shall state that the agreement will be cancelled 20 days from the date of the notice, unless the department receives a written objection from any party within the 20-day period. An objection shall be on the form provided by the department with the notice.

(b) *No objection to cancellation.* If no party to the agreement objects by the expiration of the 20-day period in the notice of intent to cancel, the agreement is cancelled effective the date of the cancellation notice under par. (d).

(c) *Timely objection.* If the department receives an objection within the 20-day period provided in the notice of intent to cancel, the following provisions apply:

1. The indenture agreement shall remain in the status it is in at the time that the department receives the objection, until the department cancels the agreement under par. (d).

2. The department shall determine whether the information provided by the complainant and the objecting party supports the complainant's allegation that another party is not complying with the terms of the agreement and whether the agreement should be cancelled. If the information provided is unclear or incomplete, the department shall investigate further.

3. If the department determines that the indenture agreement should be cancelled, the department shall send a cancellation notice under par. (d) and the agreement is cancelled effective the date of the notice. If the department determines that the indenture

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agreement should not be cancelled, the department shall rescind the intent to cancel notice.

(d) *Cancellation notice.* If the indenture agreement is cancelled, the department shall send a written cancellation notice to the parties. Any party who objects may make a request for a hearing within 20 days from the date of the notice.

(4) **APPROPRIATE SUBJECT MATTER.** (a) The department shall hold a hearing if a timely request is made under sub. (3) on any complaint alleging that the provisions of the indenture agreement are not being complied with by a party to the agreement. The department may not hold a hearing on complaints which consist of matters which are unrelated to the provisions of the indenture agreement.

(b) Examples of violations of the indenture agreement which may be appropriate subject matter for a hearing on a complaint to the department under this chapter include but are not limited to:

1. That the employer or other party to the indenture agreement has not provided to the apprentice the proper training as required in the indenture agreement;

2. That the employer or other party to the indenture agreement has failed to provide to the apprentice the proper schooling as required in the indenture agreement;

3. That the employer or other party to the indenture agreement has assigned the apprentice to perform job duties which do not provide the proper training as required in the indenture agreement;

4. That the employer or other party to the indenture agreement has failed to pay the wages as required in the indenture agreement;

5. That the apprentice is not satisfactorily progressing in the training or schooling required under the indenture agreement.

(c) Examples of matters which are unrelated to the provisions of the indenture agreement which are not appropriate subjects for a hearing by the department under this chapter include but are not limited to:

1. Employee absenteeism or tardiness at work or school;

2. Employee use of drugs or alcohol on the job at work or school;

3. Insubordination;

4. Refusal to perform work as assigned; or

5. Employee violations of the employer's printed work rules.

(d) If the department's investigation reveals that the dispute between the apprentice and the employer or other party to the

indenture agreement is unrelated to the provisions of the indenture agreement, the department may cancel the indenture agreement.

(5) **HEARING PROCEDURES.** (a) When the department sets a date for a hearing, it shall notify each party to the indenture agreement at least 20 days prior to the date of the hearing.

(b) The person appointed by the department as the hearing examiner may not be any person who has participated in an initial investigation of the complaint.

(c) The hearing examiner shall limit the hearing to the appropriate subject matter under sub. (4).

(d) The person making the complaint shall present evidence at the hearing to support the allegations in the complaint. If the person making the complaint fails to appear at the hearing without good cause or refuses to present evidence to support the allegations in the complaint, the hearing examiner may dismiss the complaint.

(e) The hearing examiner is not bound by the strict statutory or common law rules of evidence. Evidence shall be admitted as provided in s. 227.45, Stats.

(f) The hearing shall be transcribed. Any party may obtain a copy of the transcript by purchasing a copy from the transcription agency.

(g) At the conclusion of the hearing, the hearing examiner shall make written findings and orders and serve them upon the parties. The hearing examiner may make orders to enforce the indenture agreement, order penalties as provided in s. 106.01 (8) and (9), Stats., cancel the indenture agreement or dismiss the complaint.

(h) If the hearing examiner finds that a penalty as provided in s. 106.01 (8) and (9), Stats., is appropriate, the department may request the attorney general to seek a court order directing the party to pay the penalty. If any party fails to comply with an order of the hearing examiner, the department may request the attorney general to seek enforcement of the order or penalty in the circuit court.

(i) The decision of the hearing examiner is the final order of the department. Any party may seek judicial review of an order of the hearing examiner, as provided in ch. 227, Stats.

(6) **CANCELLATION.** This section does not apply to the request of either party that an indenture be cancelled during the probationary period specified in the indenture agreement.

History: Cr. Register, May, 1981, No.305, eff. 6-1-81; correction in (5) (e) made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482; **CR 07-010: am. (1), (4) (a), (b), (c), and (d), (5) (a), (b), and (f) and (6), r. (2), r. and recr. (3), Register June 2007 No. 618, eff. 7-1-07.**

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Chapter DWD 296

FEDERAL EQUAL OPPORTUNITY STANDARDS FOR APPRENTICESHIP PROGRAMS

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Note: Chapter Ind 96 was renumbered chapter ILHR 296 under s. 13.93 (2m) (b) 1., Stats., Register, February, 1996, No. 482. Chapter ILHR 296 was renumbered Chapter DWD 296 under s. 13.93 (2m) (b) 1., Stats., and corrections made under s. 13.93 (2m) (b) 6. and 7., Stats., Register, September, 1997, No. 501.

