

Regional Pre-Apprenticeship Collaboration

Meeting 17 Friday, June 30, 2017 8:00 – 10:00 am South Seattle College Georgetown Campus *Bldg C 122

Meeting Minutes

Framework

Purpose / Vision / Mission / Spirit of this RPAC

Proposed norms for the purpose of this working session:

1. All encouraged to participate
2. Respect for the speaker
3. Discussion is over when it's over / avoid side conversations
4. Don't dominate the conversation
5. Be willing to let it go

Bylaw Edits

Review updates and start where we left off in June: Article VI.

- A. Review this version from a wholistic perspective.
- B. Think and decide on the document as a whole, avoid detailed grammatical debates, raise any final pertinent questions, and
- C. Pass the document on to the charter committee and pre-apprenticeship managers to take the bylaws across the finish line before our July Meeting.

Whole group reviewed Article I through V with May edits, staff details, and clarifications added since our last meeting.

p. 3 Article IV. **Definition of "organization"** for Member Organizations must be clear, legal, and complete.

p. 5 **Definition of "community organization"** must be clear, legal, and complete.

It was agreed that in each case, the work of any participating organization must be actively supporting our mission.

It was agreed, that this definition must be based on some existing structure (like WA State) to maintain a solid structure, avoid watering it down, and subjective decision making on who is a "legitimate" or "eligible" Voting Organization and Community Organization.

In both cases, we must decide:

- the final definitions.
- whether they must be registered with the state.

Jeanne Fulcher (City of Seattle) volunteered to do this research.

It was agreed that "we cannot be all things to all people, nor build and care for all flailing organizations".

We have weighty work at hand and need a strong membership and leadership that understands, is committed to, and active in this work.

p.4 Article V. **Can one self-nominate for Steering Committee?**

It was agreed that one can self-nominate, but that nomination must have a 2nd motion from a member of a distinct organization.

Therefore, we will need a signature line and organization line on the nomination form.

p.6-9 **"Governing Structure"**:

It was agreed that "Governing Structure" under Article VI, be moved to Article V so that Article V is all about Governing Structure (ie: Steering Committee, Working Sub-Committees, and Officers)

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p.6 **Officers:**

Typically, Officers come from the Steering Committee.

It was agreed that RPAC Officers do not have to necessarily come from the Steering Committee, but those that do not, must come from Voting Organizations

p.6 **Removal of Officers:**

It was agreed that “Officers must be elected, **and may be removed**, with a 2/3 majority of the Voting Organizations to ensure the integrity of the PSRPAC.”

p.8 **Decision making:**

It was agreed that “Decisions will require the approval of 2/3 of Voting Organizations **present**”.

And:

“Any action may be taken without a meeting if **7/8 of** all Voting Organizations consent in writing to that action.

p.7 **VP:**

It was agreed that the VP should not have to schedule meetings and logistics, but should “**fulfill duties as assigned by President**”

p.4 **Article V:**

It was agreed that the new Article V **needs an introductory paragraph**.

p.9 Article VI. **Staff and Duties:**

It was agreed that staff and duties **should NOT be detailed in the bylaws**. Indeed, they are not bylaws but a part of the RPAC Charter’s plan for the sustainable success of our mission over the long term. They were written into this version to provide additional clarifying content (for the full collaborative) that was not written in the original bylaws.

It was agreed that we **may write into the bylaws something about** the “aspirational goals . . . intent to hire staff . . . to reach goals . . . duties and qualifications to be determined . . .”

p.9 **Employer of Record:**

It was agreed that the **Fiscal Agent will NOT be the Employer of Record**. Any staff hired to support RPAC meetings or perform the work that will directly result in meeting the RPAC’s objectives shall report to the Officers and the Steering Committee.

We are seeking anyone with past experience in this realm to learn challenges and best practices.

R3 Community Services:

It was agreed to close the meeting at 9:30 am in order for RPAC members to tour the 2-Day Hands-On Construction Preparation Training/Assessment on the SSC Georgetown Campus, hosted by the Cement Masons and including the Plasterers, Carpenters, and Brick Layers Apprenticeship Programs. For more information, call R3 Community Services’ Kevin Peterman at 206.534.5682

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Upcoming Events

Jim Charest

Brick Layers + Allied Crafts accepting Apprentices now! Call 206.768.8333

Joe Hannan

Cement Masons Pre-Apprenticeship Boot Camp:
Call 206-762-9286

July 18 – July 28
Applications due ASAP
Evaluation Tryouts: July 17th

Greg Christiansen

Ironworker's next Pre-Apprenticeship Boot Camp:
Call 206.477.9780 or 206.477.7741
Completers go straight into Local 86

August 14 – Sept 8
Applications due August 4th
Evaluation Tryouts: August 10th

Keith Armstrong

Tacoma Works
Call 253.591.5826 LEAP@cityoftacoma.org
+ Tacoma School District Summit (?)
+ Tech / Construction Trades

Thursday, July 27: 6-8pm
1724 E 44th Street Tacoma, WA 98404

Rachel Roberts

Helmets to Hardhats
Call 360.999.8024

Nick Weathers

July – Sept Training on naval Base

WWATC Quarterly Meeting

10 am Friday, July 14th @ Local 86

WSATC Quarterly Meetings

July 19 + 20 in Tumwater, WA

Last Call for the Good of the Order

A written RPAC workplan (ie: What has been done. What is planned) may be very beneficial in helping the RPO (Regional Public Owners group) to support specific work to meet mutual outcomes.

Closing Remarks

Pre-Apprenticeship and Apprenticeship is a high priority for the Governor – especially getting youth into those career tracks. There are currently plenty of funding streams to support this work. Any structure like this collaboration that can be formalized and recognized by elected officials at this time will shape the education and training system for years to come.

- The message must be honest: this industry is still very competitive.
- We must stress the importance of perseverance and persistence in the application processes (+ plan B temporary jobs – an important part of the pipeline we are building).
- Consider be inclusive as a group to include those other employers and pathways to apprenticeship.

Jody Robbins Apprenticeship Manager WA State LNI