

2004-507
MAY 23.05

APPRENTICE WAGE RATE SCHEDULE

This structure is intended to help facilitate the identification of the proper wage rates for apprentices. The following ranges accommodate any local apprentice program provided the program has a minimum of four periods and a maximum of ten periods. Apprentice wage rates are determined by selecting the schedule of periods listed below that corresponds to the number of periods in the applicable craft apprenticeship program, locate the period which reflects the current period of the apprentice to be paid, and then applying the percentage listed for that period to the journeyman wage rate for the craft as listed in the preceding schedule of wage rates. **NOTE:** To determine the appropriate pay for apprentices, the percentages listed below should be applied to journeyman rates **published** in this wage document. The health and welfare, pension, and annuity contributions identified in the **published** wage document should be added to the wages as determined in the previous sentences to determine the total package for any given apprentice. This predetermined total wage package may then be used by the local unions to redistribute the wages and fringes as specified in Article XII of the Project Maintenance and Modification Agreement and Article X of the Construction Project Agreement.

All crafts (except Boilermaker)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
57%	70%	80%	90%

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
57%	66%	74%	85%	90%

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
57%	63%	69%	76%	83%	90%

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
57%	62%	67%	72%	78%	84%	90%

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
57%	61%	65%	70%	75%	80%	85%	90%

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
57%	60%	64%	68%	72%	76%	80%	84%	90%

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
57%	60%	63%	66%	70%	74%	78%	82%	86%	90%

Boilermaker only:

		Wage Rate	H&W ¹	Pension ¹	Annuity ¹
1 st Period (0-1,000 hrs.)	(75%)	17.75	4.05	.25	1.50
2 nd Period	(80%)	18.94	4.05	3.57	1.50
3 rd Period	(85%)	20.12	4.05	3.57	1.50
4 th Period	(90%)	21.30	4.05	3.57	1.50
5 th Period	(95%)	22.49	4.05	3.57	1.50
6 th Period	(95%)	22.49	4.05	4.50	1.50

EXHIBIT B

(This Exhibit applies only to contracts covered by Project Agreements.)

HOURLY CONTRIBUTION TO APPRENTICESHIP/TRAINING FUNDS

Effective First Pay Period Beginning After January 1, 2002

I. APPRENTICESHIP FUNDS

(For rules governing contributions to apprenticeship programs, see LRS-16.)

Crafts for which contributions are paid on all classifications within the craft:

Asbestos Workers	19 cents per hour
<u>(Exception:</u> Contribution for Asbestos Abatement Worker classifications only is 25 cents per hour to the Asbestos Workers Regional Local 207 Training Program.)	
Boilermakers	40 cents per hour
Carpenters	34 cents per hour
Electrical Workers	1.28% of hourly rate
Millwrights	34 cents per hour
Iron Workers	26 cents per hour
Painters.....	40 cents per hour
Sheet Metal Workers	34 cents per hour
Sprinkler-Fitters	20 cents per hour
Steamfitters.....	33 cents per hour

Crafts for which contributions are paid on journeyman and above classifications within the craft:

Bricklayers	14 cents per hour
Cement Masons	11 cents per hour
Operating Engineers.....	30 cents per hour
Roofers	7 cents per hour

II. TRAINING FUNDS

Laborers - In lieu of contributions to an apprentice fund, for all classifications represented by the Laborers' International Union of North America (LIUNA), a contribution is made to the LIUNA Training Fund. (For instructions, see **LRS-47**.)

Laborers.....	20 cents per hour
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TVA 1851

LABOR PROVISIONS

Prevailing Wage Rate

The contractor is required to pay, and to ensure that each subcontractor pays, not less than the prevailing rate of wages for work of a similar nature prevailing in the vicinity to all laborers and mechanics performing work under this contract. TVA's determination of prevailing rates of wages and fringe benefits are listed in either Exhibit A - Wage Schedule or Exhibit S-1 - Wage Schedule which may be modified by TVA or otherwise modified in accordance with this contract from time to time. The contractor is required to post the appropriate wage schedule in a prominent location at each job site where employees pass by not less than once per month. (*Note: Wage rates are normally reexamined by TVA annually, and revisions in the wage scale usually become effective near the beginning of each calendar year. Exhibit A - Wage Schedule covers construction of new generation capacity or transmission facilities, or maintenance and modification of existing generating plants or transmission facilities. Exhibit S-1 - Wage Schedule covers construction, maintenance, modification, or additions to offices, other buildings, or facilities. Questions regarding application of these exhibits should be directed to your Contract Officer.*)

Covered Work

The term "employee" used throughout this document applies only to persons employed to perform laborer or mechanic-type work, commonly referred to as trades and labor (blue-collar) work.

This document applies to TVA work performed by contractors or subcontractors of any tier on real property in possession or control of TVA. This document also applies to the following work performed by contractors or subcontractors on any tier: roadside production of material; all hauling of material from roadside quarries and pits, from railroad or water delivery points, or from local sources of production to the site of the work; and concrete proportioning plants; from which material is used wholly on this contract or on contracts under the supervision of TVA.

Apprenticeship Classifications

The apprentice classifications and rates listed in the appropriate wage schedule of this document may be applied only to persons who are duly registered in a bona fide apprenticeship program that is (1) registered with a state apprenticeship agency recognized by the United States Department of Labor; (2) registered with the Bureau of Apprenticeship and Training, United States Department of Labor; or (3) an otherwise bona fide apprenticeship program as determined by the contracting officer, whose decision on this issue shall be final. TVA reserves the right to request a copy of and to review the contractor's apprenticeship program to ensure that it is in fact a bona fide program that provides a clear program to teach journeyman skills to unskilled workers.

Classifications and Rates of Pay

Classifications not contained in the wage schedule with this document shall not be used by the contractor without advance permission of the contracting officer. Any question as to the correct classification, rates, and benefits which apply to individual employees of the contractor will be determined by the contracting officer, whose decision shall be final and conclusive in the absence of a decision by the Secretary of Labor. If any dispute arises as to the prevailing rates of wages, the question shall be referred for determination to the Secretary of Labor, whose decision shall be final. In the absence of a decision of the Secretary of Labor, the prevailing rates of wages for the different classifications set out in the wage schedule with this document (as it may be modified by TVA from time to time) shall be considered by all parties to be the minimum rates of wages that shall be paid by the contractor for the work performed under this contract.

No individual shall be employed as a skilled or unskilled laborer on this contract except on a wage basis. This should not be construed to prohibit the subcontracting of work or the rental of trucks or other equipment if this is

otherwise permitted under this contract. Any individuals employed to perform work under such subcontracts or rental agreements will be paid on a wage basis in accordance with the provisions of the contract. No charge for food, gasoline, supplies, repairs, or equipment rental shall cause any deduction from the minimum amounts due to be paid to an individual performing work under this contract.

The hourly rates shown in the wage schedule with this document are for straight-time work.

A contractor or subcontractor may discharge its minimum wage obligations for the payment of specified straight-time wages and fringe benefits by paying in cash, making payments or incurring costs for fringe benefits contained in the wage schedule with this document, or by a combination thereof, provided overtime is based on the straight-time base rate as set out in the paragraph entitled "Overtime Compensation Provisions."

Multiple Shifts

When more than one shift is worked, employees on the first shift work 8 hours and are paid for 8 hours; employees on the second shift receive 8 hours' pay for 7-1/2 hours worked; employees on the third shift receive 8 hours' pay for 7 hours worked. The hours worked are exclusive of lunch periods. With approval of the TVA jobsite representative, straight-time shifts for more than 8-hour periods may be scheduled but for no less than 3 consecutive workdays. On those occasions, the last hour of second or third shifts is paid but not worked. Employees will be given 48 hours' notice prior to a change in their straight-time shift schedule.

Overtime

This contract requires the contractor or subcontractor to pay overtime rates of pay to employees for all hours worked in excess of 40 hours in any workweek. The overtime rate of pay is not less than 1-1/2 times the straight-time rate of pay for all hours over 40 in a workweek.

The overtime rate is 2 times the straight-time rate of pay for all hours worked on the employee's seventh day; on the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day; and if an employee is required to work for more than 16 hours without a nonwork period of at least 6 continuous hours. If any of the listed holidays fall on a Sunday, the following day is regarded as the official holiday.

If any hours worked fulfill the conditions for 2 or more overtime rates, only the higher overtime rate applies.

The contractor and any subcontractor responsible for violating the compensation provisions shall be liable to any affected employee for the employee's unpaid wages plus interest thereon from the date such wages should have been paid until they are paid at the rate prescribed for contractor claims under the Contract Disputes Act. The contracting officer may withhold, or cause to be withheld, from any monies due the contractor and/or subcontractor the full amount of wages required by this contract, plus interest as provided herein, and may distribute such withheld monies directly to employees who have not been paid in accordance with these provisions.

The payment of wages shall be by cash, negotiable instruments payable on demand, or the additional forms of compensation for which deductions are permissible as referenced in the paragraph entitled "Payroll Deductions."

Labor Payroll Records

For contracts over \$2,000 for the construction, alteration, repair, painting, or decoration of public buildings or works, the Secretary of Labor prescribes regulations (detailed in Part 3, Title 29, Code of Federal Regulations) covering persons employed to perform trades and labor (blue-collar) work. In accordance with these regulations, the contractor and each subcontractor shall preserve its weekly payroll records for a period of 3 years from the date of completion of the contract. The payroll records shall accurately and completely show the name, social security number, and address of each employee; the employee's correct classification, rate of pay, daily and weekly number of hours worked, deductions made, and actual wages paid; and any other information required by the regulations. Upon request, the contractor shall furnish, in paper or electronic form, weekly payroll records of contractors and subcontractors for inspection on a weekly or as-requested basis to the designated TVA jobsite representative, the contracting officer, other authorized representatives of TVA, or the Department of Labor.

Weekly Statement of Compliance

In accordance with Part 3, Title 29, Code of Federal Regulations, within seven days after the regular payment date of each payroll period, the contractor and each subcontractor is required to furnish to TVA's Contracting Officer a Weekly Statement of Compliance (form TVA 916). The Weekly Statement of Compliance shall certify that (1) the contractor or subcontractor has paid each of its employees engaged in work covered by this contract the full weekly wages earned as shown on the payroll; (2) no rebates have been or will be made either directly or indirectly to or on behalf of the contractor or subcontractor from the full weekly wages earned as shown on the payroll; and (3) no deductions (other than the permissible deductions defined in Part 3, Title 29, Code of Federal Regulations) have been or will be made either directly or indirectly from the full weekly wages earned as shown on the payroll. This statement shall be signed by the contractor or subcontractor or by an authorized officer or employee of the contractor or subcontractor who supervises the payment of wages. The contractor shall include appropriate provisions in all subcontracts to ensure fulfillment of these requirements.

The willful falsification of any payrolls and statements may subject the contractor or subcontractor to civil or criminal prosecution under Section 1001 of Title 18 and Section 3729 of Title 31 of the United States Code.

Payroll Deductions

Refer to Part 3, Title 29, Code of Federal Regulations, for detailed definitions of the payroll deductions which are (1) permissible without application to or approval of the Secretary of Labor or (2) permissible with the approval of the Secretary of Labor. Also defined are the requirements for making application for the approval of the Secretary of Labor.

Fees

No fee of any kind shall be asked or accepted by the contractor or any of its agents from any person who obtains work on the project, nor shall any person be required to pay any fee to any person or agency obtaining employment for the contractor on the project.

Fringe Benefits

In no event will the contractor or subcontractor recapture all or any part of the fringe benefit contributions paid directly to an employee or paid into any fund or in any way divert such contributions to the contractor's or subcontractor's own use or benefit.

Labor Cost Adjustment

Wage schedules (hereinafter referred to as "TVA wage document") are usually revised around the first of each calendar year to reflect changes in the prevailing rates of wages and related benefits. If any revisions are made by TVA which are applicable to the TVA wage document attached to this contract between the date of the contractor's offer and the date stipulated for completion of the contract, or any extension thereof authorized by TVA in accordance with the Delays and Remedies provision, the appropriate adjustment, increase or decrease, in the amount TVA is required to pay the contractor for field labor shall be made by TVA to reflect the revisions of the various wage classification rates as follows:

- (a) For each classification actually used in work on the contract and with respect to which a revision is made in the wage rate or related benefits listed in the TVA wage document, the number of hours worked during the period in which such revision is effective shall be determined from the certified payrolls maintained by the contractor or its subcontractor; and the increase or decrease in the respective wage rate or benefit shall be applied to this number of hours. Such increases or decreases shall include adjustments for FICA, unemployment insurance, and workers' compensation insurance which correspond to revisions of the TVA wage document; and such adjustments shall be assessed on the basis of changes in individual pay and not as a percentage of the contractor's total payroll. The contractor shall submit (1) labor cost adjustment billings to the Accounts Payable Department and (2) the Weekly Statement of Compliance (form TVA 916) to TVA's Contracting Officer. The contract price shall be adjusted based on the total net increase or decrease resulting from all such changes under the various classifications in the wage document. This labor cost adjustment shall be made regardless of the level of wage rates and other benefits actually paid by the contractor or subcontractor, either before or during the period of work under this contract.
- (b) Any revisions made in the TVA wage document which are not made applicable to this contract shall not give rise to any adjustment under this provision.

- (c) This provision is applicable only to work which is subject to the TVA wage document, and this provision is in lieu of all other adjustments for changes in the cost of such work.
- (d) In the event the contracting officer orders changes in the drawings or specifications, extra work, or other changes in the contract which result in a change in the field labor performed on a TVA jobsite and a change in the contract price is provided, such changes to the contract price shall be subject to field labor cost adjustment as provided herein. Since this cost adjustment will apply and will be calculated from the TVA wage document which was part of the original contract, the contractor's quotation for a change which involves any increase in the field labor shall be reduced to reflect any amount of cost adjustment the contractor will be entitled to under this provision.
- (e) Billing of adjustments under this provision shall be made at least every month.
- (f) TVA shall have the right to audit, without restrictions, the supporting data for all labor cost adjustment billings, and any payments to the contractor which are not supported by the contractor's books, records, documents, or other valid evidence shall be refunded to TVA.

Miscellaneous

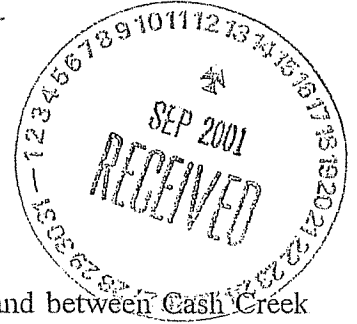
No skilled or unskilled labor shall be charged for any tools used in performing the employee's respective duties.

Every employee on the work covered by this contract shall be permitted to lodge, board, and trade where and with whom the employee elects; and neither the contractor nor its agents, nor its employees shall directly or indirectly require as a condition of employment that an employee shall lodge, board, or trade at a particular place or with a particular person.

No charge shall be made for any transportation furnished by the contractor or its agents to any person employed on the work.

PROJECT LABOR AGREEMENT

**ARTICLE I
PURPOSE**



This Agreement is entered into this 17th day of, September, 2001 by and between Cash Creek Generating, L.L.C. its successors or assigns (“Owner”) and the Owensboro Area Building & Construction Trades Council, AFL-CIO; acting on their own behalf and on behalf of their respective affiliates and members whose names are subscribed hereto and who have, through their duly authorized officers, executed this Agreement, hereinafter collectively called the “Union or Unions” with respect to the construction of the Cash Creek Generating Project, hereinafter “Project.”

The term “Contractor” shall include all construction contractors and subcontractors of whatever tier engaged in onsite construction work within the scope of this Agreement, including the Project Contractor when it performs construction work within the scope of this Agreement. Where specific reference to the party retained by Owner as the General Contractor alone is intended, the term “Project Contractor” is used.

The Parties to this Project Labor Agreement acknowledge that the construction of the Project is important to the economic development of Henderson County, Kentucky. The Parties recognize the need for the timely completion of the Project without interruption or delay. This Agreement is intended to enhance this cooperative effort through the establishment of a framework for labor-management cooperation and stability. The Contractor(s) and the Unions agree that the timely construction of this Project will require substantial numbers of employees from construction and supporting crafts possessing skills and qualifications that are vital to its completion. They will work together to furnish skilled, efficient craft workers for the construction of the Project. Further,

the Parties desire to mutually establish and stabilize wages, hours and working conditions for the craftworkers on this construction project, to encourage close cooperation between the Contractor(s) and the Unions to the end that a satisfactory, continuous and harmonious relationship will exist between the Parties to this Agreement.

Therefore, in recognition of the special needs of this Project and to maintain a spirit of harmony, labor-management peace, and stability during the term of this Agreement, the Parties agree to abide by the terms and conditions in this Agreement, and to establish effective and binding methods for the settlement of all misunderstandings, disputes or grievances which may arise. Further, the Contractor(s) and all contractors of whatever tier, agree not to engage in any lockout, and the Unions agree not to engage in any strike, slow-down, or interruption or other disruption or interference with the work covered by this Agreement.

ARTICLE II SCOPE OF AGREEMENT

Section 1. This Project Agreement shall apply and is limited to the recognized and accepted historical definition of new construction work under the direction of and performed by the Contractor(s), of whatever tier, which may include the Project Contractor, who have contracts awarded for such work on the Project. Such work shall include site preparation work and dedicated off-site work. The work will include site work, utilities, paving, and all related construction activities associated with the Project.

The project is defined as: the 1,000 Mega Watt Coal Fired Generating Station referred to as the Cash Creek Generating Project.

It is agreed that the Project Contractor shall require all Contractors or subcontractors of

whatever tier who have been awarded contracts for work covered by this Agreement, to accept and be bound by the terms and conditions of this Project Agreement by executing the Letter of Assent (Attachment A) prior to commencing work. The Project Contractor shall assure compliance with this Agreement by the Contractors. It is further agreed that, where there is a conflict, the terms and conditions of this Project Agreement shall supersede and override terms and conditions of any and all other national, area, or local collective bargaining agreements, except that the work of the International Union of Elevator Constructors on this Project shall be performed under the terms of its National Agreements, all work performed under the NTL Articles of Agreement, the National Stack/Chimney Agreement and the National Cooling Tower Agreement are excluded from the terms and conditions of this Agreement, with the exception of Articles V, VI, and VII of this Project Agreement, which shall apply to such work. (It is understood that this is a self-contained, stand alone, Agreement, and that by virtue of having become bound to this Project Agreement neither the Project Owner nor the contractors will be obligated to sign any other local, area, or national agreement, but will be required to abide by the terms and conditions found within the locally negotiated agreement for items listed on page 10.)

Section 2. Nothing contained herein shall be construed to prohibit, restrict, or interfere with the performance of any other operation, work, or function which may occur at the Project site or be associated with the development of the Project.

Section 3. This Agreement shall only be binding on the signatory parties hereto and shall not apply to their parents, affiliates or subsidiaries.

Section 4. The Owner and/or The Project Contractor have the absolute right to select any qualified bidder for the award of contracts on this Project without reference to the existence or non-existence of any agreements between such bidder and any party to this Agreement; provided, however, only that such bidder is willing, ready and able to become a party to and comply with this

Project Agreement, should it be designated the successful bidder.

Section 5. Items specifically excluded from the scope of this Agreement include but are not limited to the following: Patriot Coal Company L.P.'s or other coal mining operators activities on the site.

Section 6. The provisions of this Project Agreement shall only apply to Owner, Project Contractor and Contractors and nothing contained herein shall be construed to prohibit or restrict any other party or its employees from performing work not covered by this Project Agreement on the Project site. As areas and systems of the Project are inspected and construction tested by the Project Contractor or Contractors and accepted by the Owner, the Project Agreement will not have further force or effect on such items or areas, except when the Project Contractor or Contractors are directed by the Owner to engage in repairs, modifications, check-out, and warranty functions required by its contract with the Owner during the term of this Agreement.