DWD 296.01 Scope and purpose. (1) This plan sets forth policies and procedures to promote equality of opportunity in apprenticeship programs registered with the state apprenticeship agency. These policies and procedures apply to the recruitment and selection of apprentices, and to all conditions of employment and training during apprenticeship and the procedures established provide for review of apprenticeship programs, for registering apprenticeship programs, for processing complaints, and for deregistering noncomplying apprenticeship programs.

(2) The purpose of this plan is to promote equality of opportunity in apprenticeship by prohibiting discrimination based on race, color, religion, national origin, or sex in apprenticeship programs by requiring affirmative action to provide equal opportunity in such apprenticeship programs and by coordinating this part with other equal opportunity programs.

History: Cr. Register, July, 1967, No. 139, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-72; renum. from Ind 85.11, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.02 Definitions. (1) "Agency" means the department of workforce development, division of apprenticeship and training.

(2) "Department" means the U.S. department of labor.

(3) "Employer" means any person or organization employing an apprentice whether or not the apprentice is enrolled with such person or organization or with some other person or organization.

(4) "Apprenticeship program" means a program operated in accordance with ch. 106, Stats.

(5) "Sponsor" means any person or organization operating an apprenticeship program, irrespective of whether such person or organization is an employer.

(6) "Commission" means the Wisconsin department of workforce development secretary or any person specifically designated by the secretary.

(7) "Registration" means the approval of an apprenticeship program or indenture by the department in accordance with Wisconsin statutes.

(8) "Deregistration" means the cancellation of an apprenticeship program or indenture by the department in accordance with Wisconsin statutes.

(9) "Secretary of labor" means the secretary of labor, the assistant secretary of labor for manpower or any person specifically designated by either of them.

(10) "Minority count" means, for the purpose of determining underutilization, the combinations of race, color, and national Origin as used by EEOC identification, of 4 major minority groups should be used, namely, Negro, American Indian, Oriental

and Spanish-American. The latter minority group includes persons of Latin American, Mexican and Puerto Rican origin. In determining underutilization and establishment of goals, minorities are treated as one group, i.e., the numbers of Negro, American Indian, Oriental and Spanish-American are combined for a minority count. This applies to both data or minority count in the labor market area and in the sponsor's work force.

(11) "Female count" means, for the purpose of determining female underutilization, the combinations of race, color, and national origin as used by EEOC identification.

History: Cr. Register, July, 1967, No. 139, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.12, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.03 Authority to adopt state plan. The authority for the implementation and adoption of these policies and procedures affecting the registration of apprenticeship programs with the agency is vested in the department under the authority of chs. 106 and 101, Stats., and other applicable statutes and regulations.

History: Cr. Register, July, 1967, No. 129, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.13, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.04 Equal opportunity standards.

(1) OBLIGATION OF SPONSORS. Each sponsor of an apprenticeship program shall:

(a) Recruit, select, employ, and train apprentices during their apprenticeship, without discrimination because of race, color, religion, national origin, or sex; and

(b) Uniformly apply rules and regulations concerning apprentices, including but not limited to, equality of wages, periodic advancement, promotion, assignment of work, job performance, rotation among all work processes of the trade, imposition of penalties, or other disciplinary action, and all other aspects of the apprenticeship program administration by the program sponsor; and

(c) Take affirmative action to provide equal opportunity in apprenticeship, including adoption of an affirmative action plan as required by this state plan.

(2) EQUAL OPPORTUNITY PLEDGE. Each sponsor of an apprenticeship program shall include in its standards the following equal opportunity pledge:

"The recruitment, selection, employment and training of apprentices during their apprenticeship, shall be without discrimination because of race, color, religion, national origin or sex. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will Operate the apprenticeship program as required under 29 CFR part 30, and the equal employment opportunity rules of the state of Wisconsin."

(3) PROGRAMS PRESENTLY REGISTERED. Each sponsor of an apprenticeship program registered with the agency as of June 12,

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1978 shall, by no later than January 1, 1979, take the following actions:

(a) Include in the standards of its apprenticeship program the equal opportunity pledge prescribed by sub. (2), and

(b) Adopt an affirmative action plan required by s. DWD 296.05, and

(c) Adopt a selection procedure required by s. DWD 296.06. A sponsor adopting a selection method under s. DWD 296.06 (2) (a), (b) or (c) shall prepare, and have available for submission upon request, copies of its amended standards, affirmative action plans, and selection procedure. A sponsor adopting a selection method under s. DWD 296.06 (2) (d) shall submit to the agency copies of its standards, affirmative action plan and selection procedure in accordance with the requirements of s. DWD 296.06 (2) (d) 1.

(4) SPONSORS SEEKING NEW REGISTRATION. A sponsor of a program seeking new registration with the agency shall submit copies of its proposed program, affirmative action plan, selection procedures, and such other information as may be required.

(5) PROGRAMS SUBJECT TO APPROVED EQUAL EMPLOYMENT OPPORTUNITY PLANS. A sponsor shall not be required to adopt an affirmative action plan under s. DWD 296.05 or a selection procedure under s. DWD 296.06 if it submits to the agency satisfactory evidence that it is in compliance with an equal employment opportunity program providing for the selection of apprentices and for affirmative action in apprenticeship including goals and timetables for women and minorities which has been approved as meeting the requirements of Title VII of the Civil Rights Act of 1964 as amended (42 USC 2000e et seq.) and its implementing regulations published in Title 29 of the Code of Federal Regulations, Chapter XIV or executive order 11246, as amended, and its implementing regulations at Title 41 of Code of Federal Regulations, chapter 60: *Provided*, that plans approved, modified or renewed subsequent to the effective date of this amendment will qualify for this exception only if the goals and timetables for minorities and women for the selection of apprentices provided for in such plans are equal to or greater than the goals required under this plan.

(6) PROGRAMS WITH FEWER THAN 5 APPRENTICES. A sponsor of a program in which fewer than 5 apprentices are indentured may not be required to adopt an affirmative action plan under s. DWD 296.05 or a selection procedure under s. DWD 296.06 provided, that such program was not adopted to circumvent the requirements of this plan.

History: Cr. Register, July, 1967, No. 139, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.14, Register, April, 1981, No. 304, eff. 5-1-81; corrections in (3), (5) and (6) made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 296.05 Affirmative action plans. (1) ADOPTION OF AFFIRMATIVE ACTION PLANS. A sponsor's commitment to equal opportunity in recruitment, selection, employment, and training of apprentices shall include the adoption of a written affirmative action plan.

(2) DEFINITION OF AFFIRMATIVE ACTION. Affirmative action is not mere passive nondiscrimination. It includes procedures, methods, and program for the identification, positive recruitment, training, and motivation of present and potential minority and female (minority and nonminority) apprentices. It is action which will equalize opportunity in apprenticeship so as to allow full utilization of minority and women work potential. The overall result to be sought is equal opportunity in apprenticeship for all individuals participating in or seeking entrance to Wisconsin's labor force.

(3) OUTREACH AND POSITIVE RECRUITMENT. An acceptable affirmative action plan must include adequate provision for outreach and positive recruitment that would reasonably be expected to increase minority and women participation in apprenticeship

by expanding the opportunity of these persons to become eligible for apprenticeship selection. In order to achieve these objectives, sponsors shall undertake activities such as those listed below. It is not contemplated that each sponsor necessarily will include all of the listed activities in its affirmative action program. The scope of the affirmative action program will depend on all the circumstances including the size and type of the program and its resources. However, the sponsor will be required to undertake a significant number of appropriate activities in order to enable it to meet its obligations under this part. The affirmative action plan shall set forth the specific steps the sponsor intends to take in the areas listed below.

(a) 1. Dissemination of information concerning the nature of apprenticeship, availability of apprenticeship opportunities, sources of apprenticeship applications, and the equal opportunity policy of the sponsor.

2. For programs accepting applications only at specified intervals, such information shall be disseminated at least 30 days in advance of the earliest date of application at each interval.

3. For programs customarily receiving applications throughout the year, such information shall be regularly disseminated but not less than semiannually.

4. Such information shall be given to the agency, local schools, employment service office, community organizations which can effectively reach minority and women's groups, and published in newspapers which are circulated in the minority community as well as the general areas in which the program sponsor operates. When apprenticeship openings are advertised in the newspapers, the "Help Wanted — Male or Female" column should be used.

(b) Participate in annual workshops conducted by employment service agencies for the purpose of familiarizing school, employment service and other appropriate personnel with the apprenticeship system and current opportunities therein.

(c) Cooperation with local school boards, vocational education systems, and other agencies to develop programs for preparing students to meet the standards and criteria required to qualify for entry into apprenticeship programs.

(d) Internal communication of the sponsor's equal opportunity policy in such a manner as to foster understanding, acceptance and support among the sponsor's various officers, supervisors, employees and members and to encourage such persons to take the necessary action to aid the sponsor in meeting its obligations under s. DWD 296.05.

(e) Engaging in programs such as outreach for the positive recruitment and preparation of potential applicants for apprenticeships; where appropriate and feasible, such programs shall provide for pretesting experience and training. If no such programs are in existence, the sponsor shall seek to initiate these programs, or when available to obtain financial assistance from the department. In initiating and conducting these programs, the sponsor may be required to work with other sponsors and appropriate community organizations. The sponsor shall also initiate programs to prepare and encourage women to enter traditionally male programs.

(f) To encourage the establishment and utilization of programs of preapprenticeship, preparatory trade training, or other designed to prepare candidates for apprenticeship, a sponsor shall make appropriate provision in its affirmative action plan to assure that those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program.

(g) Utilization of journeymen to assist in the implementation of the sponsor's affirmative action program.