Section 7. It is understood that the Owner, as its sole option, may terminate, delay and/or suspend any or all portions of the Project at any time.

Section 8. It is understood that the liability of any employer and the liability of the separate unions under this Agreement shall be several and not joint. The unions agree that this Agreement does not have the effect of creating any joint employer status between or among the Owner, Contractor(s) or any employer.

ARTICLE III UNION RECOGNITION

Section 1. The contractors recognize the signatory Unions as the sole and exclusive bargaining

representatives of all craft employees within their respective jurisdictions working on the Project within the scope of this Agreement.

ARTICLE IV MANAGEMENT'S RIGHTS

The Project Contractor and Contractors of whatever tier retain full and exclusive authority for the management of their operations. Except as otherwise limited by the terms of this Agreement, the Contractors shall direct their working forces at their prerogative, including, but not limited to hiring, promotion, transfer, lay-off or discharge for just cause. No rules, customs, or practices shall be permitted or observed which limit or restrict production, or limit or restrict the working efforts of employees. The contractors shall utilize the most efficient method or techniques of construction, tools, or other labor saving devices. There shall be no limitations upon the choice of materials or design, nor shall there be any limit on production by workers or restrictions on the full use of tools or equipment.

ARTICLE V WORK STOPPAGE AND LOCKOUTS

Section 1. During the term of this Agreement there shall be no strikes, picketing, work stoppages slow-downs, or other disruptive activity for any reason by the Union, its applicable Local Union or by any employee, and there shall be no lockout by the Contractor. Failure of any Union, Local Union or employee to cross any picket line established at the Project site is a violation of this Article.

Section 2. The Union and its applicable Local Union shall not sanction, aid or abet, encourage or continue any work stoppage, strike, picketing or other disruptive activity at the Contractor's project site and shall undertake all reasonable means to prevent or to terminate any such activity. No

employee shall engage in activities which violate this Article. Any employee who participates in or encourages any activities which interfere with the normal operation of the Project shall be subject to disciplinary action, including discharge, and if justifiably discharged for the above reasons, shall not be eligible for rehire on the Project for a period of not less than ninety (90) days.

Section 3. Neither the Union nor its applicable Local Union shall be liable for acts of employees for whom it has no responsibility. The International Union General President or Presidents will immediately instruct, order and use the best efforts of his office to cause the Local Union or Unions to cease any violations of this Article. An International Union complying with this obligation shall not be liable for unauthorized acts of its Local Union. The principal officer or officers of a Local Union will immediately instruct, order and use the best effort of its office to cause the employees the Local Union represents to cease any violations of this Article. A Local Union complying with this obligation shall not be liable for unauthorized acts of employees it represents. The failure of the contractor to exercise its rights in any instance shall not be deemed a waiver of its right in any other instance.

ARTICLE VI DISPUTES AND GRIEVANCES

Section 1. This Agreement is intended to provide close cooperation between management and labor. Each of the Unions will assign a representative to this Project for the purpose of completing the construction of the Project economically, efficiently, continuously, and without interruptions, delays, or work stoppages.

Section 2. The Contractors, Unions, and the employees, collectively and individually, realize the importance to all parties to maintain continuous and uninterrupted performance of the work of

the Project, and agree to resolve disputes in accordance with the grievance-arbitration provisions set forth in this Article.

Section 3. Any question or dispute arising out of an during the term of this Project Agreement (other than trade jurisdictional disputes) shall be considered a grievance and subject to resolution under the terms and conditions of the following procedures:

Step 1. (a) When any employee subject to the provisions of this Agreement feels he or she is aggrieved by a violation of this Agreement, he or she, through his or her local union business representative or job steward, shall, within five (5) working days after the occurrence of the violation, give notice to the work-site representative of the involved Contractor stating the provision(s) alleged to have been violated. The business representative of the local union or the job steward and the work-site representative of the involved Contractor and the Project Contractor shall meet and endeavor to adjust the matter within three (3) working days after timely notice has been given. The representative of the Contractor shall keep the meeting minutes and shall respond to the Union representative in writing (copying the Project Contractor) at the conclusion of the meeting but not later than twenty-four (24) hours thereafter. If they fail to resolve the matter within the prescribed period, the grieving party may, within forty eight (48) hours thereafter, pursue Step 2 of the Grievance Procedure, provided the grievance is reduced to writing, setting forth the relevant information concerning the alleged grievance, including a short description thereof, the date on which the grievance occurred, and the provision(s) of the Agreement alleged to have been violated.

(b) Should the Local Union(s) or the Project Contractor or any Contractor have a dispute with the other party and , if after conferring, a settlement is not reached within three (3) working days, the dispute may be reduced to writing and proceed to Step 2 in the same manner as outlined

herein for the adjustment of an employee complaint.

Step 2. The International Union Representative and the involved Contractor shall meet within seven(7) working days of the referral of a dispute to this second step to arrive at a satisfactory settlement thereof. Meeting minutes shall be kept by the Contractor. If the parties fail to reach an agreement, the dispute may be appealed in writing in accordance with the provisions of Step 3 within seven (7) calendar days thereafter.

Step 3. (a) If the grievance has been submitted but not adjusted under Step 2, either party may request in writing, within seven (7) calendar days thereafter, that the grievance be submitted to an Arbitrator mutually agreed upon by them. The Contractor and the involved Union shall attempt mutually to select an arbitrator, but if they are unable to do so, they shall request the American Arbitration Association to provide them with a list of arbitrators from which the Arbitrators shall be selected. The rules of the American Arbitration Association shall govern the conduct of the arbitration hearing. The decision of the Arbitrator shall be final and binding on all parties. The fee and expenses of such Arbitration shall be borne equally by the Contractor and involved Local Union(s).

(b) Failure of the grieving party to adhere to the time limits established herein shall render the grievance null and void. The time limits established herein may be extended only by written consent of the parties involved at the particular step where the extension is agreed upon. The Arbitrator shall have the authority to make decisions only on issues presented to him or her, and he or she shall not have authority to change, amend, add to or detract from any of the provisions of this Agreement.

Section 4. The Project Contractor and Owner shall be notified of all actions at Steps 2 and 3 and

shall, upon their request, be permitted to participate in all proceedings at these steps.

ARTICLE VII JURISDICTIONAL DISPUTES

Section 1. The assignment of work will be solely the responsibility of the Contractor performing the work involved, and such work assignments will be in accordance with the Plan for the Settlement of Jurisdictional disputes in the Construction Industry (the "Plan") or any successor Plan.

Section 2. All jurisdictional disputes on this Project, between or among Building and Construction Trades Union and employee(s), parties to this Agreement, shall be settled and adjusted according to the present Plan established by the Building and Construction Trades Department or any other plan or method of procedure that may be adopted in the future by the Building and Construction Trades Department. Decisions rendered shall be final, binding, and conclusive on the Contractors and Unions' parties to this Agreement.

Section 3. All jurisdictional disputes shall be resolved without the occurrence of any strike, work stoppage, or slow-down of any nature, and the Contractor's assignment shall be adhered to until the dispute is resolved. Individuals violating this section shall be subject to immediate discharge.

Section 4. Each Contractor will conduct a pre-job conference with the appropriate Building and Construction Trades Council prior to commencing work. The Project Contractor and the Owner will be advised in advance of all such conferences and may participate if they wish.

ARTICLE VIII SUBCONTRACTING

The Project Contractor agrees that neither it nor any of its contractors or subcontractors will subcontract any work to be done on the Project except to a person, firm or corporation who is or

agrees to become not a party to this Agreement. Any contractor or subcontractor working on the Project shall, as a condition to working on said Project, become signatory to and perform all work under the terms of this Agreement .

ARTICLE IX COLLECTIVE BARGAINING AGREEMENTS

The following provisions are to be determined by local collective bargaining agreements:

1. Referral Procedures: Note, however, that any referral provision must contain the following:
“There shall be no discrimination against any employee or applicant for employment because of his or her membership or non-membership in the union or based upon race, creed, color, sex, age, or national origin of such employee or applicant.”
2. Apprentices/Trainees/Helpers/Subjourneymen
3. Wage and Benefits
4. Work Rules
5. Union Security
6. Union Representation
7. Hours of Work, etc.
8. Safety and Health
9. General Savings Clause
10. Term of Agreement

John P. Boone
Asbestos Workers Local 37

James E. Porter
Boilermakers Local 40

Larry Paul
Bricklayers Local 4

Steve Burger
Ky. State District Council of Carpenters

Harold Baggett
Electrical Workers 1704

Jack Wouth
Glaziers Local 1165

Vincent P. Hill
Ironworkers Local 103

Larry D. Talbot
Laborers Local 561

Kenneth C. Keown
Millwright Local 1080

James O. Mearns
Operators Local 181

Stephen R. Shopstall
Painters Local 156

Steve W. Winters
Plumbers & Pipefitters Local 633

Richard A. Redman
Plasters & Cement Masons Local 566

Will E. Camp
Roofers & Waterproofers Local 106

Ray Kamp
Sheet Metal Workers Local 20

Charles O. Whisby
Teamsters Local 215

Cash Creek Generating, L.L.C.

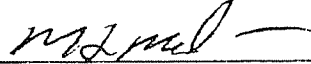
By: M. J. M. M.
The Erosa Group, L.L.C.

By: Carl M. Miller
Midwest Energy Development Company, L.L.C.

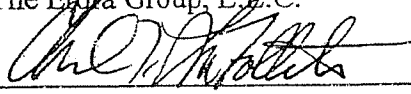
PROJECT LABOR AGREEMENT

Executed between Cash Creek Generating L.L.C. its successors or assigns ("Owner") and the Owensboro Area Building and Construction Trades Council, AFL-CIO for the construction of the Cash Creek Generating Project on the 17th day of September 2001.

Cash Creek Generating, L.L.C.

By: 

The Eroya Group, L.L.C.

By: 

Midwest Energy Development Company, L.L.C.

Dave Durr For
Sprinkler Fitters Local 669
Gerald Singleton B.M.



NEWS FROM THE BUILDING AND CONSTRUCTION TRADES DEPARTMENT, AFL-CIO

Building Trades Report Uncovers Failures of ABC Apprenticeship Programs

Building Trades President Edward C. Sullivan has asked U.S. Labor Secretary Elaine Chao to take immediate action to investigate and remedy serious problems in the nation's construction apprenticeship program system. He made the request after the Building and Construction Trades Department released the findings of a six-month study that uncovered startling information concerning the completion rates of the apprenticeship programs sponsored by the Associated Builders and Contractors (ABC).

Using U.S. Department of Labor data and information from numerous state apprenticeship agencies, the Building Trades Department published a study entitled "A Preliminary Report on Associated Builders and Contractors Apprenticeship Training: Flawed and Failing Initiatives." The report examined 37 ABC-sponsored apprenticeship programs. The numbers speak for themselves, Sullivan said. "Something is wrong and the ABC's failing programs clearly warrant further scrutiny and investigation."

The BCTD study found that the Associated Builders and Contractors apprenticeship programs in this report produced overall twice as many cancellations as graduations. Numerous individual ABC apprenticeship programs produced three to four times as many cancellations as graduations. In some individual crafts, the cancellation to graduation ratio was even higher.

Some of the overall enrollment and graduation figures for ABC chapters include:

- The Inland Pacific ABC Chapter (WA) apprenticeship program had 58 graduations versus 244 cancellations between 1998 and 2002.
- The Central Ohio ABC Chapter apprenticeship program had 151 graduates versus 334 cancellations between 1995 and 2002.
- The Southern Nevada ABC chapter apprenticeship program graduated 145 people between 1995 and September 2003. In the same period, 473 people left the program without graduating.

The information on selected ABC apprenticeship program by craft includes:

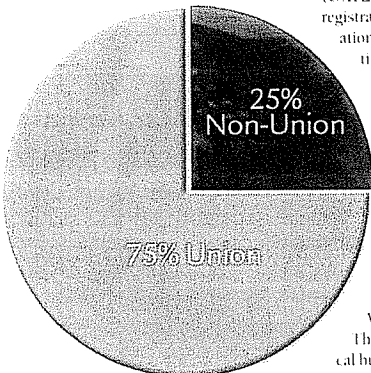
- The Cumberland ABC registered 105 plumbers between 1990 and 2002, but only 12 have graduated while 77 have left the program.

- Among sheet metal alone in 2001, the Oregon ABC had 101 cancellations versus 21 completions.
- The Kentuckiana ABC has registered 16 sheet metal apprentices since 1997. None have ever graduated and most left the program within the next year.

These ABC programs also fail to enroll a significant number of minority and female apprentices. This conflicts with the organization's efforts to blame such union-supported policies as prevailing wage laws and project labor agreements for the under-representation of these two groups in the construction workforce.

- In Kentucky, only 44 of the ABC apprentices were females or minorities, or just 8.1% of the total number of registered apprentices in ABC program. A study of the state's overall apprenticeship program found that 16% of union apprentices were female or minority.
- From 1990 through 2002, the four Maryland ABC chapters graduated a single woman each and only 124 minorities. The 124 minorities comprised only 14% of all ABC graduates in that period. By contrast, the 2000 Census found that minorities comprised 38% of the state's population.
- As of May 2003, the Wisconsin ABC had 1,351 registered apprentices, but only 30 (or 2.2% of the program total) were minorities.

Apprentices Graduates DOUBLED here on Some ABC States 1997-2001

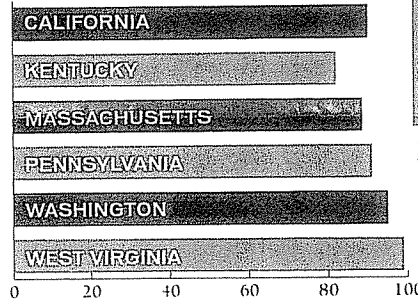


ADDITIONAL STANDARDS NEEDED

Sullivan noted in his letter to Secretary Chao that apprenticeship programs allow sponsors to employ apprentices at lower rates of pay than fully-trained workers, but only in exchange for providing substantive training. Any misuse of the apprenticeship system undermines the industry's future, and potentially defrauds construction workers. We believe that the ABC program failures highlighted in this report demonstrate the need for

audits of their local ABC apprenticeship program to determine the reasons behind these large cancellation rates, as well as to identify any additional problems.

The complete report and related materials are posted on the Building and Construction Trades Department website: www.bctd.org



Percentage of Female and Minority Construction Apprentices Enrolled in Union Programs by State

*NOTE: The period covered for each state in this chart is: 1985-1994 in Kentucky; 1990-1999 in West Virginia; 1995-2001 in Washington; 1997-2001 in Pennsylvania; all active apprentices on 12/31/01 in California; and all registered apprentices from 2000-2002 in Massachusetts.

more active oversight of construction apprenticeship programs, and I urge you to take immediate action to remedy this troubling situation.

The Building and Construction Trades Department is calling on Secretary Chao and the Department of Labor to initiate a thorough investigation of ABC's programs to determine the cause for the high cancellation rates; to establish minimum graduation rates for all apprenticeship programs, with the rates established by craft; to create a monitoring process, based both on on-site inspection and on the use of the existing Office of Apprenticeship Training, Employer and Labor Services (OATELS) database of apprenticeship registrations, cancellations, and graduations; and to terminate the registration of programs that fail to meet these new standards.

The Building Trades have also distributed the report to members of Congress to seek their support for an investigation into failing apprenticeship programs.

The Building Trades will update the report after it receives information on the remaining ABC apprenticeship programs. The department is also urging local building trades unions to conduct

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A Message From the President

Brothers and Sisters:

Best wishes for a happy new year. The Building & Construction Trades Department is determined to make 2004 the year that working men and women successfully stood together in defense of the American Dream—preserving our jobs, protecting our rights and securing the future for our families.

Clearly, 2003 was a difficult and disheartening year for working men and women in America. Jobs were lost or exported abroad by the tens of thousands every month.

Congress closed up shop last December and went home to enjoy their holidays without resolving issues of critical importance to working men and women across this nation.

Our Legislative Task Force has worked tirelessly to push back assaults on our organizing

rights, pension plans and Davis-Bacon protections. The current Administration and right-wing members of Congress have also been working hard to take overtime pay away from workers and to eliminate Project Labor Agreements. Therefore, the Building and Construction Trades Department is busier than ever because we cannot afford to let our guard down in this politically hostile climate.

We are diligently preparing for 2004, a politically critical year for the Building Trades and every working family in the country. The Building Trades Frontline Program to mobilize grassroots support for pro-worker, pro-union candidates is taking shape and we plan to launch training and ground initiatives in key states early in 2004.

As I made clear at the 2003 Legislative Conference, we intend to stand with elected officials who stand up for us between elections. We will reward our

friends and punish our enemies because the stakes in this election cycle for our industry and our members are very high.

In addition, we are forming a 527 committee, "Defend the American Dream Coalition", which will develop media to draw public attention to our critical jobs issues in this election year. We cannot and will not sit by quietly while American jobs, the very cornerstone of the American Dream, are outsourced, exported, eliminated or diminished. We cannot depend on others to promote these issues; we must take the initiative to keep the jobs issue on the front burner of 2004 political discussion.

Simultaneously, we will be carrying on our fight in the halls of Congress to protect our pension plans, secure needed federal infrastructure funding and preserve Davis-Bacon protections. We have improved our website at BCTD.org to make it possible

for all building trades members and their families to easily participate in lobbying efforts on these critical bills.

There is much work to be done in 2004 to accomplish our goals. I urge every union household to become involved in these important efforts. Get involved. Stay involved.

Be a part of changing the future for the better.

In the meantime, I want to wish you a happy, healthy and hope-filled new year.

Fraternally,

Edward C. Sullivan

President

Building and Construction

Trades Department, AFL-CIO

Operation: Helmets to Hardhats

Brokering Digital HandShakes Between Troops and Trades

Entering Its Second Year, Helmets to Hardhats Matches Servicemen and Women with Building and

Elijah Louallen began his career search after serving in the Army. "I looked in the newspaper and went from city to city and Internet page to Internet page," he recalls. "I also looked on a Veterans Administration web page and that's where I found out about Helmets to Hardhats. I registered on the web site and showed interest in a few careers, not knowing how it would turn out. Soon after, I received a call and an e-mail from the Laborers Union. I went through the process and am now an official Laborers member."

To meet his match, Louallen entered Helmets to Hardhats (H2H) through the "candidate portal" of the H2H web site, www.helmets2hardhats.org. Over in the "union portal," a Laborers Union coordinator had been looking for someone like him. They connected after the coordinator clicked on "candidate search option" and whittled down the list to those interested in joining his trade from the El Monte area. Louallen's name popped up first on the list, along with his contact information, military experience, education, age, resume and answers to assessment questions. The coordinator could tell he was a good fit and called immediately, inviting Louallen to attend an orientation the following week.

"I made sure I attended," Louallen said. "I knew that an opportunity in an apprenticeship program would jump start a great career as well as a great life for myself." He showed up at the Wednesday morning orientation, took the entrance exam, ranked #1 in the class and embarked on a new career.

Gaining Ground For Candidates And Industry

Helmets to Hardhats is wrapping up a dynamic first year of helping servicemen and women

land career-making slots in apprenticeship programs for the U.S. building trades. The congressionally-funded, one-of-a-kind, non-profit trust connects National Guard, Reserve, and transitioning active duty members with meaningful work, good pay, and a sense of community in the building and construction trades.