(h) Granting advance standing or credit on the basis of previously acquired experience, training, skills or aptitude for all applicants equally.

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(i) Admitting to apprenticeship programs persons whose age exceeds the maximum age for admission to the program, where such action is necessary to assist the sponsor in achieving its affirmative action obligations.

(j) Such other action as to insure that the recruitment, selection, employment, and training of apprentices during apprenticeship, shall be without discrimination because of race, color, religion, national origin, or sex; such as: general publication of apprenticeship opportunities and advantages in advertisements, industry reports, articles, etc.; use of present minority or women apprentices and journeymen as recruiters; career counseling; periodic auditing of affirmative action programs and activities; and development of reasonable procedures between the sponsor and employers of apprentices to insure that equal employment opportunity is being granted including reporting systems, on-site reviews, briefing sessions, etc.

(4) GOALS AND TIMETABLES. (a) A sponsor adopting a selection method under s. DWD 296.06 (2) (a) or (b) which determines on the basis of the analysis described in sub. (5) that it has deficiencies in terms of underutilization of minorities and/or women (minority and nonminority) in the craft or crafts represented by the program shall include in its affirmative action plan percentage goals and timetables for the admission of minority and/or female (minority and nonminority) applicants into the eligibility pool.

(b) A sponsor adopting a selection method under s. DWD 296.06 (2) (c) or (d) which determines on the basis of the analysis described in sub. (5) that it has deficiencies in terms of the underutilization of minorities and/or women (minority and nonminority) in the craft or crafts represented by the program shall include in its affirmative action plan percentage goals and timetables for the selection of minority and/or female (minority and nonminority) applicants for the apprenticeship program.

(c) "Underutilization" as used in this subsection refers to the situation where there are fewer minorities and/or women (minority and nonminority) in the particular craft or crafts represented by the program than would reasonably be expected in view of an analysis of the specific factors in sub. (5) (a) through (e). Where, on the basis of the analysis, the sponsor determines that it has no deficiencies, no goals and timetables need be established. However, where no goals and timetables are established, the affirmative action plan shall include a detailed explanation why no goals and timetables have been established.

(d) Where the sponsor fails to submit goals and timetables as part of its affirmative action plan or submits goals and timetables which are unacceptable, and the agency determines that the sponsor has deficiencies in terms of underutilization of minorities and/or women (minority and nonminority) within the meaning of this section, the agency shall establish goals and timetables applicable to the Sponsor for the admission of minority and/or female (minority and nonminority) applicants into the eligibility pool or Selection of apprentices, as appropriate. The sponsor shall make good faith efforts to attain these goals and timetables in accordance with the requirements of this section.

(5) ANALYSIS TO DETERMINE IF DEFICIENCIES EXIST. The sponsor's determination as to whether goals and timetables shall be established, shall be based on an analysis of at least the following factors, which analysis shall be set forth in writing as part of the affirmative action plan:

(a) The minority and/or female (minority and nonminority) population of the labor market area in which the program sponsor operates;

(b) The size of the minority and/or female (minority and nonminority) labor force in the program Sponsor's labor market area;

(c) The percentage of minority and/or female (minority and nonminority) participation as apprentices in the particular craft as compared with the percentage of minorities and females in the labor force in the program sponsor's labor market area;

(d) The percentage of minority and/or female (minority and nonminority) participation as journeymen employed by the employer or employers participating in the program as compared with the percentage of minorities and/or women (minority and nonminority) in the sponsor's labor market area and the extent to which the sponsor should be expected to correct any deficiencies through the achievement of goals and timetables for the selection of apprentices.

(e) The general availability of minorities and/or women (minority and nonminority) with present or potential capacity for apprenticeship in the program sponsor's labor market area.

(6) ESTABLISHMENT AND ATTAINMENT OF GOALS AND TIMETABLES. The goals and timetables shall be established on the basis of the sponsor's analysis of its underutilization of minorities and/or female and its entire affirmative action program. In establishing the goals, the sponsor should consider the results which could be reasonably expected from its good faith efforts to make its overall affirmative action program work. Compliance with these requirements shall be determined by the agency as to whether the sponsor has met its goals within its timetable, or failing that, whether it has made good faith efforts to meet its goals and timetables. Its "good faith efforts" shall be judged by whether it is following its affirmative action program and attempting to make it work, including evaluation and changes in its program where necessary to obtain the maximum effectiveness toward the attainment of its goals. However, in order to deal fairly with program sponsors, and with women who are entitled to protection under the goals and timetables requirements, during the first 12 months after the effective date of these rules, the program sponsor would generally be expected to set a goal for women for the entering year class at a rate which is not less than 50% of the proportion women are of the workforce in the program sponsor's labor market area and set a percentage goal for women in each class beyond the entering class which is not less than the participation rate of women currently in the preceding class. At the end of the first 12 months after the effective date of these rules, sponsors are expected to make appropriate adjustments in goals. (See s. DWD 296.08 (2)).

(7) DATA AND INFORMATION. The secretary of labor shall make available to program sponsors data and information on minority and/or female (minority and nonminority) population and labor force characteristics for each standard metropolitan statistical area, and for other special areas as appropriate.