The H2H interactive web-based education and registration program has listed thousands of union career opportunities in its first year. More than 13,000 candidates have registered at www.helmets2hardhats.org; many have accepted or are now in the process of qualifying for apprenticeships to train as plumbers and pipefitters, cement masons, carpenters, electricians, sheet metal workers, and the host of trades.

Simultaneously, H2H has helped the construction industry gain ground in its efforts to recruit an additional 1.6 million workers over the next five years.

The Only Military-to-Labor Program

Helmets to Hardhats is administered by the Center for Military Recruitment, Assessment, and Veterans Employment, which is directed by a board of trustees composed of an equal number of labor and employer trustees. The board's co-chairs are Edward C. Sullivan, President of the Building and Construction Trades Department (BCTD), AFL-CIO, and Kenneth E. Hedman, Chairman of the North American Contractors Association.

Sullivan says, "H2H isn't a conventional headhunter by any stretch. Its various

services as it recruits veterans into unions and apprenticeship systems are free. And it's a focused military-to-labor program. Its national network of union liaisons, recruiters, and customer service experts has been active for a year, and Helmets to Hardhats is a recognized partner with government transition programs. H2H is now marketed through almost all established transition and reserve networks within the Defense Department and Veterans Administration.

The latest companies to partner with Helmets to Hardhats are Bechtel, Disney, and the Tennessee Valley Authority. Hiring managers who use H2H receive pre-screened candidates with strong track records whose training and experience have been carefully assessed. H2H also screens employers to make sure they meet program criteria. So by the time a digital handshake happens, the applicants, unions and contractors feel they've struck a good deal.

"While they're looking out for the country, we're looking out for them."

Helmets to Hardhats Executive Director Matt Caulfield, a retired Marine major general, says,

"This is a program where successful companies, legislators, unions, and the military join forces to let deserving veterans know that while

they're looking out for the country, we're looking out for them."

During Helmets to Hardhats' first year,



(left to right) Fred Borch, NEA; The Assn. of Union Constructors; John Erickson, National Assn. of Construction Boilermaker Employees (IBABE); John Malloney, Mechanical Contractors Assn. of America (MCA); Iz Colvane, North American Contractors Assn. (NACA); General Caulfield; Ken Hedman, North American Contractors Assn. (NACA); Secretary-Treasurer Joe Maloney; Bill Vigneri, National Electrical Contractors Assn. (NECA); President Ed Sullivan; Alan Aquilino, International Council of Employers of Bricklayers & Allied Craftworkers; Vince Sandomsky, Finishing Contractors Assn. (FCA); and Chuck Corbett, Sheet Metal and Air Conditioning National Assn. (SMACTA).

of operation, over 200,000 U.S. soldiers, airmen, seamen and Marines served in Operation Iraqi Freedom. The general says, "It's been especially rewarding to assist those returning from battle to civilian life lead them to a digital handshake with union officials, and stay available on the web around the clock for those who are still deployed. When it's time for a career change, all who serve in uniform deserve smooth transitions and open arms from prospective employers. That's the reception we've seen."

Caulfield emphasizes that while many of the candidates come into Helmets to Hardhats with training and experience in military construction, others are new to the field. New York resident Rachel Ortiz, for instance, is a U.S. Army reservist who trains military police. She

CPWR Helps Government

Speed Claims Processing

The Building and Construction Trades Department (BCTD) is helping the U.S. Department of Labor verify employment histories for building trades workers seeking benefits related to past work at nuclear weapons plants. The goal is to speed up payment of claims for illnesses that might be tied to work that was as long ago as World War II.

The BCTD work is being done by its safety-and-health research and training arm, the Center to Protect Workers' Rights, CPWR.

"We want to smooth the process, so our members will receive the medical and financial help they deserve," said Edward C. Sullivan, president of the BCTD and CPWR. "Building trades workers served our country; it's time to serve them."

Under the Energy Employees Occupational Illness Compensation Program Act (EEOICPA), which took effect July 31, 2001, former workers who have certain illnesses are eligible for medical care, and they or their survivors are eligible for \$150,000. The illnesses are chronic beryllium disease, radiation-related cancers, and chronic silicosis.

Before paying a claim from a worker or survivor for health problems, however, the Department of Labor must verify employment at one of the nuclear weapons plants. Delays in getting proof of employment have stalled payments. The Department of Labor has processed more than 47,800 claims in just over two years, but only 9,143 were paid as of October 23, 2003. A big problem is, records kept by the Department of Energy (DOE), which oversaw the weapons

plants, are incomplete—when there are records, DOE kept few records on subcontractors, who employed most of the workers.

If DOE records don't prove a worker's employment at a weapons plant, the Department of Labor can use Social Security or union records or statements from coworkers or other contacts. For help with union records, CPWR has contracted with the Department of Labor, with assistance from the University of Cincinnati Medical School, Zenith Administrators (of Seattle, Washington), and affiliated building trades unions.

CPWR and its partners are searching local-union dispatch, health and welfare, and pension records. Some local unions have records from the mid-1950s. The program runs through June 2004.

In a separate program, CPWR, the University of Cincinnati Medical Center, Duke University Medical Center, Zenith, and local Building Trades councils since 1998 have conducted free screenings of more than 4,500 former construction and maintenance workers at some DOE nuclear facilities. The goal has been to find possible health hazards related to past work. The screenings are continuing for workers at Savannah River, Oak Ridge, and Hanford, and have recently been expanded to Paducah, Kentucky, and Portsmouth, Ohio. Information from the screenings can help a worker decide whether to file a claim with the Department of Labor.

TIME IS LIMITED FOR THE SCREENINGS AND THE COMPENSATION PROGRAM. TO LEARN MORE ABOUT THE SCREENINGS, CALL 1-800-866-9663. TO LEARN ABOUT THE COMPENSATION PROGRAM, CALL 1-866-888-3322.

Construction Apprenticeships and Union Jobs

recalls, "Within a few weeks of registering with Helmets to Hardhats, I was touring the Carpenters training facility in New York City and taking tests to join their trade. I am now a member of the Carpenters Local 608 as a first year apprentice."



Jason Hubinski was a nuclear weapons craftsman in the U.S. Air Force for seven years. As he prepared to leave, he pursued his interest in pipefitting. "I learned about Helmets to Hardhats and was very interested in the building and construction trades because I've always been a hands-on worker," he says. "I knew I wanted to work in pipefitting and I knew that I wanted to join Local 597 in Chicago, which is very well known and growing rapidly. After going

through the application process and passing all the tests, I was accepted to start a five-year apprenticeship program with the local."

Ortiz adds, "No matter what your military career field is, as a former or active soldier, you have basic construction skills such as setting up buildings in the field, digging foxholes, knowing how to build a fighting position, and basic auto mechanic skills."

She, Hubinski and Louallen have all found that their leadership skills, teamwork, and work ethic have high value in the trades. Elijah Louallen observes that "The most beneficial skills learned in the U.S. Army were self-awareness, mental toughness and the ability to think and respond to many different situations at any given time."

Beyond The Digital Handshake

What advantages do these and other Helmets to Hardhats candidates reap when they accept a slot in an apprenticeship class? A union job, of course. And, depending on the skill required for the trade, hundreds of hours of classroom training and from 4000 to 8000 hours of on-the-job training (OJT) with mentoring by experienced journeymen. The apprentice receives a percentage of journeyman wage and full union benefits: pension, medical, training, and more.

With journeyman status comes a credential to carry anywhere in the United States, along with eligibility for additional certifications and journeyman upgrade training throughout a career, at no cost to the candidate. Many Joint Apprenticeship Training Committees (JATC) are aligned with community colleges, and training can be counted as credits toward an Associate Degree. Most apprentices are also eligible for Montgomery G.I. Bill education benefits during their OJT.

Cliff Mashburn, an Army veteran who served in Bosnia, is the Southeastern Regional Recruiter for Helmets to Hardhats. He says the training is remarkable by any measure. "It's demanding, since you might go to school two nights a week for some trades while working a full time job. But few people could afford this training themselves, with its state-of-the-art equipment and facilities, and standardization at the national level. As for the job itself, it can entail overtime and career progression to foreman and master. If there's work available, you'll work. In robust, job-producing economics, you work as much as you want to."

A Recruiting Year

In the past year, Joint Apprenticeship Training Committees have learned that Helmets to Hardhats recruiters will do what it takes to fill classes. The strong H2H national field and customer service team pursue candidates at job fairs, through transition assistance programs at military bases, calls and visits on the web, and across its networks of military and veterans channels.

The Atlanta Sheet Metal Workers JATC needed 25 applicants for a new apprenticeship class starting in late August," says Mashburn. "We tapped into the H2H data base, went out to the Guard and Reserve, advertised, and worked lots of one-on-one. The Sheet Metal Workers Local 85 called shortly thereafter to say that 90 candidates from Helmets to Hardhats had applied for openings and that they were top-notch. Similar situation in Mississippi this year, only this one was 50 slots for electrical apprentices, in two classes of 25. We found the candidates, drawing heavily from the U.S. Navy."

Hiring managers, says Mashburn, find the qualities they're looking for in those with military experience. They want mature, dependable, motivated, drug-free folks committed to training classes and the job. According to feedback, that's what they find in Helmets to Hardhats candidates.

Reauthorized And Ready For Year Two

After a successful year of operation, Helmets to Hardhats funding was reauthorized by Congress and H2H was selected for the Construction Users Round-

table (CURT) Workforce Development Award. The program's year two goals include strengthening the brand name and expanding awareness of the program within the general military population and among recruiters for the armed services. H2H allows recruiters to quantify military training in terms of private sector dollars and demonstrate to new recruits how a military career can set the state for a lifelong career in the construction industry," says Caulfield. "Its another tool for recruiting and retention. Military members want to know that they can deploy or serve and come back knowing that their job prospects are as good as ever—or better."

Other goals for the upcoming year are to increase the number of unions self-registering on www.helmetstohardhats.org, evolve the web site, and attract more affiliates to open additional pipelines for candidates and unions. In the longer term, the program hopes to develop metrics to gauge success rates beyond the virtual handshake. Over the next five years, H2H will press toward its objective of processing 200,000 Guard, Reserve, veterans, and transitioning active duty through the virtual portals by 2008.

BCTD President Edward Sullivan concludes that part of the Helmets to Hardhats charter is to interest Americans in the building and construction trades. "Along with our Congressional sponsors, the BCTD, the North American Contractors Association and our other trustees will do more to fulfill that charter in the year ahead. In the loftiest sense, the building of America is at stake. A steady stream of skilled workers and managers is essential to fill the projected deficit in the construction industry. And it's certainly fundamental to the continued building of a good American quality of life."

ASK THEM WHY!

After more than 50 years of operation, many multiemployer pension plans now face serious short-term funding issues solely because of losses suffered in the stock markets. Congress considered a plan to give the bargaining parties time to resolve these problems by granting temporary relief to these plans, but failed to take action, despite the fact that such action would cost the government nothing.

Health and Pension Issue: You Need To Ask Your Congressman and U.S. Senators Why They Refuse To Help!

Multiemployer defined benefit pension plans provide a secure retirement income for over 9.5 million participants and their families. Because of the three consecutive years of negative performance of the U.S. stock markets, approximately one third of all multiemployer plans face technical violations of ERISA's minimum funding limits. These are not poorly funded plans. In fact, the majority of such plans were so well funded that they were required by the tax code to make benefit improvements in recent years to protect the deductibility of required contributions and avoid the imposition of excise taxes on contributing employers.

Nevertheless, the implications for contributing employers of missing the minimum funding requirements are dire, including the assessment of federal excise taxes and requiring contributing employers to pay retroactive contributions above and beyond those required by their collective bargaining agreement. For all contributing employers, these additional costs will only hamper their ability to remain competitive thereby reducing market share. For some employers, however, the costs could be high enough to result in bankruptcy. If this were to happen, it would have a severe chilling effect on employers from signing future agreements that call for contributions to multiemployer defined benefit plans.

For plans that face a minimum funding deficiency, tough steps will need to be taken to address the deficiency and put the fund back on a sound financial footing. The parties can agree to increase contributions, reduce future benefit accruals, or adopt some combination of the two. Many plans have already taken the responsible steps needed. The Sheet Metal Workers' National Pension Fund, The Boilermaker-Blacksmith National Pension Fund, and the Teamsters Western Conference and Central States Pension Funds are among the largest examples of Boards of Trustees that have reduced future benefit accruals to combat funding problems.

Both the U.S. Senate and House of Representatives have considered and failed to act on a modest proposal designed and coordinated under the direction of BCTD President and NCCMP Chairman Edward C. Sullivan to grant the bargaining parties additional time to resolve the problems as they always have - among themselves. The proposal would simply grant those funds with potential funding problems an additional three years before they would begin to recognize the losses suffered during the years from 2000-2002. No employer would be excused from making required contributions, and no participant would be in jeopardy of not receiving their promised benefits when they are due. Unfortunately, many members of Congress believe that any bill that provides relief to multiemployer plans is simply a "Union Bailout." But if a fund encounters a minimum funding deficiency, the bills for excise taxes and extra-contractual contributions do not go to the unions, they are sent to the sponsoring employers. Either out of ignorance, or an anti-union bias, many of these elected officials fail to recognize this proposal as the "small business friendly" initiative that it truly is.

As this publication went to press on the last day of the 2003 legislative year, the U.S. Senate tentatively agreed to schedule consideration of the multiemployer relief measure as part of a broader pension bill designed to provide a replacement for the 30 year Treasury bond used by single employer defined benefit plans for determination of liabilities. The measure will be set for a vote during the last ten days of January 2004. The best chance for passage of multiemployer relief is to keep the single and multiemployer measures joined as part of the same bill. Unfortunately, this measure has some powerful opponents, not the least of which is the United Parcel Service (UPS), one of the nation's biggest contributing employers to multiemployer plans. Their assault on the relief proposal involved recruiting a substantial number of conservative Republican Members of the House of Representatives and Senators to block temporary

relief from becoming law [see "UPS Threatens the Security of All Multiemployer Plans," below].

What You Can Do...

The next few weeks will be critical to the fight to advance this proposal through Congress. While your elected officials are home for the end of the year break, take every opportunity to contact them and:

- ask why the proposal for multiemployer funding relief has not been acted upon;
- explain that your benefits and those of over 9.5 million working men and women are at stake;
- tell them that this relief measure is important to you and your family;
- tell them that you vote!
- send this article to employers who contribute to multiemployer plans and ask them to visit, write, call, fax or e-mail their elected officials to let them know this is not just a union issue, but that it is a matter of survival for tens of thousands of small employers who are only able to provide high quality benefits because of the economy of scale that these funds provide.

The dramatic decline in the stock markets in recent years only highlighted the uncertainty of a retirement policy that is based on defined contribution plans. We can not allow the uncertainties of that same market decline decimate the defined benefit pension plans we have worked for more than 50 years to create and strengthen.

Pension Plans:

Defined Benefit Plan Guarantees Provided By the Pension Benefit Guaranty Corporation (PBGC)

The government guarantees the benefits of participants in defined benefit pensions plans through an agency known as the "Pension Benefit Guaranty Corporation, or "PBGC." This is a "quasi-governmental" agency funded by premiums paid on behalf of participants in all qualified defined benefit plans. This agency has been in the news often recently citing the \$5.7 billion and growing deficit caused by plans in declining industries. What you haven't

been told, however, is that the PBGC administers two separate funds; one for single employer plans that has the deficit, and one for multiemployer plans which continues to generate surpluses. This and other facts you should know regarding the differences between these funds that may be useful to you in trying to persuade your legislators include:

	Multiemployer Guaranty Fund	Single Employer Guaranty Fund
Premiums:	\$2.60 per participant per year	\$12 per participant per year plus a variable amount depending on the events which the plan is underfunded
Guaranteed Benefit	100% of first \$11, plus 75% of next \$33 (\$12,870.00 per year at age 65 with 30 years of service)	\$43,977 per year at age 65
Funding of Guarantee Fund:	Currently in surplus	Currently \$5.7 billion deficit
On Termination of contributing employer	Fund continues to operate perhaps with funding assistance from PBGC; departing employer pays his share of unfunded vested benefits and any remaining liability is shared among remaining employers	Full liability and responsibility for fund is assumed by the PBGC

UPS THREATENS THE SECURITY OF ALL MULTIEMPLOYER PENSION PLANS

This past summer Ohio Congressman Patrick J. Tiberi and Georgia Senator Saxby Chambliss introduced companion bills in the House and the Senate in the name of multiemployer plan security, but carefully designed by United Parcel Service (UPS) to dismantle all Teamster multiemployer plans and gain through legislation that which they could not get at the bargaining table.

Later, they broadened their assault by launching a campaign in opposition to the NCCMP's temporary relief proposal by insisting on permanent restrictions on all multiemployer plans against making any benefit improvements unless the plan was at least 75% funded for current liability. It would also have included a new enforcement mechanism that, in practice, would effectively prevent trustees and the bargaining parties from being able to enact benefit improvements without extensive government scrutiny.

UPS actions have not gone unanswered. In a November 30, 2003 letter from Teamster General President James P. Hoffa to UPS CEO and Board Chairman Michael Eskew, President Hoffa said "UPS' attempt to undermine the legislation that would give our joint funds the option to suspend the amortization of recent investment losses is a direct attack on the pension security of our members at UPS and throughout the Teamsters Union." He went on to say "Our members struck in 1997 to prevent the raiding of our pension and health and welfare funds. The members spoke loudly and clearly during our last negotiations that they would not stand for another attack on our Funds. The Teamsters Union does not intend to sit idly by as UPS attempts to use its political influence to push our funds into further crisis."

Other contributing employers have also gone on record in opposition to UPS' erroneous characterization of multiemployer plans as being "severely mismanaged." In response to an undated, open letter to members of Congress, in which UPS urged legislators to "REJECT all short term efforts to BAIL OUT these severely mismanaged multiemployer plans," a coalition of employer associations representing skilled building trades employers sent their own letter to the Senate and the House. This letter took on UPS' claims point by point, effectively rebutting their arguments and concluded that "UPS WANTS CONGRESS TO DELAY ANY RELIEF FOR MULTI EMPLOYER PLANS. 60,000 EMPLOYERS SAY UPS IS WRONG."

UPS is arguing that providing temporary relief for multiemployer pension plans is not in the best interest of plans or participants. In fact, UPS is holding temporary relief hostage to its real goal of achieving through legislation that which they have not been able to get at the bargaining table. Multiemployer plans provide benefits to almost 10 million workers in approximately 25 industries. Congress should not sidetrack this critical legislation because of the wishes of one company. Any legislation passed this year providing funding relief for single employer plans should provide similar relief for multiemployer plans.



Capitol Hill Update: Sham Medicare Drug Bill Enacted

The Medicare Prescription Drug and Modernization Act (H.R.1), which was recently signed into law by President Bush, sets into motion the privatization of Medicare; it threatens the health and financial well-being of millions of older Americans; and it will force 32.5 million retirees to pay more for Medicare.

Congress had a rare opportunity to establish a prescription drug benefit that is affordable, voluntary and available to all seniors. Instead, they passed a hodge-podge of corporate giveaways and false promises that will cause more than 2 million retirees to lose their existing employer provided prescription benefit—according to the non-partisan Congressional Budget Office. Furthermore, H.R. 1 does nothing to bring down the skyrocketing costs of prescription drugs. In fact, it prohibits the Medicare program from using its tremendous purchasing power of \$1 million Medicare beneficiaries to negotiate lower drug prices.

On Tuesday November 25, the Senate turned its back on America's seniors by voting 54-44 to adopt H.R. 1. An effort, led by Sen. Kennedy (D-MA), to filibuster the bill in the Senate failed 70-29. A second effort involving budget-related objections, led by Senator Daschle (D-SD), also failed 61-39. The House vote, which squeaked through in the middle of the night by a vote of 220-215, came only after the Republican controlled House violated its own rules by leaving the vote open for several hours to twist the arms of reluctant House Republicans.

Despite the long term damage done to Medicare, the insufficiency of the drug benefit and the total lack of controls over the price of pharmaceuticals, the bill does provide concrete benefits to multi-employer health and welfare plans in the Building Trades and elsewhere. The legislation will ultimately provide funds which provide retiree prescription drug coverage with a 28 percent subsidy with some gaps based on annual expenditure levels and "out of pocket" costs.

The Building Trades applaud those Members of Congress who stood up for seniors and voted against the bill. To find out how your lawmaker voted, visit our website at www.buildingtrades.org.

Despite stalemates ... Asbestos compensation reform remains a top priority.

Congress adjourned for the year without completing its work on asbestos legislation (S.1125), but Republican Senate leaders vow negotiations will continue through the winter, and that legislation could be ready for floor consideration by March.

There is still little agreement among Republicans, Democrats, corporations, insurers, and the Building Trades and others in organized labor on such fundamental issues as the size of the fund, the amount of money to be paid each claimant, and what to do if the fund runs out of money before all claims are paid.

Conservative lawmakers complain that taxpayers eventually will have to bail out the fund if it becomes insolvent while, in truth, the bill provides no government support for those currently sick or those who become ill in the future. Representatives of existing bankruptcy trusts and some trial lawyers have vowed legal challenges if the bill becomes law.

S.1125 was approved by the Senate Judiciary Committee by a 10-B vote July 10, after a marathon four-part markup. Virtually no one was happy

with the committee version of the bill. The defendant companies denounced it because they felt they were required to pay too much money upfront; and the insurers were incensed after committee Chairman Orrin Hatch (R-UT), accepted Democratic amendments which increased the size of the fund.

Recently, Senate Majority Leader Bill Frist (R-TN) has taken direct control of the bill in an attempt to

lines. We will continue to oppose objectionable electricity provisions that put jobs at risk by recklessly deregulating the electricity market.

Tell your Senators and Representatives that in these tough economic times, with continued layoffs and job cuts, it's time for Congress to look beyond election year politics and pass

a bipartisan, jobs creating comprehensive energy bill.

A major blackout refocused attention on the need for new electricity standards, but disagreements between Republican tax writers stalled conference negotiations for weeks.

RECENT ENERGY BILL TIMELINE:

2001	2002	Mar. 2003	Apr. 2003	Aug.-Oct. 2003	Nov. 2003
the House passed an energy bill that closely tracked the recommendations of the business industry, but Senate legislation never made it out of committee	the Republican controlled House and Democratic-run Senate passed different versions of an energy bill, but conference negotiations collapsed.	the Senate struck a blow to a true, domestic energy bill by voting 52-48 to deny authority for oil and gas drilling in Alaska's Arctic National Wildlife Refuge.	the House passed its version of the current energy bill (H.R. 6), 247-175; and in July Senate leaders scrapped their version of an energy bill and substituted the text of the Senate's Democratic sponsored bill from 2002	a major blackout refocused attention on the need for new electricity standards, but disagreements between Republican tax writers stalled conference negotiations for weeks	conference report (H.Rept 108-375) was adopted by the House on Nov. 18 by a vote of 246-180. Efforts by Republican Senate leaders to invoke cloture to end a Democratic filibuster and force a final vote fell just short of the needed 60 votes on Nov. 21.

brokered a consensus among the different stakeholders. In October, Sen. Frist appeased insurers by proposing a scaled-back fund of just \$105 billion, supplemented by \$10 billion in contingent funding by defendant companies. Currently, Senate leaders are locked in negotiations over issues such as adjusting payment amounts to claimants in some of the medical tiers and streamlining administrative processes for claimants.

Throughout the legislative process, the Building Trades have supported the establishment of a national asbestos trust as a replacement for the current system, but only if it provides victims of asbestos diseases fair, certain and timely compensation based on sound medical criteria, and it leaves victims better off than in the current tort system. S.1125 and similar asbestos reform bills that have been introduced do not meet these measures of fairness or equity for asbestos victims. We will continue to push for an agreement that is fair to victims, and will strongly oppose any efforts to pass S.1125 in its current form.

Tell your Senators and Representatives not to oppose S. 1125 and similar legislation that unfairly restricts victims from recovering fair compensation for the harm done to them from asbestos exposure. To learn more about the provisions of S.1125, please visit our website: www.buildingtrades.org.

Energy Bill stalled ... at least until 2004

Congress has failed, once again, to pass comprehensive energy legislation that would create hundreds of thousands of well paying construction jobs; strengthen our national security; and improve America's economic standing.

While Americans are faced with the possibility of future electricity blackouts and spikes in the prices of home heating oil and natural gas, lawmakers have refused to take action because of partisan and regional differences.

The Building Trades Department will continue to lobby Congress to pass a comprehensive energy package that includes provisions for responsible production of oil and gas in the Arctic National Wildlife Refuge (ANWR); the construction of an Alaskan natural gas pipeline with PLA language; and incentives that encourage the construction of new nuclear plants, pipelines and transmission

Infrastructure Update

HIGHWAY REAUTHORIZATION

Congress failed to enact legislation to reauthorize surface transportation (TEA-21) before it expired on September 30, 2003. Because Congress and the Bush Administration could not agree on new funding levels, a temporary five-month extension was enacted through February 29, 2004, in order to prevent a complete shutdown of highway projects. Members of both the House and Senate have expressed serious dissatisfaction with the Administration's highway reauthorization proposal—\$247 billion over six years, viewed by responsible lawmakers as a totally inadequate amount. Given the extraordinary needs of our surface transportation system, a bill in the amount of \$375 billion is needed just to keep from falling further behind in meeting the demands of the traveling public.

Please contact your Senators and Representatives and ask them to enact the highest possible funding levels for meaningful, job producing federal highway investment. Also tell them to insist that the bill includes complete and comprehensive Davis-Bacon prevailing wage coverage.

WATER INFRASTRUCTURE

Both Houses of Congress hope to pass legislation in 2004 to increase funding for drinking water and wastewater infrastructure. In the Senate, S.170 has been referred to the Senate Environment and Public Works Committee. In its current form, S.170 does not incorporate full Davis Bacon coverage and it only authorizes \$15 billion over five years for the Clean Water State Revolving Loan Fund (SRLF). In the House, HR.1560 has been referred to the House Committee on Transportation and Infrastructure. In its current form, HR.1560 does not incorporate full Davis Bacon coverage and it only authorizes \$20 billion over five years for the SRLF. Additional water infrastructure legislation, HR.20, has been referred to the House Subcommittee on Water Resources and Environment. HR.20 correctly incorporates full Davis Bacon coverage and it requests \$25 billion over five years for the SRLF.

Tell your Senators and Representatives that Congress must provide a long term, sustainable funding solution that correctly incorporates full Davis Bacon Coverage for a clean and safe water infrastructure.

AVIATION REAUTHORIZATION

After months of being stalled by lawmakers squaring off with the White House over whether to allow air traffic control privatization, the Senate approved H.R.2115, "Flight 100—Century of Aviation Reauthorization Act" on November 21, and the bill was presented to the President for his approval on Dec. 2. The bill authorizes \$62 billion over four years. The Airport Improvement Program would receive \$14.2 billion, increasing in \$100 million increments annually from \$3.4 billion in FY 2004 to \$3.7 billion in FY 2007.

SCHOOL CONSTRUCTION

Both versions (HR.717/HR.930) of "America's Better Classroom Act of 2003" have been referred to the House Ways and Means Committee. These bills would allow for the spending of approximately \$25 billion to make much needed repairs to our schools but they face knee-deep opposition from most Republicans, who do not support federal spending for public school construction.

Note: 75% of our nation's school buildings remain inadequate to meet the needs of our school children (ASCE 2003 Progress Report for America's Infrastructure).

RAIL INFRASTRUCTURE

Congress is considering various bills to upgrade our national rail infrastructure. Some of these bills include innovative financing mechanisms involving owners using new incentives in the tax code to help pay for track construction and upgrades.

Tell your federal Representatives and Senators to include comprehensive Davis-Bacon prevailing wage protections in rail legislation and all federal infrastructure legislation.



FrontLine Politics

New Strategies and Old Fashioned Hard Work are Keys to BCTD's 2004 Frontline Political Program

The Building & Construction Trades Department's 2004 Frontline Program is moving forward with a game plan that combines old fashion grassroots campaign work with new technology to contact and inform our members

John Laughlin, BCTD Political Director, the Department and our affiliates are moving forward with a national election targeting project to identify specific races where construction trades unions can make a real difference. The Department is identifying "target" states and races and will then budget resources to assist those candidates. The Department will work with the affiliated unions and area building trades councils in each targeted race to register union members and family members, contact members on issues that affect paychecks and jobs, and activate members on behalf of endorsed candidates.

In addition to returning to a strong grassroots program, the Department is reviewing the utilization of new technologies in its campaign efforts explained BCTD President Edward C. Sullivan.

"Electronic phone contacts, internet, website and email utilization, voter registration and absentee ballot programs, membership and voter polls, advertising, targeting of multi-voter union households through direct mail and door-to-door contacts are all potential components for the Building Trades Department's Frontline 2004," said Sullivan.

Selecting the targeted campaigns is the current priority of the Department. "The Department is meeting with campaigns and candidates on the Congressional, Senate and Presidential levels to determine what races our members can be a real deciding factor for in 2004," explained Laughlin. "After an initial list is developed, every affiliated union will have input into targeting decisions. The key for the Department is the solidarity and commitment of the construction trades unions to each campaign."

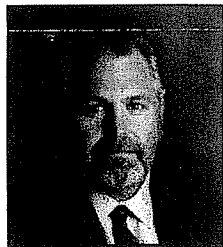
The Department's political effort is entirely non-partisan stresses Secretary-Treasurer Joseph Maloney. "Election 2004 isn't about political parties, it is about political allies who support working families, who will defend the American dream of jobs and good benefits, who will stand up for construction workers on issues like Davis-Bacon, Project Labor Agreements and jobsite safety," said Maloney.

The Frontline Program will conduct spring training sessions for state coordinators who will be the backbone of these grassroots efforts.



Talking To The Streets: AFABU President Ed Sullivan and 2004 Frontline Political Director John Laughlin are pictured above during a Union Booze-Down Dinner in the 2002 New Hampshire Senate Fight.

Secretary-Treasurer's Corner



Thus, for now, we have a Court order that delays the implementation of the rule. It is impossible to predict what the Court's final decision will be, but so far this is very good news.

Pension Plan Participation

Councils with full time staff can participate in the state and local council pension plan. The Department offers the plan to the officers and staff of all councils. The plan is administered by the Department and offers various investment options. If you are interested in more information concerning this plan please contact my office.

Tax Time Reminder

We have entered a new calendar year and it is tax time again, do not forget to add all taxable income to your employees W-2s. For example, group term life insurance premiums greater than \$50,000 in coverage.

Calendar Notes

The next regional meeting will be held in Orlando, FL on February 18-25 for our Southern Region. In late spring of this year, our Midwest Regional meeting will be held in the Minneapolis/St. Paul area. Don't forget to get your registration forms in for the 2004 National Legislative Conference, March 29-31, 2004.

Fraternally,

Joseph Maloney
Joseph Maloney
Secretary-Treasurer

Organizing Colorado Building Trades Use Health Care To Organize

The Colorado Building Trades are talking to non-union workers about a topic of concern in households across the country - health care. Your council may want to consider doing the same.

The inside of the brochure says:

There is a problem in this country today, an epidemic that is hurting us all—the outrageous cost of health care and medical insurance for every American. Why this double digit inflation in health care and insurance costs? It has been proven that those of us with insurance pay for those without, and that is the single largest contributor to the ever increasing cost of health insurance. Is it a question of feeding your family or having health insurance? It does not have to be that way. Those of us in the Colorado Building Trades have a better way. Every one of our members has health insurance for themselves and their family which is paid for by their contractor. As part of our collective bargaining agreements, it is mandatory that our contractors pay for this insurance. Does your boss pay for your insurance? Does he deduct money every week for your insurance? When you think about how much you make an hour, do you take into account the large portion that pays for your insurance? Those of us in the Colorado Building Trades want to show you a better way to live for you and your family. Please contact your trade representative listed on the back of this flyer.

Are You Tired Of Going To The Emergency Room For Health Care??



Are Doctor Bills Taking Food Off Of Your Families Table??

Taking It To The Streets

The Mobile Utah Worker Rights Center carries information in the form of handbills and picket signs. It also serves food and beverages, and was a key component in the Building Trades success against Tradesman International.

UTAH WORKER'S RIGHTS CENTER

"Helping Workers Help Themselves"

- For Information about worker's rights
- For help with any work related issues
- For a Free Lunch at work

CALL: 800-491-2038

ELECTRICIANS IRONWORKERS PAINTERS DRYWALLERS

UTAH BUILDING TRADES

Organizing

Increasing Women's Participation In the Building and Construction Trades: DC Summit February 2nd

A Capacity Building Initiative to Support Women's Committees, Recruitment and Retention Strategies, and Material Development

Tradeswomen Now and Tomorrow (TNT) and the Building and Construction Trades Department (BCTD) will partner together to establish a national committee of women in the trades. This initiative is part of an innovative strategy to promote increased recruitment and retention of women into the building trades by working to establish policy and practice at the national level that can set an example for local and regional efforts. TNT will facilitate a process for the BCTD, three international building trade unions (International Brotherhood of Electrical Workers, Bricklayers and Allied Craftworkers and Laborers' International Union of America); the State Building and Construction Trades Council (SBCTC) of California; and an affiliate building trades recruitment organization, Helmets and Hardhats to address issues that impede greater female recruitment and retention in skilled building trade jobs.

partners to foster inclusive language in strategic planning, as well as recruitment, hiring, and retention policies and procedures, all designed to greatly improve the ability of all employers and labor unions to integrate women into their workforces and membership. TNT's work will focus on providing materials and strategies designed to support equitable work environments, establish support groups and women's committees, address women in skilled trades. This work will be disseminated to local affiliates to assure each has materials to share at the local level. The initiative will develop leadership commitments, identify common strategies and create model materials and policies. TNT will convene a joint meeting of all of the partners to share best practices and prepare a binder of collected materials to distribute among the partners and their affiliates.

at the national level to increase the number of women in non-traditional careers in high-wage, high skill, blue-collar fields. One of TNT's primary goals is to provide technical assistance at the national level to build institutional capacity for tradeswomen's recruitment and retention. Although only two years old, TNT has extensive experience in providing technical assistance to the Building and Construction Trades Department of the AFL-CIO. The first workshop provided an overview of the importance of including women in the industry and identified strategies and recommendations for doing so. The following year, TNT was asked to develop a follow-up workshop to describe establishing and using women's committees to increase retention rates of tradeswomen. Many of TNT's member organizations have more than twenty years of experience working with local building trade unions and building trade councils to promote increased female participation. Most recently, TNT prepared its first set of publications for use in promoting women's entrance and retention in nontraditional jobs. Targeted at

policymakers and industry partners, Building Tradeswomen support through Unions provides a blueprint for building trade unions to increase women's entry and support retention, and it offers a range of suggested strategies. We have developed an informative web site www.tradeswomennow.org, brochure, and other educational materials to educate, inform, and otherwise aid our industry partners.

The BCTD has demonstrated growing commitment to using its forums and coordinating capacity to promote tradeswomen's recruitment and retention. Since 2001, the BCTD has enlisted TNT to provide workshops and an information booth at their annual legislative conferences. This initiative will help move the commitment to the next stage.

The project's primary focus with the BCTD will be to establish a national committee of women in the trades. This committee will find support and be able to draw resources from other aspects of the overall initiative.

In this new national initiative, TNT will work with the BCTD and each of the

TNT is the first organization designed solely to promote policy and programs

Website Update

BCTD.org Continues To Grow

The webmasters at the Building Trades continue to improve and expand our web site. The Building Trades Department officers' commitment to better communication is being realized at www.BCTD.org. Need a copy of the reports on the ABC's apprentice program? You can download it at BCTD.org. Would you like to learn more about Best Value Contracting? You can learn about it at BCTD.org. Need to find local Building Trades leaders in your community? You can easily do it at BCTD.org. Want to write your U.S. Representative or Senator, or write to the local media? You guessed it! BCTD.org has a tool called "Inside Congress" that allows you to easily do just that right on line... and much more.

BCTD.org is an increasingly important resource to all our affiliates and their members. Knowledge is power and it is critical to establish strong lines of timely communication and cooperative action on the issues that affect all of us. To that end, there are more improvements to come in the weeks and months ahead. The Department is looking into establishing a message board, an e-mail alert system, and a photo gallery.

Most important in this election year, BCTD.org will be a critical hub for our Frontline Grassroots Political Program and your one-stop internet address for information on the issues and candidates in the 2004 elections.

Make us your home page, use the tools and let us know what you think can improve BCTD.org

Canadian Perspective

Positive Signs In Canada

There have been significant changes to the political landscape in Canada over the last twelve months. And political change often impacts how we live and work in our industry.

Eight of ten provinces held general elections while at the federal level, the change in the leadership of the Liberal Party of Canada caused a subsequent change in the Prime Minister.

Paul Martin was sworn in as Canada's 21st Prime Minister on December 12 following the resignation of Jean Chretien. Mr. Martin had been Minister of Finance in the Chretien administration and in that capacity worked closely with the Canadian Office of the Building Trades. When the Building Trades last met with Mr. Martin, he committed to maintain his working relationship with the Canadian Office. He told the staff at the Canadian Office that he would listen to any proposals we brought forward which help our members work and live better in the competitive construction industry.

It is likely Prime Minister Martin will seek a new mandate from Canadians very early in the New Year. Most political observers anticipate a federal election will be called in early April as soon as certain pieces of legislation affecting the election become law. We wish Mr. Martin well in his new capacity as Prime Minister as well as in the upcoming election.

In the eight provincial elections, we witnessed the re-election of five governments and defeats of governments in the remaining three. By far and away, the most significant of the eight elections occurred in Ontario in October. The then-governing Progressive Conservatives had promised to amend the Ontario Labour Code to permit, if not encourage, the dismantling of International Construction Unions in the province. With the election of the Liberals under the leadership of (Premier) Dalton McGuinty, the overarching threat of attacks against our organizations is now removed. Patrick Dillon, Business Manager of the Ontario Building Trades advises that the relationship between the new government and the Trades is much more positive now that we don't have the conservative gun pointed at our head.

The Political Education and Action Program (PEAP) has been reconstituted to primarily focus on two areas of interest. The first area is to lobby elected officials on matters that impact our members. Last September during the Canadian Legislative Conference our delegates met with over 25% of the Members of Parliament to discuss our issues of importance. At the next Legislative Conference we hope to meet with at least half of the MPs to get our message out. The second area of interest for the PEAP committee is to get our members politically active in future elections. Experience tells us we can help our friends win elections when we get out and put up signs, talk to our neighbors or help organize leaflet drops. Our activity on the campaign trail is important in that politicians will come to know that we are a political force of consequence. When they know there is a consequence, there is also respect. And respect is what we seek.

WINTER 2004



THE BUILDER



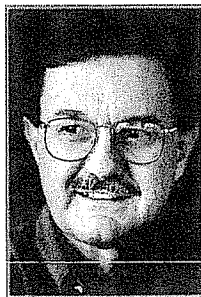
2004 Legislative Conference: Defend The American Dream

The Department is preparing for the 2004 Legislative Conference which promises to be one of the most important in our history. This presidential election year has raised the stakes for all trade unions and solidarity in defense of the American Dream has never been more imperative to achieve.