History: Cr. Register, July, 1967, No. 159, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-71; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.15, Register, April, 1981, No. 304, eff. 5-1-81; corrections made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 296.06 Selection of apprentices. (1) OBLIGATIONS OF SPONSORS. In addition to the development of a written affirmative action plan to insure that minorities and women have an equal opportunity for selection as apprentices and otherwise insure the prompt achievement of full and equal opportunity in apprenticeship, each sponsor shall further provide in its affirmative action program that the selection of apprentices shall be made under one of the methods specified in sub. (2) (a) through (d).

(2) SELECTION METHODS. The sponsor shall adopt one of the following methods for selecting apprentices prior to January 1, 1979.

(a) *Selection on basis of rank from pool of eligible applicants.*
1. Selection. a. A sponsor may select apprentices from a pool of eligible applicants created in accordance with the requirements of subd. 3. on the basis of the rank order of scores of applicants on one or more qualification standards where there is a significant statistical and practical relationship between rank order of scores and performance in the apprenticeship program.

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b. In demonstrating such relationship, the sponsor shall follow the procedures set forth in guidelines on employee selection procedures published in 41 CFR Part 60-3.

2. Requirements. The sponsor adopting this method of selecting apprentices shall meet the requirements of subs. 3. through 7.

3. Creation of pool of eligibles. a. A pool of eligibles shall be created from applicants who meet the qualifications of minimum legal working age; or from applicants who meet qualification standards in addition to minimum legal working age provided that any additional qualification standards conform with the following requirements:

b. The qualification standards, and the procedures not determining such qualification standards, shall be stated in detail and shall provide criteria for the specific factors and attributes to be considered in evaluating applicants for admission to the pool. The score required under each qualification standard for admission to the pool shall also be specified. All qualification standards, and the Score required on any standard for admission to the pool, shall be directly related to job performance, as shown by a significant statistical and practical relationship between the score on the standards, and the score required for admission to the pool, and performance in the apprenticeship program. In demonstrating such relationships, the sponsor shall follow the procedures set forth in 41 CFR Part 60-3. Qualifications shall be considered as separately required so that the failure of an applicant to attain the specified score under a single qualification standard shall disqualify the applicant from admission to the pool.

c. Any qualification standard for admission to the pool consisting of aptitude test scores shall be directly related to job performance, as shown by significant statistical and practical relationships between the score on the aptitude tests, and the score required for admission to the pool, and performance in the apprenticeship program. In determining such relationships, the sponsor shall follow the procedures set forth in 41 CFR Part 60-3. These requirements shall also be applicable to aptitude tests utilized by a program sponsor which are administered by a state employment service agency, a private employment agency, or any other person, agency or organization engaged in the selection or evaluation of personnel.

d. All educational attainments or achievements as qualifications for admission to the pool shall be directly related to job performance, as shown by a significant statistical and practical relationship between the score, and the score required for admission to the pool, and performance in the apprenticeship program. In demonstrating such relationships, the sponsor shall meet the requirements of 41 CFR Part 60-3. School records or the results of general education development tests recognized by the state or local public instruction authority shall be evidence of educational achievement. Education requirements shall be applied uniformly to all applicants.

4. Oral interviews. Oral interviews shall not be used as a qualification standard for admission into an eligibility pool. However, once applicants are placed in the eligibility pool, and before they are selected for apprenticeship from the pool, they may be required to submit to an oral interview. Oral interviews shall be limited only to such objective questions as may be required to determine the fitness of applicants to enter the apprenticeship program, but shall not include questions relating to qualifications previously determined in gaining entrance to the eligibility pool. When an oral interview is used, each interviewer shall prepare a summary of any conclusions. Applicants rejected from the pool of eligibles on the basis of an oral interview shall be given a written statement of Such rejection, the reasons therefor, and the appeal rights available to the applicant.

5. Notification of applicants. All applicants who meet the requirements for admission shall be notified and placed in the eligibility pool. The program sponsor shall give each rejected appli-

cant notice of the rejection, including the reasons for the rejection, the requirements for admission to the pool of eligibles, and the appeal rights available to the applicant.

6. Goals and timetables. The sponsor shall establish, where required by s. DWD 296.05 (5), percentage goals and timetables for the admission of minority and/or women (minority and nonminority) into the pool of eligibles in accordance with the provisions of s. DWD 296.05 (4), (5), and (6).

7. Compliance. A sponsor shall be deemed to be in compliance with its commitments under subd. 6. if it meets its goals or timetables or if it makes a good faith effort to meet these goals and timetables. In the event of the failure of the sponsor to meet its goals and timetables, it shall be given an opportunity to demonstrate that it has made every "good faith effort" to meet its commitments of s. DWD 296.05 (6). All the actions of the sponsor shall be reviewed and evaluated in determining whether such good faith efforts have been made.