Several thousand attendees are expected to converge from March 28-31. Friends of labor from the U.S. House of Representatives and the U.S. Senate will address the conference on issues of great importance to all of us.

Featured Guest Speaker: National Radio Commentator Jim Hightower

Radio commentator, writer, public speaker, and author of current New York Times bestseller *Thieves In High Places: They've Stolen Our Country And It's Time to Take It Back*. Jim Hightower has spent three decades battling the Powers That Be on behalf of the Powers That Ought To Be - consumers, working families, and just-plain-folks.



Twice elected Texas Agriculture Commissioner, Hightower believes that the true political spectrum is not right to left but top to bottom, and he has become a leading national voice for the 80 percent of the public who no longer find themselves within shouting distance of the Washington and Wall Street powers at the top.

During the 90s, Hightower became known for developing his radio commentaries, hosting two radio talk shows, writing books, giving fiery speeches coast to coast, and otherwise speaking out for the American majority that's being locked out economically and politically by the elites. As political columnist Molly Ivins says, "If Will Rogers and Mother Jones had a baby, Jim Hightower would be that rambunctious child -- mad as hell, with a sense of humor."

He broadcasts daily radio commentaries that are carried in more than 100 commercial and public stations, on the web, and on Armed Forces Radio. His newspaper column is carried in more than 75 independent newspapers, magazines, and other publications.

After hearing speakers during the morning conference session, attendees will have the opportunity to attend workshops and to lobby on Capitol Hill.

Upcoming Events

JANUARY

- 19-21 Governing Board of Presidents Meeting
- 22 Construction Users Roundtable Meeting

FEBRUARY

- 2 Women in Trades Summit
- 18-20 Southern Regional Meeting

MARCH

- 28-31 BCTD Legislative Conference

The Building & Construction Trades Department, AFL-CIO (BCTD) coordinates activities and provides resources to its 15 affiliated national and international unions (representing three million members) in the pursuit of the interests and rights of unionized construction workers. The Department has 386 state, local and provincial councils located throughout the United States and Canada.

Since its inception in 1909, the BCTD has consistently fought to protect the interests of its affiliated unions and rank-and-file members on issues and programs relating to job site safety and health, apprenticeship and journey-level training, membership organizing, legislation and public policy, and wages/hours working conditions achieved through collective bargaining.

THE BUILDER: FEEDBACK

Got A Comment? Don't keep it to yourself.
Send an email BCTDBUILDER@aol.com

For more information and updates,
visit the website at www.BCTD.org.



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- Douglas J. McCarron, 13th Vice President
- John C. Martini, 14th Vice President
- Newton B. Jones, 15th Vice President

STAY IN TOUCH!
Visit our website: www.bctd.org

**A Final Report on
Associated Builders and Contractors
Apprenticeship Training:
Flawed and Failing Programs**

A Study by the
Building and Construction Trades Department
AFL-CIO

April 2005



Executive Summary

The construction industry is built upon a foundation of skilled craftsmanship. These skills, primarily supplied through apprenticeship programs, are critical to the supply of skilled workers, the safety of construction sites, and the reliability of our nation's bridges and roads, factories and power plants, and offices and homes.

This report reveals that almost every Associated Builders and Contractors apprenticeship program fails to provide this training to the majority of its apprentices. Of the nation's 80 ABC chapters, only 6 sponsored an apprenticeship program that graduated over half of its apprentices. By contrast, 20 ABC chapters either failed to sponsor a program or failed to enroll apprentices in the program it did sponsor, while another 25 ABC chapters had graduation rates below 25%.

The combined figures for all of the nation's Associated Builders and Contractor's apprenticeship programs reveal a small and ineffectual training program. Local chapters [excluding Hawaii] enrolled 24,663 apprentices in the five years between 1995 and 1999, or 4,933 a year. Moreover, these chapters graduated only 7,154 of these apprentices, leaving the ABC with a nationwide graduation rate of only 29%. That the ABC could graduate only an average of 1,431 apprentices a year during the greatest construction boom of our generation demonstrates nonunion sector's failure to make training a priority, a failure the rest of the construction industry is being forced to bear.

The performance of specific ABC apprenticeship programs illustrates the scope of the problem, and the numbers of young people that are being cheated out of an opportunity to learn the skills needed to become a safe and productive construction worker.

- Only 18 of the 331 apprentices that enrolled in the New Orleans Bayou ABC chapter program between 1995 and 1999 graduated; or only 5%.
- Only 37 of the 515 apprentices that enrolled in the Greater Houston ABC chapter program between 1995 and 1999 graduated; or only 7%.
- Only 178 of the 1,175 apprentices that enrolled in the Arkansas ABC chapter program between 1995 and 1999 graduated; or only 15%.

In addition, a number of ABC chapters have listed individual apprentices as active long after they had been scheduled to graduate. This failure to monitor the progress of apprentices is another example of the problems within these ABC programs.

- Of the 1,479 apprentices that enrolled in the Indiana ABC apprenticeship program between 1995 and 1999, 350 of them [or 23%] were still listed as active in spring 2004.
- Of the 667 apprentices that enrolled in the Ohio Valley ABC apprenticeship program between 1995 and 1999, 233 of them [or 35%] were still listed as active in spring 2004.

Repairing the Apprenticeship System

The conclusions of this report are supported by numerous other studies of the apprenticeship system. [See Appendix One] Even the U.S. Department of Labor's own study, written by the well-respected and independent Westat Group, found that for the class of 1995, multi-employer union programs graduated 59% of their apprentices, while multi-employer nonunion programs like those run by the ABC graduated only 39%. The report's section on craft graduation rates found that union programs graduated 58% of their electrical apprentices who registered between 1995 and 1998, while the nonunion graduated only 26%. For the same period, union programs graduated 52% of their plumbers and 51% of their operating engineers, versus only 29% and 16% for these two crafts in nonunion programs.

The apprenticeship system is at its foundation a contract; contractors are allowed to employ apprentices on public work jobs for less than the prevailing wage in exchange for providing training. This report proves that this system is broken. It is now time for the agencies that oversee the system -- the Office of Apprenticeship Training, Employer and Labor Services as well as the various state apprenticeship councils -- to implement changes. Two initial steps should include an immediate investigation into poor performing programs and the implementation of a requirement to maintain a certain graduation rate by craft.

Concerned construction users should not wait to take action. Numerous contracting bodies, both public and private, now use a form of best value contracting that rewards bidders which have an apprenticeship system. Washington State has gone further and required apprentices to perform 15 percent of all hours worked on most state construction projects. These apprenticeship utilization requirements allow construction users to ensure apprenticeship programs are actually training the next generation of construction workers.

The construction industry is facing the retirement of a large number of skilled workers in the next few years, a crisis that will not be solved by the ABC's small and poorly performing apprenticeship programs. All the major players in the construction industry -- state and federal apprenticeship agencies, large general contractors, major end users, and industry trade associations -- must come together to defend the nation's apprenticeship system so that the construction industry will have the skilled workforce needed to grow and prosper.

Note on Methodology

Much of the information in this report was obtained from a copy of the Registered Apprentice Information System (RAIS) database provided in spring 2004 by the Office of Apprenticeship Training, Employer and Labor Services. (OATELS) All the states administered by OATELS, as well as close to a dozen states that run their own apprenticeship system, use the RAIS system. For other states, the information was obtained from the relevant state apprenticeship agency. As a result, the exact dates covered by the individual ABC chapter reports may differ slightly as a result of the range of information different state agencies were able to provide. Only Hawaii was unable to provide a complete list of ABC apprentices for the 1995 to 2003 period.

Information on the demographic composition of apprentices is taken from all apprentices that enrolled from 1995 to 2003. Graduation rates are calculated from the apprenticeship class of 1995 through 1999, with the status of the apprentices from spring 2004. This is the same method of calculating graduation rates used by the DOL's Office of Apprenticeship, Employer and Labor Services in a study it commissioned from the Westat Group.

Some ABC chapters, including those that do not sponsor a registered apprenticeship program, may offer training classes, either to apprentices enrolled in programs sponsored by individual ABC member companies or to individual workers not involved in apprenticeship. However, providing this related training instruction is not the same as sponsoring an actual apprenticeship program. In addition, the RAIS database does not keep information about providers of related training instruction, so the effectiveness of this type of training cannot be monitored. This is another area where a lack of government oversight may be allowing substandard training to exist.

Organization of the Report

The individual ABC chapters in this report are listed in alphabetical order by state. The index at the end of this report lists the page number of each chapter's individual performance information.

Alabama State ABC

Between 1995 and 2003, 21% of the Alabama ABC's apprentices were minorities, but only 2% were female. In the same period, 15% were veterans.

Alabama ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	14	1%
Asian	4	< 1%
Black	216	18%
Hispanic	13	1%
Not Elsewhere Classified	1	< 1%
White	959	79%
Total	1207	100%

Alabama ABC by Gender

Gender	Number	Percent
Male	1183	98%
Female	24	2%
Total	1207	100%

Alabama ABC by Veteran Status

Status	Number	Percent
Veteran	124	15%
Not a Vet	1083	85%
Total	1207	100%

The Alabama ABC has a low completion rate. Only 14% of Alabama ABC apprentices that registered between 1995 and 1999 completed their program by 2004, while 75% cancelled.

Alabama ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	686	75%
Completed	130	14%
Still listed as registered, 2004	95	11%
Total	912	100%

The Alabama ABC has low completion rates across crafts. The highest rate of completion for any craft was 21% for bricklayers. No other craft had a completion rate of greater than 20%.

Alabama ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	112	87	24	1	21%
Carpenter	27	18	4	4	15%
Electrician	452	313	81	58	18%
Glaziers	20	20	0	0	0%
Operating Engineer	23	15	0	8	0%
Pipe Fitter	2	2	0	0	0%
Plumber	67	51	8	8	12%
Sheet Metal Worker	105	90	9	6	9%
HVAC (Installation/Service)	50	40	4	6	8%
Structural-Steel Worker	54	50	0	4	0%
Total	912	686	130	95	14%

North Alabama ABC

Between 1999 and 2003, only 1% of North Alabama ABC's apprentices were women, 10% were minorities, and 6% were veterans. The program enrolled only 96 apprentices in the five year period.

North Alabama ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	3	3%
Asian	0	0%
Black	5	5%
Hispanic	2	2%
Not Elsewhere Classified	0	0%
White	86	90%
Total	96	100%

North Alabama ABC by Gender

Gender	Number	Percent
Male	95	99%
Female	1	1%
Total	96	100%

North Alabama ABC by Veteran Status

Status	Number	Percent
Veteran	6	6%
Not a Vet	90	94%
Total	96	100%

The North Alabama ABC only enrolled three apprentices in the 1995 to 1999 period. All three of these enrolled as electricians in 1999, and all three left the program before graduation, leaving a graduation rate for that year of 0%.

South Alabama ABC
[now called Midgulf ABC]

The South Alabama ABC only enrolled apprentices in 2000 and 2001. In those 2 years, the program enrolled nine apprentices, 7 of whom were white and 2 were black. There were two female apprentices and no veterans enrolled.

All 9 of the apprentices were enrolled as electricians. Of these 9, two have cancelled, none have completed, and seven are still listed as registered.

Alaska ABC

Between, 1999 and 2003, 18% of enrolled Alaska ABC apprentices were minorities, 5% were women, and 9% were veterans.

Alaska ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	34	12%
Asian	3	1%
Black	3	1%
Hispanic	8	3%
Not Elsewhere Classified	1	< 1%
White	224	82%
Total	273	100%

Alaska ABC by Gender

Gender	Number	Percent
Male	258	95%
Female	15	5%
Total	273	100%

Alaska ABC by Veteran Status

Status	Number	Percent
Veteran	26	9%
Not a Vet	247	91%
Total	273	100%

The Alaska ABC has only registered apprentices since 1999. Only 28% of these apprentices that registered in that year had completed their program by 2004, while more than half have cancelled.

Alaska ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	25	53%
Completed	13	28%
Still listed as registered, 2004	9	19%
Total	47	100%

With the exception of pipe fitters, which had a completion rate of 60% --though based on only 3 graduates-- the Alaska ABC program's graduation rates were 33% or lower for all crafts.

Alaska ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	1	0	0	1	0%
Electrician	25	12	7	6	28%
Pipe Fitter	5	2	3	0	60%
Plumber	7	5	0	2	0%
Sheet Metal Worker	6	4	2	0	33%
Heating & Air Conditioning (Installation & Service)	3	2	1	0	33%
Total	47	25	13	9	28%

Arizona Builders Alliance
[A joint program of the Arizona ABC and the Arizona AGC]

Between 1995 and 2003, 37% of enrolled Arizona Builders Alliance apprentices were minorities, 3% were women, and 14% were veterans.

ABA by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	90	14%
Asian	3	0%
Black	15	2%
Hispanic	138	21%
Not Elsewhere Classified	0	0%
White	414	63%
Total	660	100%

ABA by Gender

Gender	Number	Percent
Male	643	97%
Female	17	3%
Total	660	100%

ABA by Veteran Status

Status	Number	Percent
Veteran	94	14%
Not a Vet	566	86%
Total	660	100%

Of the ABA apprentices that enrolled between 1995 and 1999, 49% completed their program by 2004, while 51% cancelled.

ABA Completion Rates, 1995-1999 Enrollees

Status	Number	Percent
Cancelled	194	51%
Completed	185	49%
Still listed as registered, 2004	1	0%
Total	380	100%

The ABA had completion rates below 50% in the crafts of carpenters, plumbers, and pipe fitters.

ABA Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	65	39	26	0	40%
Electrician	260	113	146	1	56%
Pipe Fitter	36	30	6	0	17%
Plumber	13	9	4	0	31%
Sheet Metal Worker	5	2	3	0	60%
Construction and Related Workers	1	1	0	0	0%
Total	380	194	185	1	49%

Arkansas ABC

Between 1995 and 2003, 10% of enrolled Arkansas ABC apprentices were minorities, only 1% were females, and 8% were veterans.

Arkansas ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	67	3%
Asian	12	< 1%
Black	120	4%
Hispanic	58	2%
Not Elsewhere Classified	7	< 1%
White	2359	90%
Total	2623	100%

Arkansas ABC by Gender

Gender	Number	Percent
Male	2588	99%
Female	35	1%
Total	2623	100%

Arkansas ABC by Veteran Status

Status	Number	Percent
Veteran	206	8%
Not a Vet	2417	92%
Total	2623	100%

Of the Arkansas ABC apprentices that registered between 1995 and 1999, only 15% completed their program by 2004, while 76% cancelled and 9% were listed as still registered.

Arkansas ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	896	76%
Completed	178	15%
Still listed as Registered, 2004	101	9%
Total	1175	100%

The Arkansas ABC has low completion rates across crafts, with the highest rate of completion being 25% for plumbers. Of the 900 electrical apprentices, 722 dropped out of the program, compared to the 135 who graduated.

Arkansas ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	62	36	6	20	10%
Electrician	900	722	135	43	15%
Pipe Fitter	54	38	5	11	9%
Plumber	126	77	32	17	25%
Sheet Metal Worker	27	21	0	6	0%
Heating & Air Conditioning (Installation & Service)	6	2	0	4	0%
Total	1175	896	178	101	15%

Golden Gate ABC

Between 1995 and 2004, 4% of Golden Gate ABC apprentices were women, and 9% were veterans.

Golden Gate ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	14	1%
Asian	72	6%
Black	117	10%
Hispanic	334	28%
Filippino	26	2%
White	637	53%
Total	1200	100%

Golden Gate ABC by Gender

Gender	Number	Percent
Male	1157	96%
Female	43	4%
Total	1200	100%

Golden Gate ABC by Veteran Status

Status	Number	Percent
Veteran	103	9%
Not a Vet	1097	91%
Total	1200	100%

Of the Golden Gate ABC apprentices that registered between 1995 and 1999, 28% had completed by 2005 and 70% had cancelled.

Golden Gate ABC Overall Completion Rates, 95--99 Enrollees

Status	Number	Percent
Cancelled	393	70%
Completed	160	28%
Still listed as Registered, 2005	9	2%
Total	562	100%

Between 1995 and 1999, the Golden Gate ABC had a low completion rate among all crafts. No crafts had a completion rate greater than 30%.

Golden Gate ABC Completion Rates by Craft, 95--99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2005	Completion Rate
Electrician	371	253	111	7	30%
Carpenter	93	72	21	0	23%
Painter	96	67	28	1	29%
Plumber	2	1	0	1	0%
Total	562	393	160	9	28%

Los Angeles Ventura County ABC

Between 1999* and 2004, only 1% of apprentices enrolled in the Los Angeles ABC program were women and 9% were veterans.

Los Angeles ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	16	4%
Black	40	9%
Hispanic	237	53%
Filippino	9	2%
White	139	31%
Total	443	100%

Los Angeles ABC by Gender

Gender	Number	Percent
Male	437	99%
Female	6	1%
Total	443	100%

Los Angeles ABC by Veteran Status

Status	Number	Percent
Veteran	40	9%
Not a Vet	403	91%
Total	443	100%

For apprentices that registered in 1999, only 28% had graduated by 2005.

Los Angeles ABC Overall Completion Rates, 1999 Enrollees*

Status	Number	Percent
Cancelled	68	64%
Completed	30	28%
Still listed as registered, 2005	9	8%
Total	107	100%

In 1999, the Los Angeles ABC only enrolled apprentices in its electrician's program. This program had a completion rate of only 28% for that year.

Los Angeles ABC Completion Rates by Craft, 1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2005	Completion Rate
Electrician	107	68	30	9	28%
Total	107	68	30	9	28%

* According to apprenticeship records supplied by the California Department of Labor, the Los Angeles Ventura County ABC chapter only began to register apprentices in 1999.

San Diego Chapter ABC

Between 1995 and 2004, 4% of the enrolled apprentices were female and 20% were veterans.

San Diego ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	23	1%
Asian	68	3%
Black	172	8%
Hispanic	493	24%
Filippino	41	2%
White	1287	62%
Total	2084	100%

San Diego ABC by Gender

Gender	Number	Percent
Male	2008	96%
Female	76	4%
Total	2084	100%

San Diego ABC by Veteran Status

Status	Number	Percent
Veteran	426	20%
Not a Vet	1658	80%
Total	2084	100%

Of the San Diego ABC apprentices that registered between 1995 and 1999, only 26% had completed by 2005 while 60% had cancelled.

San Diego ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	662	60%
Completed	290	26%
Still listed as registered, 2005	176	14%
Total	1106	100%

Between 1995 and 1999, the San Diego ABC had a low completion rate among all crafts. The highest completion rate was electricians at 34%.

San Diego ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2005	Completion Rate
Carpenter	66	65	1	0	2%
Construction Equip. Op.	3	3	0	0	0%
Electrician	538	347	182	9	34%
Pipe Fitter/Steamfitter	59	28	5	26	8%
Plumber	223	111	50	62	22%
Sheet Metal Worker	217	108	52	57	24%
Total	1106	662	290	154	26%

Southern California ABC

The Southern California ABC trains few veterans and women. Between 1995 and 2004, 4% of the apprentices were women, and only 9% were veterans.

Southern California ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	18	1%
Asian	62	4%
Black	137	8%
Hispanic	592	34%
Filipino	33	2%
White	885	51%
Total	1727	100%

Southern California ABC by Gender

Gender	Number	Percent
Male	1691	96%
Female	36	4%
Total	1727	100%

Southern California ABC by Veteran Status

Status	Number	Percent
Veteran	214	91%
Not a Vet	1513	9%
Total	1727	100%

Of the Southern California ABC apprentices that registered between 1995 and 1999, only 35% had graduated by 2005, while 62% had cancelled.

Southern California ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	437	62%
Completed	245	35%
Still listed as Registered, 2005	18	3%
Total	700	100%

Between 1995 and 1999, the Southern California ABC had completion rates of 38% and 42% for electricians and plumbers respectively, while the completion rate for the carpenters was 0%.

Southern California ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2005	Completion Rate
Electrician	614	377	233	17	38%
Carpenter	26	26	0	0	0%
Plumber	60	34	25	1	42%
Total	700	437	245	18	35%

Central California ABC

According to apprenticeship records supplied by the California Department of Labor, the Central California ABC chapter does not train apprentices as a program sponsor.

Construction Industry Training Council of Colorado
[A joint training program of the Rocky Mountain ABC
and seven other trade associations]

Between 1995 and 2003, 37% of all CITC apprentices were minorities, 3% were women, and 12% were veterans.

CITC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	26	3%
Asian	4	0%
Black	56	6%
Hispanic	254	28%
Not Elsewhere Classified	2	0%
White	566	63%
Total	909	100%

CITC by Gender

Gender	Number	Percent
Male	882	97%
Female	27	3%
Total	909	100%

CITC by Veteran Status

Status	Number	Percent
Veteran	108	12%
Not a Vet	801	88%
Total	909	100%

Only 15% of the CITC apprentices that registered between 1995 and 1999 had completed the program by 2004.

CITC Overall Completion Rates
1995-99 Enrollees

Status	Number	Percent
Cancelled	342	85%
Completed	60	15%
Total	402	100%

The CITC had only one craft—bricklayers—with a completion rate greater than one-third. Every other craft had completion rates of 25% or less.

CITC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Bricklayer	25	16	9	36%
Carpenter	53	41	12	23%
Electrician	125	112	13	10%
Painter	1	1	0	0%
Pipe Fitter	20	15	5	25%
Plumber	121	111	10	8%
Sheet Metal Worker	57	46	11	19%
Total	402	342	60	15%

Western Colorado ABC

Between 1995 and 2003, 32% of the enrolled apprentices in the Western Colorado ABC were minorities, 4% were women, and 12% were veterans.

Western Colorado ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	29	16%
Asian	0	0%
Black	0	0%
Hispanic	28	16%
Not Elsewhere Classified	0	0%
White	118	67%
Total	175	100%

Western Colorado ABC by Gender

Gender	Number	Percent
Male	168	96%
Female	7	4%
Total	175	100%

Western Colorado ABC by Veteran Status

Status	Number	Percent
Veteran	22	12%
Not a Vet	153	88%
Total	175	100%

Only 36% of the Western Colorado ABC apprentices who registered between 1995 and 1999 had completed the program by 2004, while 64% had cancelled.

Western Colorado ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	32	64%
Completed	18	36%
Total	50	100%

The Western Colorado ABC completion rate for structural steel was only 9%.

Western Colorado ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	11	6	5	45%
Electrician	26	15	11	42%
Plumber	1	1	0	0%
Sheet Metal Worker	1	0	1	100%
Structural Steel Worker	11	10	1	9%
Total	50	32	18	36%

Connecticut ABC

According to a December 2002 letter from the Connecticut Department of Labor, the Connecticut ABC chapter does not sponsor a registered apprenticeship program in that state.

Delaware ABC

According to a January 2005 communication with the Delaware State Administrator of the Apprenticeship and Training Section, the Delaware ABC does not sponsor a registered apprenticeship program in that state

Florida First Coast Chapter*

The Florida First Coast ABC trains few women. Between 1995 and 2003, 21% of apprentices were minorities, only 2% were females, and 12% had veteran status.

Florida First Coast ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	11	3%
Black	62	15%
Hispanic	14	3%
Not Elsewhere Classified	0	0%
White	325	79%
Total	414	100%

Florida First Coast ABC by Gender

Gender	Number	Percent
Male	406	98%
Female	8	2%
Total	414	100%

Florida First Coast ABC by Veteran Status

Status	Number	Percent
Veteran	49	12%
Not a Vet	365	88%
Total	414	100%

The Florida First Coast ABC has a low completion rate. Between 1995 and 1999, only 19% of the apprentices that registered between 1995 and 1999 had completed their program by 2004, while 81% had cancelled.

Florida First Coast ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	215	81%
Completed	50	19%
Still listed as Registered, 2004	0	0%
Total	265	100%

The Florida First Coast ABC has low completion rates across crafts. The highest rate of completion for any craft was 42% for pipe fitters. The only other craft to have a completion rate above 0% were electricians.

Florida First Coast ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	35	35	0	0	0%
Electrician	67	62	5	0	7%
Painter	2	2	0	0	0%
Pipe Fitter	106	61	45	0	42%
Plumber	24	24	0	0	0%
Sheet Metal Worker	31	31	0	0	0%
Total	912	686	130	95	14%

* Between 1995 and 2001 apprentices were enrolled under the Florida First Coast ABC. In 2002 and 2003, apprentices were enrolled under the Florida First Coast Construction Education Foundation, a training trust established by the Florida First Coast ABC Chapter.

Central Florida ABC

Between 1995 and 2003, 27% of enrolled Central Florida ABC apprentices were minorities, 2% were women, and 12% were veterans.

Central Florida ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	11	1%
Asian	5	0%
Black	110	10%
Hispanic	180	16%
Not Elsewhere Classified	0	0%
White	826	73%
Total	1132	100%

Central Florida ABC by Gender

Gender	Number	Percent
Male	1110	98%
Female	22	2%
Total	1132	100%

Central Florida ABC by Veteran Status

Status	Number	Percent
Veteran	136	12%
Not a Vet	996	88%
Total	1132	100%

Of the Central Florida ABC apprentices that registered between 1995 and 1999, 19% had completed their programs by 2004, while 78% cancelled.

Central Florida ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	536	78%
Completed	133	19%
Still listed as Registered, 2004	18	3%
Total	687	100%

The Central Florida ABC has low completion rates across crafts, with only pipe fitting having a completion rate above 25%. Of the 60 carpenter apprentices in the program, 58 left before completion.

Central Florida ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	60	58	2	0	3%
Pipe Fitter	280	204	70	6	25%
Plumber	242	186	48	8	20%
Sheet Metal Worker	105	88	13	4	12%
Total	687	536	133	18	19%

Florida East Coast ABC*

Between 1995 and 2003, 61% of all enrolled Florida East Coast apprentices were minorities, 1% were women, and 5% were veterans.

Florida East Coast by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	15	<1%
Asian	43	1%
Black	1005	25%
Hispanic	925	23%
Not Elsewhere Classified	3	< 1%
White	2039	51%
Total	4030	100%

Florida East Coast by Gender

Gender	Number	Percent
Male	3973	99%
Female	57	1%
Total	4030	100%

Florida East Coast by Veteran Status

Status	Number	Percent
Veteran	257	6%
Not a Vet	3773	95%
Total	4030	100%

Only 30% of the Florida East Coats ABC apprentices that registered between 1995 and 1999 had completed the program by 2004.

Florida East Coast Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	921	64%
Completed	495	34%
Still listed as Registered, 2004	21	1%
Total	1437	100%

The highest completion rate was for bricklayers at 48%. The completion rate for electricians was 32%, but 569 apprentices left the program before graduation. Sheet metal apprentices had the lowest completion rate at just 20%.

Florida East Coast ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayers	31	16	15	0	48%
Electrician	815	569	261	15	32%
Line Erector	360	193	167	0	46%
Pipe Fitter	150	80	66	4	44%
Sheet Metal Workers	81	63	16	2	20%
Total	1437	921	495	21	34%

*Apprentices are registered under the Associated Builders and Contractors Institute, a training foundation maintained by the Florida East Coast ABC chapter, and under a separate trust established for training line erectors.

Florida Gulf Coast ABC

Between 1995 and 2003, 27% of enrolled Florida Gulf Coast ABC apprentices were minorities, 2% were women, and 15% were veterans.

Florida Gulf Coast ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	16	1%
Asian	19	1%
Black	206	12%
Hispanic	212	13%
Not Elsewhere Classified	0	0%
White	1243	73%
Total	1696	100%

Florida Gulf Coast ABC by Gender

Gender	Number	Percent
Male	1656	98%
Female	40	2%
Total	1696	100%

Florida Gulf Coast ABC by Veteran Status

Status	Number	Percent
Veteran	249	15%
Not a Vet	1447	85%
Total	1696	100%

Only 32% of the Florida Gulf Coast ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 68% had cancelled.

Florida Gulf Coast ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	727	68%
Completed	338	32%
Total	1065	100%

The Florida Gulf Coast ABC graduated only 26% of its sheet metal apprentices. The program also failed to graduate 490 of its 696 electrical apprentices.

Florida Gulf Coast ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	41	28	13	32%
Electrician	696	490	206	30%
Pipe Fitter	152	91	61	40%
Plumber	68	40	28	41%
Sheet Metal Worker	76	56	20	26%
Refrigeration Mechanics	32	22	10	31%
Total	1065	727	338	32%

Florida Space Coast ABC

Between 1995 and 2001, 14% of Florida Space Coast ABC apprentices were minorities, only 1% were females, and 16% had veteran status.

Space Coast ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	1	1%
Asian	1	1%
Black	12	10%
Hispanic	3	2%
Not Elsewhere Classified	0	0%
White	108	86%
Total	125	100%

Space Coast ABC by Gender

Gender	Number	Percent
Male	124	99%
Female	1	1%
Total	125	100%

Space Coast ABC by Veteran Status

Status	Number	Percent
Veteran	20	16%
Not a Vet	105	84%
Total	1207	100%

Only 18% of the Florida Space Coast ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 82% had cancelled.

Space Coast ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	55	82%
Completed	12	18%
Total	67	100%

The Florida Space Coast ABC offered training in only one craft—electrical—and the completion rate for that craft was only 18%.

Space Coast ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered	Completion Rate
Electrician	67	55	12	0	18%
Total	67	55	12	0	18%

North Florida ABC

Between 1995 and 1999, only 1% of North Florida ABC's apprentices were women, 23% were minorities, and 11% were veterans. The chapter has not registered any new apprentices since January, 1999.

North Florida ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	1	1%
Black	13	18%
Hispanic	3	4%
Not Elsewhere Classified	0	0%
White	57	77%
Total	74	100%

North Florida ABC by Gender

Gender	Number	Percent
Male	73	99%
Female	1	1%
Total	74	100%

North Florida ABC by Veteran Status

Status	Number	Percent
Veteran	8	11%
Not a Vet	66	89%
Total	74	100%

The North Florida ABC has a low completion rate. Of the apprentices that registered between 1995 and 1999, only 9% had completed the program by 2004.

North Florida ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	64	86%
Completed	7	9%
Still listed as Registered, 2004	3	4%
Total	74	100%

The North Florida ABC had low completion rates across crafts between 1995 and 1999, with three crafts having a 0% completion rate.

North Florida ABC Completion Rates by Craft, 1995 – 1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	6	6	0	0	0%
Carpenter	8	7	1	0	13%
Pipe Fitter	10	7	0	3	0%
Plumber	8	8	0	0	0%
Sheet Metal Worker	25	21	4	0	16%
Heating & Air Conditioning (Installation & Service)	17	15	2	0	12%
Total	74	64	7	0	9%

Georgia ABC

The Department of Labor database of registered apprenticeships does list the ABC of Georgia as an approved apprenticeship sponsor. However, according to that database the program did not enroll any apprentices between 1995 and 2003.

The chapter's related organization, the Construction Education Foundation of GA, Inc., is not listed as an approved apprenticeship program, and thus enrolled no apprentices in this period.

Hawaii ABC

In response to a request under the Hawaii Uniform Information Practices Act, the Hawaii Department of Labor and Industrial Relations provided the statistics below. This information shows that of the 176 apprentices that left the Hawaii ABC apprenticeship program between 2000 and June 2003, only 22% left as a result of graduation.

- Between 2000 and June 2003, 39 apprentices completed their training in the Hawaii ABC apprenticeship program.
- Between 2000 and June 2003, 137 apprentices dropped out of the Hawaii ABC apprenticeship program.
- As of June 2003, there were 204 apprentices currently enrolled in the Hawaii ABC apprenticeship program. Of these 204 apprentices, only 6 [or 3%] were women and 147 [or 72%] were minorities. The state does not collect information on veteran status.

The Hawaii state apprenticeship agency does not maintain records in a way that would allow the creation of graduation rate similar to the rates compiled for other ABC programs. The first problem is that apprentice records in the state are not computerized but are kept only on paper. In addition, an apprentice who has left a program before graduation has the only copy of his or her paper record moved to a cancelled file, and these paper records are destroyed after several years. As a result, no complete record of enrolled apprentices exists for the Hawaii ABC program, or for any apprenticeship program. This inadequate record keeping system should be changed in order for the agency to properly oversee the state's apprenticeship system.

Northern Illinois ABC*

Between 1995 and 2003, less than 1% of Northern Illinois ABC's apprentices were women, 16% were minorities, and 10% were veterans.

Northern Illinois ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	5	3%
Black	3	2%
Hispanic	21	12%
Not Elsewhere Classified	0	0%
White	148	84%
Total	177	100%

Northern Illinois ABC by Gender

Gender	Number	Percent
Male	176	> 99%
Female	1	< 1%
Total	177	100%

Northern Illinois ABC by Veteran Status

Status	Number	Percent
Veteran	18	10%
Not a Vet	159	90%
Total	177	100%

Of the Northern Illinois apprentices that registered between 1996 and 1999, 41% had cancelled by 2004.

Northern Illinois ABC Overall Completion Rates, 1996-1999 Enrollees

Status	Number	Percent
Cancelled	28	41%
Completed	41	59%
Total	69	100%

The Northern Illinois ABC had a completion rate for plumbers of only 17%. None of the enrolled painter apprentices completed the program.

Northern Illinois ABC Completion Rates by Craft, 1996-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Electrician	60	20	40	67%
Painter	3	3	0	0%
Plumber	6	5	1	17%
Total	69	28	41	59%

* This chapter recently became the Illinois ABC after the Greater Illinois ABC chapter was merged into it. The Greater Illinois ABC did not sponsor a registered apprenticeship program.

Indiana ABC

The Indiana ABC trains few minorities and women. Between 1995 and 2003, less than 2% of apprentices were minorities, less than 1% were females, and only 1% were veterans.

Indiana ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	1	< 1%
Black	38	1.5%
Hispanic	5	< 1%
Not Elsewhere Classified	2	< 1%
White	2461	> 98%
Total	2509	100%

Indiana ABC by Gender

Gender	Number	Percent
Male	2495	> 99%
Female	14	< 1%
Total	2509	100%

Indiana ABC by Veteran Status

Status	Number	Percent
Veteran	26	1%
Not a Vet	2483	99%
Total	2509	100%

Of all the Indiana ABC apprentices that registered between 1995 and 1999, only 24% had completed their program by 2004. In addition, the Indiana ABC does not appear to closely monitor its program since 23% of the apprentice that registered in 1999 and before are still listed as active apprentices in spring 2004, an unlikely number given that the average nonunion apprenticeship program lasts 4 years.

Indiana ABC Overall

Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	786	53%
Completed	350	24%
Still listed as Registered, 2004	338	23%
Total	1479	100%

The Indiana ABC had low completion rates in most crafts.

Indiana ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	3	0	0	3	0%
Carpenter	193	94	38	60	20%
Electrician	851	432	225	192	26%
Operating Engineer	20	18	0	2	0%
Pipe Fitter	27	20	3	4	11%
Plumber	93	40	24	28	26%
Roofer	81	69	8	4	10%
Sheet Metal Worker	74	37	21	15	28%
Heating & Air Conditioning	131	74	28	29	21%
Assembler, Metal Building	2	1	1	0	50%
Insulation Worker	4	1	2	1	50%
Total	1479	786	350	338	24%

Iowa ABC

Apprenticeship in Iowa is overseen by the U.S. Department of Labor. Its database does not list the Iowa chapter as sponsoring an approved apprenticeship program. The DOL database also does not list the ABC of Iowa Apprenticeship Trust Fund as sponsoring an approved apprenticeship program

Heart of America ABC [Kansas and Missouri Chapter]

Apprenticeship in Missouri is overseen by the U.S. Department of Labor. The federal database of apprenticeship program sponsors does not list the Heart of America chapter, or the Heart of America Apprenticeship Trust Fund, as sponsoring an apprenticeship program.

Apprenticeship in Kansas is overseen by the Kansas Apprenticeship Council. According to a February 2004 letter from the Council, the Heart of America apprenticeship program enrolled 15 apprentices between 1997 and 2003 on behalf of its employer members. Of the 5 apprentices that enrolled between 1997 and 1999, none have graduated.

Kentucky ABC

Between 1995 and 2003, 7% of Kentucky ABC apprentices were minorities and only 2% were women.

Kentucky ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
Black	30	5%
Hispanic	6	1%
White	553	93%
Other	5	1%
Total	594	100%

Kentucky ABC by Gender

Gender	Number	Percent
Male	585	98%
Female	9	2%
Total	594	100%

Kentucky ABC by Veteran Status

Status	Number	Percent
Veteran	59	10%
Not a Vet	535	90%
Total	594	100%

The Kentucky ABC has a low completion rate. Of the apprentices that registered between 1995 and 1999, only 21% completed the program by 2004.

Kentucky ABC Overall

Completion Rates, 1995-1999 Enrollees

Status	Number	Percent
Cancelled	137	58%
Completed	49	21%
Still listed as Registered, 2004	50	21%
Total	236	100%

Consistent with its low overall completion rate, the Kentucky ABC had low completion rates across crafts, with no craft graduating even one-third of its apprentices

Kentucky ABC Completion Rates by Craft, 1995 to 1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	9	7	2	0	22%
Electrician	173	89	46	38	27%
HVAC Technician	1	1	0	0	0%
Operating Engineer	1	1	0	0	0%
Pipe fitter	42	29	1	12	2%
Plumber	1	1	0	0	0%
Roofer	1	1	0	0	0%
Sheet Metal Worker	8	8	0	0	0%
Total	236	137	49	50	21%

Louisiana Pelican ABC

Between 1995 and 2002*, only 2% of Louisiana Pelican ABC apprentices were women and 18% were minorities.

Louisiana Pelican ABC by Race/Ethnicity*

Race/Ethnicity	Number	Percent
Minority	34	18%
White	155	82%
Total	189	100%

Louisiana Pelican ABC by Gender*

Gender	Number	Percent
Male	186	98%
Female	3	2%
Total	189	100%

Louisiana Pelican ABC by Veteran Status 1995-99

Status	Number	Percent
Veteran	1	1%
Not a Vet	119	99%
Total	120	100%

The Louisiana Pelican ABC has a low completion rate. Of the apprentices that registered between 1995 and 1999, only 9% had graduated by 2004, while 91% had cancelled.

Louisiana Pelican ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	109	91%
Completed	11	9%
Total	120	100%

The Louisiana Pelican ABC had consistently low completion rates

Louisiana Pelican ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Electric and Home Appliance and Power Tool Repair**	50	50	0	0%
Electrician	66	55	11	17%
Sheet Metal Worker	4	4	0	0%
Total	120	109	11	9%

* The Louisiana Department of Labor did not participate in the RAIS database after 1999. After that, apprenticeship records were maintained by the state. This report combined the two sets of data, however as a result minority data is only for white and minority, and there is no veteran data after 1999.

**This is the OCC code reported by the chapter to the RAIS database. However, it is not typically considered a construction trade

New Orleans Bayou ABC

Between 1995 and 2002*, only 1% of all apprentices in the New Orleans ABC were women, 25% were minorities, and 1% were veterans.