(b) *Random selection from pool of eligible applicants.* 1. A sponsor may select apprentices from a pool of eligible applicants on a random basis. The method or random selection is subject to approval by the agency. Supervision of the random selection process shall be by an impartial person or persons selected by the sponsor, but not associated with the administration of the apprenticeship program. The time and place of the selection, and the number of apprentices to be selected, shall be announced. The place of the selection shall be open to all applicants and the public. The names of apprentices drawn by this method shall be posted immediately following the selection at the program sponsor's place of business.

2. The sponsor adopting this method of selecting apprentices shall meet the requirements of par. (a) 3. to 5. relating to the creation of pool of eligibles, oral interviews and notification of applicants.

3. Goals and timetables. The sponsor shall establish, where required by s. DWD 296.05 (4), percentage goals and timetables for the admission of minority and/or women (minority and nonminority) into the pool of eligibles in accordance with the provisions of s. DWD 296.05 (4), (5), and (6).

4. Compliance. Determinations as to the sponsor's compliance with its obligations under these rules shall be in accordance with the provisions of par. (a) 7.

(c) *Selection from pool of current employees.* 1. Selection. A sponsor may select apprentices from an eligibility pool of workers already employed by the program sponsor in a manner prescribed by a collective bargaining agreement where such exists, or by the sponsor's established promotion policy. The sponsor adopting this method of selecting apprentices shall establish goals and timetables for the selection of minority and/or female (minority and nonminority) apprentices, unless the sponsor concludes, in accordance with the provisions of s. DWD 296.05 (4), (5) and (6) that it does not have deficiencies in terms of underutilization of minorities and/or women (minority and nonminority) in the apprenticeship of journeymen crafts represented by the program.

2. Compliance. Determination as to the sponsor's compliance with its obligations under the regulations shall be in accordance with the provisions of par. (a) 7.

(d) *Alternative selection methods.* 1. Selection. A sponsor may select apprentices by means of any other method, including its present selection method, provided that the sponsor meets the following requirements:

a. Within 90 days of the effective date of this plan, the sponsor shall submit to the agency a detailed statement of the revised selection method it proposes to use along with the rest of its written affirmative action program including where required by s. DWD 296.05 (4), its percentage goals and timetables for the selection of minority and/or female (minority and nonminority) applicants for apprenticeship and its written analysis, upon which such goals and timetables, or lack thereof, are based. The establishment

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of goals and timetables shall be in accordance with the provisions of s. DWD 296.05 (4), (5), and (6). The sponsor may not implement any such selection method until the agency has approved the selection method as meeting the requirements of qualifications standards of par. (d) 1. and has approved the remainder of its affirmative action program including its goals and timetables. If the agency fails to act upon the selection method and the affirmative action program within 30 days of its submission, the sponsor may implement the selection method on the effective date of this plan.

b. Apprentices shall be selected on the basis of objective and specific qualification standards. Examples of such standards as fair aptitude tests, school diplomas or equivalent, occupationally essential physical requirements, fair interviews, school grades, and previous work experience. Where interviews are used, adequate records shall be kept including a brief summary of each interview and the conclusions on each of the specific factors, e.g., motivation, ambition, and willingness to accept direction which are part of the total judgment. In applying any such standards, the sponsor shall meet the requirements of 41 CFR Part 60-3.

2. Compliance. Determination as to the sponsor's compliance with its obligations under these regulations shall be in accordance with the provisions of par. (a) 7. Where a sponsor uses this selection method and despite its good faith efforts, fails to meet its goals and timetables, the sponsor may be required to make appropriate changes in its affirmative action program to the extent necessary to obtain maximum effectiveness towards the attainment of its goals. The sponsor may also be required to develop and adopt an alternative selection method, including a method prescribed by the agency, where it is determined that the failure of the sponsor to meet its goals is attributable in substantial part to the selection method. Where the sponsor's failure to meet its goals and timetables is attributable in substantial part to its use of a qualification standard the sponsor may be required to demonstrate that such qualification standard is directly related to job performance, in accordance with the provisions of par. (a) 3.

History: Cr. Register, July, 1967, No. 139, eff. 8-1-67; r. and rec. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.16, Register, April, 1981, No. 304, eff. 5-1-81; corrections made under s. 13.93 (2m) (b) 4. and 7., Stats., Register, February, 1996, No. 482.

DWD 296.07 Existing list of eligibles and public notice. (1) A sponsor adopting a selection method under s. DWD 296.06 (2) (a) (b), and a sponsor adopting a selection method under s. DWD 296.06 (2) (d) who determines that there are fewer minorities and/or women (minority and nonminority) on its existing lists of eligibles than would reasonably be expected in view of the analysis described in s. DWD 296.05 (5) shall discard all existing eligibility lists upon approval and adoption of their selection methods and affirmative action plan. New eligibility lists shall be established and current copies will be provided the agency. The sponsor shall provide at least 30 days of public notice in advance of the earliest date applicants may apply and establish a reasonable period of not less than 2 weeks for accepting applications for the eligibility lists. Notification procedures shall be outlined in the sponsor's affirmative action plan.