New Orleans Bayou ABC by Race/Ethnicity*

Race/Ethnicity	Number	Percent
Minority	106	25%
White	310	75%
Total	416	100%

New Orleans Bayou ABC by Gender*

Gender	Number	Percent
Male	412	99%
Female	4	1%
Total	416	100%

New Orleans Bayou ABC by Veteran Status 1995-99

Status	Number	Percent
Veteran	4	1%
Not a Vet	327	99%
Total	331	100%

Only 5% of all New Orleans Bayou ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 95% had cancelled.

New Orleans Bayou ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	313	95%
Completed	18	5%
Total	331	100%

The New Orleans Bayou ABC had consistently low completion rates across crafts.

New Orleans Bayou ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Brickmasons	13	13	0	0%
Carpenter	27	27	0	0%
Electrician	200	185	15	8%
Pipe Fitter	35	33	2	6%
Plumber	19	18	1	5%
Roofer	1	1	0	0%
Sheet Metal Worker	32	32	0	0%
Structural Steel Worker	2	2	0	0%
Insulation Worker	2	2	0	0%
Total	331	313	18	5%

* The Louisiana Department of Labor did not participate in the RAIS database after 1999. After that, apprenticeship records were maintained by the state. This report combined the two sets of data, however as a result minority data is only for white and minority, and there is no veteran data after 1999.

Maine ABC

In a June 2003 response to a Freedom of Information Act, the Maine Department of Labor, Bureau of Employment & Training Programs stated that the Maine ABC did not have a registered apprenticeship program in the state.

Eastern Shore Maryland ABC

According to a January 2005 communication from the Maryland State Apprenticeship Division, the Eastern Shore ABC is not currently, and has never been, a registered apprenticeship program sponsor.

Baltimore Metropolitan ABC

The Baltimore Metropolitan ABC trains few women. Between 1990 and 2002, only 1% of its apprentices were female.

Baltimore Metropolitan ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
White	1286	70%
Minority	562	30%
Total	1848	100%

Baltimore Metro ABC by Gender

Gender	Number	Percent
Male	1827	99%
Female	21	1%
Total	1848	100%

Baltimore Metropolitan ABC by Veteran Status

Status	Number	Percent
Veteran	N/A	
Not a Vet	N/A	
Total		

Only 23% of the apprentices in the Baltimore Metropolitan ABC that registered between 1995 and 1999 had completed their program by 2003, while 63% had cancelled.

Baltimore Metropolitan ABC Overall Completion Rates, 1995-1999 Enrollees

Status	Number	Percent
Cancelled	481	63%
Completed	176	23%
Still listed as registered, 2003	106	14%
Total	763	100%

Baltimore Metropolitan ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2003	Completion Rate
Carpenter	65	43	14	8	22%
Electrician	413	258	111	44	27%
HVAC Technician	51	37	8	6	16%
Ironworker	2	1	1	0	50%
Plumber	177	105	28	44	16%
Sheet Metal Worker	50	34	14	2	28%
Sprinkler Fitter	5	3	0	2	0%
Total	763	481	176	106	23%

Chesapeake Maryland ABC

Between 1990 and 2002, 15% of the apprentices enrolled in the Chesapeake ABC were minorities and only 1% were female.

Chesapeake ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
White	716	85%
Minority	124	15%
Total	840	100%

Chesapeake ABC by Gender

Gender	Number	Percent
Male	833	99%
Female	7	1%
Total	840	100%

Chesapeake ABC by Veteran Status

Status	Number	Percent
Veteran	N/A	
Not a Vet	N/A	
Total		

Only 38% of apprentices in the Chesapeake ABC that registered between 1995 and 1999 had completed their program by 2003, while 62% had cancelled.

Chesapeake ABC Overall Completion Rates, 1995-1999 Enrollees

Status	Number	Percent
Cancelled	217	60%
Completed	136	38%
Still listed as Registered, 2003	8	2%
Total	361	100%

Chesapeake ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2003	Completion Rate
Electrician	324	193	123	8	38%
HVAC Technician	26	15	11	0	42%
Plumber	11	9	2	0	18%
Total	361	217	136	8	38%

**Cumberland Valley Maryland ABC
[Maryland Apprentices]**

The Cumberland Valley ABC trains few minorities and women. Between 1990 and 2002, 10% of the enrolled apprentices were minorities and only 1% were female.

Cumberland Valley ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
White	811	90%
Minority	86	10%
Total	897	100%

Cumberland Valley ABC by Gender

Gender	Number	Percent
Male	903	98%
Female	18	2%
Total	921	100%

Cumberland Valley ABC by Veteran Status

Status	Number	Percent
Veteran	N/A	
Not a Vet	N/A	
Total		

Only 31% of the Cumberland Valley ABC apprentices that registered between 1995 and 1999 had completed the program by 2003, while 66% had cancelled.

**Cumberland Valley ABC Overall
Completion Rates, 1995-1999 Enrollees**

Status	Number	Percent
Cancelled	148	66%
Completed	71	31%
Still listed as Registered, 2003	7	3%
Total	226	100%

Cumberland Valley ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2003	Completion Rate
Bricklayer	1	1	0	0	0%
Carpenter	18	7	11	0	61%
Electrician	134	93	39	2	29%
HVAC Technician	22	9	13	0	59%
Construction Laborer	6	6	0	0	0%
Plumber	38	24	7	5	18%
Sheet Metal Worker	7	6	1	0	14%
Total	226	148	71	7	31%

*Although the Cumberland Valley ABC is registered in both states, Maryland data is reported to Maryland while the Pennsylvania data is reported to the Department of Labor. This resulted in two irreconcilable data sets, so a separate report was made for the program in each state.

**Cumberland Valley Maryland ABC
[Pennsylvania Apprentices]**

The Cumberland Valley ABC trains few minorities and women. Between 1995 and 2004, less than 4% of enrolled apprentices were minorities, none were females, and 9% were veterans.

Cumberland Valley ABC

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	0	0%
Black	5	4%
Hispanic	0	0%
Not Elsewhere Classified	0	0%
White	123	96%
Total	128	100%

Cumberland Valley ABC by Gender

Gender	Number	Percent
Male	128	100%
Female	0	0%
Total	128	100%

Cumberland Valley ABC by Veteran Status

Status	Number	Percent
Veteran	12	9%
Not a Vet	116	91%
Total	128	100%

The Cumberland Valley ABC enrolled only one apprentice in 1999 and before in the state of Pennsylvania.

Cumberland Valley ABC

Status	Number	Percent
Cancelled	1	100%
Completed	0	0%
Total	1	100%

Cumberland Valley ABC

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Plumber	1	1	0	0	0%
Total	1	1	0	0	0%

*Although the Cumberland Valley ABC is registered in both states, Maryland data is reported to Maryland while the Pennsylvania data is reported to the Department of Labor. This resulted in two irreconcilable data sets, so a separate report was made for the program in each state

**Metropolitan Washington DC ABC
[Maryland Apprentices]**

Between 1990 and 2002, the Metropolitan Washington ABC enrolled a number of minority apprentices, but only 1% female.

Metropolitan Washington ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
White	205	58%
Minority	147	42%
Total	352	100%

**Metropolitan Washington ABC
by Gender**

Gender	Number	Percent
Male	350	>99%
Female	2	<1%
Total	352	100%

**Metropolitan Washington ABC
by Veteran Status**

Status	Number	Percent
Veteran	N/A	
Not a Vet	N/A	
Total		

The Metropolitan Washington ABC has a low completion rate. Of the apprentices that registered between 1995 and 1999, only 9% had completed the program by 2003, while 72% had cancelled.

**Metropolitan Washington ABC Overall
Completion Rates, 1995-1999 Enrollees**

Status	Number	Percent
Cancelled	79	72%
Completed	10	9%
Still listed as registered, 2003	20	18%
Total	109	100%

Except for Drywall Applicators, the Metro Washington ABC had low completion rates in every craft.

Metropolitan Washington ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2003	Completion Rate
Plumber	73	52	1	20	1%
Bricklayer	5	5	0	0	0%
Drywall Applicator	29	20	9	0	31%
Sheet Metal Worker	2	2	0	0	0%
Total	109	79	10	20	10%

Note: These figures only include apprentices registered in Maryland. The DC Metro chapter only submitted standards of apprenticeship in DC in July, 2002, resulting in insufficient data to review.

Massachusetts ABC*

Between 1995 and 2003, only 2% of Massachusetts ABC apprentices were female.

Massachusetts ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	5	<1%
Asian	5	<1%
Black	35	5%
Hispanic	36	5%
Not Elsewhere Classified	196	26%
White	491	64%
Total	768	100%

Massachusetts ABC by Gender

Gender	Number	Percent
Male	754	98%
Female	12	2%
Total	768	100%

Massachusetts ABC by Veteran Status

Status	Number	Percent
Veteran	52	7%
Not a Vet	422	2%
N/A	294	38%
Total	768	100%

Of the Massachusetts ABC apprentices that registered between 1995 and 1999, only 31% had completed their program by 2004, while 69% had cancelled.

Massachusetts ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	279	69%
Completed	123	31%
Suspended	1	< 1%
Total	403	100%

Massachusetts ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Suspended	Completion Rate
Bricklayer	6	5	1	0	20%
Carpenter	14	10	4	0	40%
Electrician	279	193	86	0	31%
Asbestos Workers	10	8	1	1	10%
Pipe Fitter (Steam Fitter)	10	7	3	0	30%
Pipe Fitter	7	4	3	0	43%
Plumber	14	8	6	0	43%
Sheet Metal Worker	13	13	0	0	0%
Ref./Air Cond. Mech.	3	0	3	0	100%
Cement Mason	1	1	0	0	0%
Const. Craft Laborer	3	3	0	0	0%
Roofer	10	8	2	0	20%
Sprinklerfitter	20	13	9	0	45%
Painter	6	2	4	0	67%
Telecomm. Tech.	7	6	1	0	14%
Total	403	279	123	1	31%

*The program is operated in conjunction with the George W. Gould Construction Institute.

Central Michigan ABC

Between 1995 and 2003, only 6% of enrolled Central Michigan apprentices were minorities, 3% were women, and 6% were veterans.

Central Michigan ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	3	2%
Asian	1	< 1%
Black	2	1%
Hispanic	6	3%
Not Elsewhere Classified	0	0%
White	177	94%
Total	189	100%

Central Michigan ABC by Gender

Gender	Number	Percent
Male	183	97%
Female	6	3%
Total	189	100%

Central Michigan ABC by Veteran Status

Status	Number	Percent
Veteran	12	6%
Not a Vet	177	94%
Total	189	100%

Of the Central Michigan ABC apprentices that registered between 1995 and 1999, 53% had cancelled by 2004.

Central Michigan ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	70	53%
Completed	62	47%
Still listed as registered, 2004	1	< 1%
Total	133	100%

The Central Michigan ABC had a 100% cancellation rate among painters.

Central Michigan ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	5	3	2	0	40%
Electrician	121	60	60	1	50%
Painter	7	7	0	0	0%
Total	133	70	62	1	47%

Southeast Michigan ABC

The Southeastern Michigan ABC trains few women. Between 1995 and 2003, only 2% of all enrolled apprentices were women, 12% were minorities, and 16% were veterans.

Southeastern Michigan ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	4	2%
Asian	0	0%
Black	13	8%
Hispanic	3	2%
Not Elsewhere Classified	0	0%
White	153	88%
Total	173	100%

Southeastern Michigan ABC by Gender

Gender	Number	Percent
Male	170	98%
Female	3	2%
Total	173	100%

Southeastern Michigan ABC by Veteran Status

Status	Number	Percent
Veteran	38	22%
Not a Vet	135	78%
Total	173	100%

Of the Southeastern Michigan ABC apprentices that enrolled between 1995 and 1999, 48% completed the program by 2004.

Southeastern Michigan ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	47	52%
Completed	43	48%
Total	90	100%

The Southeastern Michigan ABC had a low completion rate among its sheet metal workers.

Southeastern Michigan ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	7	3	4	57%
Electrician	61	32	29	48%
Plumber	10	3	7	70%
Sheet Metal Worker	12	9	3	25%
Total	90	47	43	48%

Western Michigan ABC

Between 1995 and 2003, only 1% of all enrolled Western Michigan ABC apprentices were women, 8% were minorities, and 12% were veterans.

Western Michigan ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	21	1%
Asian	7	< 1%
Black	72	4%
Hispanic	55	3%
Not Elsewhere Classified	1	0%
White	1829	92%
Total	1985	100%

Western Michigan ABC by Gender

Gender	Number	Percent
Male	1960	99%
Female	25	1%
Total	1985	100%

Western Michigan ABC by Veteran Status

Status	Number	Percent
Veteran	232	12%
Not a Vet	1753	88%
Total	1985	100%

Of the Western Michigan ABC apprentices that registered between 1995 and 1999, only 29% had completed by 2004, while 70% had cancelled.

Western Michigan ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	986	70%
Completed	413	29%
Still listed as registered, 2004	16	1%
Total	1415	100%

The Western Michigan ABC has low completion rates overall, with seven of the twelve crafts having a completion rates below 33%.

Western Michigan ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	55	29	26	0	47%
Carpenter	96	60	34	2	35%
Cement Mason	1	1	0	0	0%
Drywall Installer	26	16	10	0	38%
Electrician	758	559	195	4	26%
Pipe Fitter	87	50	35	2	40%
Plumber	209	141	64	4	31%
Not Identified	29	16	13	0	45%
Sheet Metal Worker	90	61	28	1	31%
Heating & Air Conditioning (Installation & Service)	3	0	0	3	0%
Structural-Steel Worker	15	12	3	0	20%
Insulation Worker	46	41	5	0	11%
Total	1415	986	413	16	29%

Saginaw Valley Michigan ABC

The Michigan Saginaw Valley ABC trains few minorities and women. Between 1995 and 2003, 2% of enrolled apprentices were minorities, 3% were females, and 5% were veterans.

MI Saginaw Valley ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	0	0%
Black	1	1%
Hispanic	1	1%
Not Elsewhere Classified	0	0%
White	117	98%
Total	119	100%

MI Saginaw Valley ABC by Gender

Gender	Number	Percent
Male	116	98%
Female	3	3%
Total	119	100%

MI Saginaw Valley ABC by Veteran Status

Status	Number	Percent
Veteran	6	5%
Not a Vet	113	95%
Total	119	100%

Only 27% of all Michigan Saginaw Valley ABC apprentices that registered between 1995 and 1999 had completed their program by 2004, while 73% had cancelled.

MI Saginaw Valley ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	70	73%
Completed	26	27%
Total	96	100%

The Michigan Saginaw Valley ABC had a 0% completion rate among insulations workers and a 15%, 13%, and 9% completion rate among electricians, carpenters, and sheet metal workers respectively.

MI Saginaw Valley ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	16	14	2	13%
Electrician	20	17	3	15%
Pipe Fitter	21	12	9	43%
Plumber	15	8	7	47%
Sheet Metal Worker	16	13	3	19%
Heating & Air Conditioning (Installation & Service)	4	2	2	50%
Insulation Worker	4	4	0	0%
Total	96	70	26	27%

Northern Michigan ABC

Between 1995 and 2003, only 3% of all enrolled Northern Michigan ABC apprentices were women, 4% were minorities, and 9% were veterans.

Northern Michigan ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	2%
Asian	0	0%
Black	0	0%
Hispanic	2	2%
Not Elsewhere Classified	0	0%
White	110	96%
Total	114	100%

Northern Michigan ABC by Gender

Gender	Number	Percent
Male	111	97%
Female	3	3%
Total	114	100%

Northern Michigan ABC by Veteran Status

Status	Number	Percent
Veteran	10	9%
Not a Vet	104	91%
Total	114	100%

Only 30% of Western Michigan ABC apprentices that registered between 1995 and 199 had completed their program by 2004, while 70% had cancelled.

Northern Michigan ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	43	70%
Completed	18	30%
Total	61	100%

The Northern Michigan ABC has low completion rates in both registered crafts. Neither carpenter nor electrician programs graduated more than 30%.

Western Michigan ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	23	16	7	0	30%
Electrician	38	27	11	0	29%
Total	61	43	18	0	30%

Minnesota ABC

In a June 2003 letter in response to a Freedom of Information Act, the Minnesota Department of Labor and Industry stated that the Minnesota ABC did not sponsor a registered apprenticeship program in the state. Beginning in 2005, the Minnesota ABC Chapter began to sponsor its own apprenticeship program

Mississippi Construction Education Foundation*

Between 1995 and 2003, less than 15% of enrolled Mississippi CEF apprentices were minorities, only 2% were women, and 5% were veterans.

Mississippi CEF by Race/Ethnicity

Race/Ethnicity	Number	Percent
Asian	1	< 1%
Black	50	13%
Hispanic	2	1%
Not Elsewhere Classified	0	0%
White	323	86%
Total	376	100%

Mississippi CEF by Gender

Gender	Number	Percent
Male	370	98%
Female	6	2%
Total	376	100%

Status	Number	Percent
Veteran	19	5%
Not a Vet	357	95%
Total	376	100%

Mississippi CEF Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	38	49%
Completed	38	49%
Still listed as Registered, 2004	1	1%
Total	77	100%

The lowest completion rate amongst the crafts at the Mississippi CEF was 17% for carpenters.

Mississippi CEF Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	6	5	1	0	17%
Electrician	61	29	31	1	51%
Plumber	4	1	3	0	75%
Sheet Metal Worker	6	3	3	0	50%
Total	77	38	38	1	49%

*The CEF was formed in 1996 by the Mississippi state chapters of the ABC and AGC, and has since added seven other trade associations as co-sponsors.

Nebraska ABC

Between 1995 and 2004, less than 11% of enrolled Nebraska ABC apprentices were minorities, only 2% were women, and 27% were veterans.

Nebraska ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	1	1%
Black	23	6%
Hispanic	14	4%
Not Elsewhere Classified	0	0%
White	317	89%
Total	355	100%

Nebraska ABC by Gender

Gender	Number	Percent
Male	347	98%
Female	8	2%
Total	355	100%

Nebraska ABC by Veteran Status

Status	Number	Percent
Veteran	97	27%
Not a Vet	254	73%
Total	355	100%

Of the Nebraska ABC apprentices that registered between 1995 and 1999, 51% cancelled before completion.

Nebraska ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	120	51%
Completed	115	49%
Total	235	100%

Nebraska ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Bricklayer	3	3	0	0%
Carpenter	21	13	8	38%
Electrician	169	91	78	46%
Pipe Fitter	2	0	2	100%
Plumber	35	10	25	71%
Sheet Metal Worker	5	3	2	40%
Total	235	120	115	49%

Sierra Nevada ABC

Between 1995 and 2003, 17% of enrolled Sierra Nevada ABC apprentices were minorities, 4% were women, and 8% were veterans.

Sierra Nevada ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	18	5%
Asian	9	2%
Black	11	3%
Hispanic	26	7%
Not Elsewhere Classified	2	< 1%
White	318	83%
Total	384	100%

Sierra Nevada ABC by Gender

Gender	Number	Percent
Male	369	96%
Female	15	4%
Total	384	100%

Sierra Nevada ABC by Veteran Status

Status	Number	Percent
Veteran	31	8%
Not a Vet	353	92%
Total	384	100%

Only 37% of Sierra Nevada ABC apprentices that registered between 1995 and 1996 completed their program by 2004, while 61% had cancelled.

Sierra Nevada ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	122	61%
Completed	74	37%
Still listed as registered, 2004	5	2%
Total	201	100%

Among the Sierra Nevada ABC apprentices, only 38% of electricians and 31% of plumbers completed their programs between 1995 and 1999.

Sierra Nevada ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Electrician	159	93	61	82	38%
Plumber	42	29	13	17	31%
Total	201	122	74	99	37%

Southern Nevada ABC

Between 1995 and 2003, 40% of all enrolled Southern Nevada ABC apprentices were minorities, 7% were women, and 12% were veterans.