(2) Applicants who have been placed in a pool of eligibles shall be retained on lists of eligibles subject to selection for a period of 2 years. Applicants may be removed from the list at an earlier date by their request or following their failure to respond to an apprentice job opportunity given by registered return receipt mail notice. Applicants who have been accepted in the program shall be afforded a reasonable period of time in light of the customs and practices of the industry for reporting for work. All applicants shall be treated equally in determining such period of time. It shall be the responsibility of the applicant to keep the sponsor informed of a current mailing address. A sponsor may restore to the list of eligibles an applicant who has been removed from the

list at his or her request or who has failed to respond to an apprenticeship job opportunity.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.17, Register, April, 1981, No. 304, eff. 5-1-81; corrections made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 296.08 Records. (1) OBLIGATIONS OF SPONSORS. Each sponsor shall keep adequate records including a summary of the qualifications of each applicant, the basis for evaluation and for selection or rejection of each applicant, the records pertaining to interviews of applicants, the original application for each applicant, information relative to the operation of the apprenticeship program, including but not limited to job assignment, promotion, demotion, lay-off, or termination, rates of pay, or other forms of compensation or conditions of work, and any other records pertinent to a determination of compliance with these regulations, as may be required by the agency. The records pertaining to individual applicants, whether selected or rejected shall be maintained in such manner as to permit identification of minority and female (minority and nonminority) participants.

(2) AFFIRMATIVE ACTION PLANS. Each sponsor must retain a statement of its affirmative action plan required by s. DWD 296.05 for the prompt achievement of full and equal opportunity in apprenticeship, including all data and analysis made pursuant to the requirements of s. DWD 296.05. Sponsors shall annually review their affirmative action plan and update it where necessary.

(3) QUALIFICATION STANDARDS. Each sponsor must maintain evidence that its qualification standards have been validated in accordance with the requirements set forth in s. DWD 296.05 (2).

(4) MAINTENANCE OF RECORDS. The records required by this plan and any other information relevant to compliance with these rules. shall be maintained for 5 years and made available upon request to the agency or the department of labor.

(5) RECORDS OF THE AGENCY. The agency will keep adequate records, including registration requirements, approved individual program standards, registration actions, deregistration actions, program compliance reviews and investigations, individual program minority count, total apprenticeship minority count, individual sex count, and total sex count pertinent to a determination of compliance with this plan. The agency will make reports to the department that are reasonably pertinent to the compliance of this plan as required.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.18, Register, April, 1981, No. 304, eff. 5-1-81; corrections made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 296.09 Compliance reviews. The agency will regularly conduct systematic review of apprenticeship programs in order to determine the extent to which sponsors are complying with these rules and will also conduct compliance reviews undertaking sanctions under s. DWD 296.13. In the case of sponsors seeking new registration, the agency will provide appropriate recommendations to the sponsor to enable it to achieve compliance for registration purposes.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.19, Register, April, 1981, No. 304, eff. 5-1-81; correction made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 296.10 Noncompliance With federal and state equal opportunity requirements. A pattern of practice of noncompliance by a sponsor (or where the sponsor is a joint apprenticeship committee, by one of the parties represented on such committee) with federal or state laws or regulations requiring equal opportunity may be grounds for the imposition of sanctions in accordance with s. DWD 296.13 if such compliance is related to the equal employment opportunity of apprentices and/or graduates of such an apprenticeship program under this plan. The sponsor shall take affirmative steps to assist and cooperate with

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employers and unions in fulfilling their equal employment opportunity obligations.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.20, Register, April, 1981, No. 304, eff. 5-1-81; correction made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482; correction made under s. 13.93 (2m) (b) 7., Stats., Register November 2002 No. 563.

DWD 296.11 Complaint procedure. (1) FILING. (a) Apprentices or applicants for apprenticeship who believe that they have been discriminated against on the basis of race, color, religion, national origin, or sex with regard to apprenticeship or that the equal opportunity standards have not been followed in the operation of an apprenticeship program may, personally or by an authorized representative, file a complaint with the agency or with a private review body established pursuant to par. (c). The complaint shall be in writing and shall be signed by the complainant. It must include the name, address, and telephone number of the person allegedly discriminated against, the program sponsor involved, and a brief description of the circumstances causing the complaint.

(b) The complaint must be filed not later than 180 days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards; and, in the case of complaints filed directly with review bodies designated by program sponsors to review such complaints, any referral of such complaint by the complainant to the agency must occur within the time limitation stated above or 30 days from the final decision of such review body, whichever is later. The time may be extended by the agency for good cause shown.

(c) Sponsors are encouraged to establish fair, speedy and effective procedures for a review body to consider complaints or failure to follow the equal opportunity standards. A private review body established by the program sponsor for this purpose should number 3 or more responsible persons from the community serving in this capacity without compensation.

(d) Members of the review body should not be directly associated with the administration of an apprenticeship program. Sponsors may join together in establishing a review body to serve the needs of programs within the community.

(2) PROCESSING OF COMPLAINTS. (a) 1. When the sponsor has designated a review body for reviewing complaints, and if the agency determines that such review body will effectively enforce the equal opportunity standards, the agency, upon receiving a complaint shall refer the complaint to the review body.

2. The agency shall, within 30 days following the referral of a complaint to the review body, obtain reports from the complainant and the review body as to the disposition of the complaint. If the complaint has been satisfactorily adjusted, and there is no other indication of failure to apply equal opportunity standards, the case shall be closed and the parties appropriately informed.

3. When a complaint has not been resolved by the review body within 90 days or where, despite satisfactory resolution of the particular complaint by the review body, there is evidence that the equal opportunity practices of the apprenticeship program are not in accordance with this plan, the agency may conduct such compliance review as found necessary, and will take all necessary steps to resolve the complaint.

(b) Where no review body exists, the agency may conduct such compliance review as found necessary in order to determine the facts of the complaint, and obtain such other information relating to compliance with these regulations as the circumstances warrant.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.21, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.12 Adjustments in schedule for compliance review or complaint processing. If, in the judg-

ment of the agency, a particular situation warrants and requires special processing and either expedited or extended determination, it shall take the steps necessary to permit such determination if it finds that no person or party affected by such determination will be prejudiced by such special processing.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.22, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.13 Sanctions. (1) AGENCY ACTIONS. Where the agency, as a result of a compliance review or other reason, determines that there is reasonable cause to believe that an apprenticeship program is not operating in accordance with this plan and voluntary collective action has not been taken by the program sponsor, the agency shall institute proceedings to deregister the program or institute court action under the applicable state statutes and it shall refer the matter to the department for referral to the attorney general with recommendations for the institution of a court action by the attorney general under title VII of the civil rights act of 1964.

(2) DEREGISTRATION. Deregistration proceedings shall be conducted in accordance with the following procedures:

(a) The agency shall notify the sponsor, in writing, that a determination of reasonable cause has been made under sub. (1) and that the apprenticeship program may be deregistered unless, within 15 days of the receipt of the notice, the sponsor requests a hearing. The notification shall specify the facts on which the determination is based.

(b) If, within 15 days of the receipt of the notice provided for in sub. (1), the sponsor mails a request for a hearing, the department shall convene a hearing in accordance with sub. (3).

(c) The department shall make a final decision on the basis of the record before it, which shall consist of the compliance review file and other evidence presented and, if a hearing was conducted pursuant to sub. (3), the proposed findings and recommended decision of the hearing officer. In its discretion, the department may allow the sponsor a reasonable time to achieve voluntary corrective action. If the department's decision is that the apprenticeship program is not operating in accordance with this plan, it will implement action as referred to in sub. (1). In each case in which such action is ordered, the department shall make public notice of the order and shall notify the sponsor and the complainant, if any, and the department. The agency shall inform any sponsor whose program has been deregistered that it may appeal such deregistration to the department in accordance with procedures of 29 CFR 30.15.

(3) HEARINGS. Hearings shall be conducted in accordance with the following procedures:

(a) Within 30 days of its receipt of a request for a hearing, the department shall designate a hearing officer. The hearing officer shall give reasonable notice of such hearing by registered mail, return receipt requested, to the sponsor. Such notice shall include a reasonable time and place of hearing; a statement of the provisions of this plan pursuant to which the hearing is to be held; and a concise statement of the matters pursuant to which the action forming the basis of the hearing is proposed to be taken.

(b) The hearing officer shall regulate the course of the hearing. Hearings shall be informally conducted. Every party shall have the right to counsel, and a fair opportunity to present his or her case including such cross-examination as may be appropriate in the circumstances. Hearing officers shall make their proposed findings and recommended decisions to the department upon the basis of the record before them.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.23, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.14 Reinstatement of program registration. Any apprenticeship program deregistered pursuant to this

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plan may be reinstated upon presentation of adequate evidence to the department that the apprenticeship program is operating in accordance with this plan.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978 No. 275, eff. 12-1-78; renum. from Ind 85.24, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.15 Intimidatory or retaliatory acts. Any intimidation, threat, coercion, or retaliation by or with the approval of any sponsor against any person for the purpose of interfering with any right or privilege secured by Wisconsin's apprenticeship or fair employment practices laws, Title VII of the Civil Rights Act of 1964, executive order 11246 as amended, or because he/she has made a complaint, testified, assisted, or participated in any manner in an investigation proceeding, or hearing under this plan shall be considered noncompliance with the equal opportunity standards of this plan. The identity of complainants shall be kept confidential except to the extent necessary to carry out the purpose of this plan, including the conduct of any investigation, hearing or judicial proceeding arising therefrom.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, Novem-

ber, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.25, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.16 Nondiscrimination. The commitments contained in the sponsor's affirmative action program are not intended and shall not be used to discriminate against any qualified applicant or apprentice on the basis of race, color, religion, national origin, or sex.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; renum. from Ind 85.26, Register, April, 1981, No. 304, eff. 6-1-81.

DWD 296.17 Exemptions. Requests for exemption from these regulations, or any part thereof, shall be made in writing to the department and shall contain a statement of reasons supporting the request. Exemptions may be granted for good cause. The agency will immediately notify the department any such exemptions granted affecting a substantial number of employees and the reasons therefor,

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.27, Register, April, 1981, No. 304, eff. 5-1-81.