Southern Nevada ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	25	3%
Asian	57	7%
Black	106	14%
Hispanic	118	15%
Not Elsewhere Classified	8	1%
White	467	60%
Total	781	100%

Southern Nevada ABC by Gender

Gender	Number	Percent
Male	727	93%
Female	54	7%
Total	781	100%

Southern Nevada ABC by Veteran Status

Status	Number	Percent
Veteran	96	12%
Not a Vet	685	88%
Total	781	100%

Only 27% of all Southern Nevada ABC apprentices that registered between 1995 and 1999 had completed their program by 2004, while 73% had cancelled.

Southern Nevada ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	302	73%
Completed	110	27%
Suspended	2	< 1%
Total	414	100%

The Southern Nevada ABC has low completion rates among carpenters and painters, who had completion rates of 8% and 0%, respectively.

Southern Nevada ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Suspended	Completion Rate
Carpenter	13	12	1	0	8%
Electrician	397	286	109	2	27%
Painter	4	4	0	0	0%
Total	414	302	110	2	27%

New Hampshire/Vermont ABC

In a June 2003 response to a state Freedom of Information request, the New Hampshire Department of Labor, State Apprenticeship Council, stated that the New Hampshire/Vermont ABC did not have a registered apprentice program.

In a June 2003 response to a state Freedom of Information request, the Vermont Department of Employment and Training, Apprenticeship Program, stated that the New Hampshire/Vermont ABC did not have a registered apprentice program.

New Jersey State ABC

There has been only one ABC chapter in New Jersey since 2002, when the Northern New Jersey ABC chapter merged into the New Jersey State ABC Chapter. Neither chapter is listed as sponsoring an apprenticeship program in the Department of Labor's Registered Apprenticeship Information System.

New Mexico ABC

Between 1995 and 2003, 10% of enrolled apprentices were veterans and 2% were females.

New Mexico ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	49	13%
Asian	1	< 1%
Black	6	2%
Hispanic	213	54%
Not Elsewhere Classified	2	1%
White	120	31%
Total	391	100%

New Mexico ABC by Gender

Gender	Number	Percent
Male	377	96%
Female	14	4%
Total	391	100%

New Mexico ABC by Veteran Status

Status	Number	Percent
Veteran	41	10%
Not a Vet	350	90%
Total	391	100%

Of the New Mexico ABC apprentices that registered between 1995 and 1999, only 25% had completed their program by 2004, while 72% had cancelled.

New Mexico ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	158	72%
Completed	55	25%
Still listed as registered, 2004	5	2%
Total	218	100%

The New Mexico ABC has a low completion rate across all crafts. The highest completion rate in New Mexico was 39% for sheet metal workers, while carpenters, electricians, pipe fitters, and plumbers had completion rates of 29%, 14%, 21%, and 25% respectively.

New Mexico ABC Completion Rates by Craft, 1995-1999 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	56	40	16	0	29%
Electrician	43	36	6	1	14%
Pipe Fitter	14	11	3	0	21%
Plumber	56	39	14	3	25%
Sheet Metal Worker	41	24	16	1	39%
Structural-Steel Worker	8	8	0	0	0%
Total	218	158	55	5	25%

Empire State ABC
[New York]

In a June 2003 response to a Freedom of Information request, the New York Department of Labor, Office of Employability Development/Apprenticeship Training stated that the Empire State ABC did not have a registered apprenticeship training program under its own name or under the name of its educational foundation, the Construction Training Center of New York State.

ABC of Carolinas*

Between 1998 and 2003, about 27% of enrolled apprentices in the Carolinas ABC were minorities, 4% were female, and 4% were veterans**.

ABC of the Carolinas by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	9	1%
Asian	11	1%
Black	191	21%
Hispanic	30	3%
Not Elsewhere Classified	0	< 1%
White	650	73%
Total	892	100%

ABC of the Carolinas by Sex

Sex	Number	Percent
Male	860	96%
Female	32	4%
Total	892	100%

ABC of the Carolinas by Veteran Status**

Status	Number	Percent
Veteran	5	4%
Not a Vet	133	96%
Total	138	100%

The ABC of the Carolinas has a low completion rate. Of the ABC of the Carolinas apprentices that registered between 1998 and 1999, only 3% completed the program, while 97% cancelled.

ABC of the Carolinas Overall Completion Rates, 98-99 Enrollees

Status	Number	Percent
Cancelled	502	97%
Completed	13	3%
Total	515	100%

The ABC of the Carolinas has low completion rates across crafts.

ABC of the Carolinas Completion Rates by Craft, '98-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Electrician	508	495	13	3%
Pipe Fitter	1	1	0	0%
Sheet Metal Worker	4	4	0	0%
Heating & Air Conditioning (Installation & Service)	2	2	0	0%
Total	515	502	13	3%

* This is a combination of data from both North Carolina, which is a SAC state, and South Carolina, which participates in that RAIS database. The ABC of the Carolinas was established in 1998, and its apprenticeship program is run by the Construction Education Foundation; an affiliate of the ABC and the Carolina Electrical Contractors Association (CECA).

** Veteran data was only available in South Carolina

Western Oklahoma ABC

The Western Oklahoma ABC trained few women between 1995 and 2003. Less than 1% of the enrolled apprentices were female, about 20% were minorities, and 14% were veterans.

Western Oklahoma ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	22	9%
Asian	1	< 1%
Black	14	6%
Hispanic	9	4%
Not Elsewhere Classified	1	< 1%
White	185	80%
Total	232	100%

Western Oklahoma ABC by Gender

Gender	Number	Percent
Male	229	99%
Female	3	< 1%
Total	232	100%

Western Oklahoma ABC by Veteran Status

Status	Number	Percent
Veteran	32	14%
Not a Vet	200	86%
Total	232	100%

Only 6% of the Western Oklahoma ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 94% had cancelled.

Western Oklahoma ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	218	94%
Completed	14	6%
Total	232	100%

Between 1995 and 1999, half of the crafts in which the Western Oklahoma ABC had enrolled apprentices had completion rates of 0%, while pipefitters, carpenters, and electricians had completion rates of only 3%, 6%, and 8%, respectively.

Western Oklahoma ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	35	33	2	6%
Electrician	132	121	11	8%
Pipe Fitter	35	34	1	3%
Plasterer	10	10	0	0%
Roofer	1	1	0	0%
Sheet Metal Worker	19	19	0	0%
Total	232	218	14	6%

Central Ohio ABC

Between 1995 and 2003, 12% of enrolled Central Ohio ABC apprentices were minorities, 3% were women, and 13% were veterans.

Central Ohio ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	6	< 1%
Asian	12	1%
Black	76	8%
Hispanic	10	1%
Not Elsewhere Classified	5	< 1%
White	825	88%
Total	934	100%

Central Ohio ABC by Gender

Gender	Number	Percent
Male	906	97%
Female	28	3%
Total	934	100%

Central Ohio ABC by Veteran Status

Status	Number	Percent
Veteran	118	13%
Not a Vet	816	87%
Total	934	100%

Of the Central Ohio ABC apprentices that registered between 1995 and 1999, 24% had completed their program by 2004, while 70% cancelled.

Central Ohio ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	345	70%
Completed	119	24%
Still listed as registered, 2004	29	6%
Total	493	100%

The Central Ohio ABC has low completion rates across crafts. In only one craft did the program graduate more than one third of its apprentices.

Central Ohio ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	34	29	5	0	15%
Electrician	335	207	104	24	31%
Millwright	11	6	5	0	45%
Pipe Fitter	45	39	3	3	7%
Plasterer	16	14	2	0	13%
Plumber	1	1	0	0	0%
Roofer	10	10	0	0	0%
Sheet Metal Worker	2	2	0	0	0%
Heating & Air Conditioning (Installation & Service)	21	19	0	2	0%
Insulation Worker	18	18	0	0	0%
Total	493	345	119	29	24%

Northern Ohio ABC

Between 1995 and 2003, less than 10% of enrolled Northern Ohio ABC apprentices were minorities, 2% were women, and 6% were veterans.

Northern Ohio ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	1	< 1%
Black	25	4%
Hispanic	6	1%
Not Elsewhere Classified	0	0%
White	636	95%
Total	670	100%

Northern Ohio ABC by Gender

Gender	Number	Percent
Male	656	98%
Female	14	2%
Total	670	100%

Northern Ohio ABC by Veteran Status

Status	Number	Percent
Veteran	37	6%
Not a Vet	633	94%
Total	670	100%

Of the Northern Ohio ABC apprentices that registered between 1995 and 1999, 57% completed their program by 2004, while 43% had cancelled.

Northern Ohio ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	136	43%
Completed	182	57%
Still listed as registered, 2004	1	< 1%
Total	319	100%

Northern Ohio ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	17	11	6	0	35%
Electrician	239	88	150	1	63%
Pipe Fitter	2	1	1	0	50%
Plumber	42	24	18	0	43%
Roofer	2	2	0	0	0%
HVAC (Installation & Service)	15	8	7	0	47%
Bricklayer	1	1	0	0	0%
Assembler, Metal Build.	1	1	0	0	0%
Total	319	136	182	1	57%

Ohio Valley ABC

Between 1995 and 2003, less than 10% of enrolled Ohio Valley ABC apprentices were minorities, 3% were women, and 9% were veterans.

Ohio Valley ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	3	< 1%
Black	100	8%
Hispanic	7	1%
Not Elsewhere Classified	2	< 1%
White	1156	91%
Total	1270	100%

Ohio Valley ABC by Gender

Gender	Number	Percent
Male	1237	97%
Female	33	3%
Total	1270	100%

Ohio Valley ABC by Veteran Status

Status	Number	Percent
Veteran	109	9%
Not a Vet	1161	91%
Total	1270	100%

Only 30% of Ohio Valley ABC apprentices that registered between 1995 and 1999 had completed by 2004, while 35% had cancelled, and 35% were still listed as active.

Ohio Valley ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	234	35%
Completed	199	30%
Still listed as registered, 2004	233	35%
Suspended	1	<1%
Total	667	100%

Ohio Valley ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as Registered, 2004	Completion Rate
Carpenter	42	16	10	16	24%
Electrician	463	149	152	162	33%
Pipe Fitter	16	8	0	8	0%
Plumber	27	8	10	9	37%
Sheet Metal Worker	68	26	19	23	28%
HVAC (Installation & Service)	47	24	8	15	17%
Not Identifiable	2	1	0	1	0%
Bricklayer	2	2	0	0	0%
Total	667	234	199	233	30%

Pacific Northwest ABC [Oregon]

Between 1995 and 2003, 9% of the Pacific Northwest ABC apprentices were minority and 3% were female. Veteran status was unavailable.

Pacific Northwest ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	34	2%
Asian	36	2%
Black	38	2%
Hispanic	68	3%
Not Elsewhere Classified	0	0%
White	1946	92%
Total	2122	100%

Pacific Northwest ABC by Gender

Gender	Number	Percent
Male	2057	97%
Female	65	3%
Total	2122	100%

Pacific Northwest ABC by Veteran Status

Status	Number	Percent
Veteran	N/A	N/A
Not a Vet	N/A	N/A
Total	N/A	N/A

Of the Pacific Northwest ABC apprentices that registered between 1995 and 1999, only 39% completed the program by 2004, while 60% cancelled.

Pacific Northwest ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	881	60%
Completed	582	39%
Still listed as Registered, 2004	12	1%
Total	1475	100%

Pacific Northwest ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as Registered, 2004	Completion Rate
Env. Con. Serv. Install	87	52	31	4	36%
Ltd. Energy Tech A	581	358	216	7	37%
Ltd. Energy Tech B	63	28	35	0	56%
Plumber	350	159	190	1	54%
Restrict Energy Tech.	9	3	6	0	67%
RET Data Telecomm.	46	31	15	0	33%
RET Fire Alarm	4	3	1	0	25%
RET HVAC	1	1	0	0	0%
RET Instrument	2	1	1	0	50%
RET Protect Signal	1	0	1	0	100%
Sheet Metal Worker	270	201	69	0	26%
Sprinkler Fitter	57	40	17	0	30%
Youth Energy Elec.	4	4	0	0	0%
Total	1475	881	582	12	39%

Central Pennsylvania ABC

The Central Pennsylvania ABC trains few minorities and women. Between 1995 and 2003, less than 4% of enrolled apprentices were minorities, less than 1% were females, and only 6% were veterans.

Central Pennsylvania ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	1	< 1%
Asian	2	1%
Black	3	1%
Hispanic	1	< 1%
Not Elsewhere Classified	0	0%
White	194	97%
Total	201	100%

Central Pennsylvania ABC by Gender

Gender	Number	Percent
Male	200	> 99%
Female	1	< 1%
Total	201	100%

Central Pennsylvania ABC by Veteran Status

Status	Number	Percent
Veteran	12	6%
Not a Vet	189	94%
Total	201	100%

Only 13% of Central Pennsylvania ABC apprentices that registered between 1995 and 1999 completed their program by 2004, while 81% had cancelled.

Central Pennsylvania ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	63	81%
Completed	10	13%
Still listed as registered, 2004	5	6%
Total	78	100%

The Central Pennsylvania ABC has low completion rates across crafts. Its highest completion rate was 23% among electricians, followed by a 9% completion rate among plumbers. All of the other crafts had no completions among their apprentices.

Central Pennsylvania ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	3	3	0	0	0%
Carpenter	6	6	0	0	0%
Electrician	39	25	9	5	23%
Pipe Fitter	2	2	0	0	0%
Plumber	11	10	1	0	9%
Sheet Metal Worker	4	4	0	0	0%
Structural Steel Worker	13	13	0	0	0%
Total	78	63	10	5	13%

Eastern Pennsylvania ABC

Between 1995 and 2003, 7% of enrolled Eastern Pennsylvania ABC apprentices were minorities, 2% were women, and 45% were veterans.

Eastern Pennsylvania ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	2	1%
Black	8	3%
Hispanic	11	3%
Not Elsewhere Classified	0	0%
White	297	93%
Total	318	100%

Eastern Pennsylvania ABC by Gender

Gender	Number	Percent
Male	312	98%
Female	6	2%
Total	318	100%

Eastern Pennsylvania ABC by Veteran Status

Status	Number	Percent
Veteran	143	45%
Not a Vet	175	55%
Total	318	100%

Of the Eastern Pennsylvania ABC apprentices that registered between 1995 and 1999, 55% had completed by 2004, while 37% had cancelled.

Eastern Pennsylvania Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	40	37%
Completed	59	55%
Still listed as registered, 2004	8	8%
Total	107	100%

Eastern Pennsylvania ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Electrician	106	40	59	7	56%
Communication Equipment Installation & Repair	1	0	0	1	0%
Total	107	40	59	8	55%

Keystone Pennsylvania ABC

The Pennsylvania Keystone Chapter ABC trains few minorities and women. Between 1995 and 2003, only 6% of enrolled apprentices were minorities, less than 1% were women, and 6% were veterans.

Pennsylvania Keystone ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	1	< 1%
Asian	4	< 1%
Black	24	3%
Hispanic	24	3%
Not Elsewhere Classified	3	< 1%
White	866	94%
Total	923	100%

Pennsylvania Keystone ABC by Gender

Gender	Number	Percent
Male	916	99%
Female	7	1%
Total	923	100%

Pennsylvania Keystone ABC by Veteran Status

Status	Number	Percent
Veteran	45	5%
Not a Vet	878	95%
Total	923	100%

Of the Pennsylvania Keystone Chapter ABC apprentices that registered between 1995 and 1999, 52% had completed by 2004, while 41% had cancelled.

Pennsylvania Keystone ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	201	41%
Completed	260	52%
Still listed as registered, 2004	35	7%
Total	496	100%

The Pennsylvania Keystone ABC completion rates for bricklayers, painters, pipe fitters, insulation workers, and operating engineers were 39%, 27%, 14%, 0%, and 0%, respectively.

Pennsylvania Keystone ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	31	17	12	2	39%
Carpenter	85	32	49	4	58%
Electrician	234	95	120	19	51%
Operating Engineers	1	0	0	1	0%
Painter	11	7	3	1	27%
Pipe Fitter	7	6	1	0	14%
Plumber	70	27	41	2	59%
Roofer	2	0	2	0	100%
Sheet Metal Worker	32	11	18	3	56%
Refrigeration Mechanics	22	5	14	3	64%
Insulation Worker	1	1	0	0	0%
Total	496	201	260	35	52%

Southeast Pennsylvania ABC

Between 1995 and 2003, 0% of the Southeast Pennsylvania ABC apprentices were women, 8% were minorities, and 7% were veterans.

Southeast Pennsylvania ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	0	0%
Black	8	6%
Hispanic	2	1%
Not Elsewhere Classified	1	1%
White	124	92%
Total	135	100%

Southeast Pennsylvania ABC by Gender

Gender	Number	Percent
Male	135	100%
Female	0	0%
Total	135	100%

Southeast Pennsylvania ABC by Veteran Status

Status	Number	Percent
Veteran	10	7%
Not a Vet	125	93%
Total	135	100%

Only 33% of Southeast Pennsylvania ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 34% had cancelled.

Southeast Pennsylvania ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	27	34%
Completed	26	33%
Still listed as Registered, 2004	26	33%
Total	79	100%

The Southeast Pennsylvania ABC had low completion rates among bricklayers, refrigeration mechanics, and plumbers.

Southeast Pennsylvania ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	2	2	0	0	0%
Carpenter	25	5	12	8	48%
Electrician	27	13	9	5	33%
Pipe Fitter	8	1	3	4	38%
Plumber	15	5	2	8	13%
Refrigeration Mechanics	2	1	0	1	0%
Total	79	27	26	26	33%

Western Pennsylvania ABC

The Western Pennsylvania ABC trains few minorities and women. Between 1995 and 2003, 3% of the apprentices were minorities, 0% were women, and 6% were veterans.

Western Pennsylvania ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	1	< 1%
Asian	0	0%
Black	3	2%
Hispanic	0	0%
Not Elsewhere Classified	0	0%
White	136	97%
Total	140	100%

Western Pennsylvania ABC by Gender

Gender	Number	Percent
Male	140	100%
Female	0	0%
Total	140	100%

Western Pennsylvania ABC by Veteran Status

Status	Number	Percent
Veteran	8	6%
Not a Vet	132	94%
Total	140	100%

For apprentices that registered between 1995 and 1999 in the Western Pennsylvania ABC apprenticeship program, 57% had completed by 2004 while 38% had cancelled.

Western Pennsylvania ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	27	38%
Completed	41	57%
Still listed as registered, 2004	4	6%
Total	72	100%

Between 1995 and 1999, the Western Pennsylvania ABC had a low completion rate among its pipe fitters, who completed their program at a rate of only 23%.

Western Pennsylvania ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	5	2	3	0	60%
Electrician	32	10	21	1	66%
Pipe Fitter	13	8	3	2	23%
Sheet Metal Worker	22	7	14	1	64%
Total	72	27	41	4	57%

Rhode Island ABC

In a June 2003 response to a Freedom of Information request, the Rhode Island Department of Labor, Division of Professional Regulation—Apprenticeship Training stated that the Rhode Island ABC did not have a registered apprenticeship training program under its own name or under the Rhode Island Construction Training Academy, the chapter's training arm.

East Tennessee ABC

The Department of Labor database of registered apprenticeships does list the ABC of East Tennessee as an approved apprenticeship sponsor. However, according to that database the program did not enroll any apprentices between 1995 and 2003.

Mid Tennessee ABC

The Department of Labor database of registered apprenticeships does not list the ABC of Mid Tennessee as an approved apprenticeship sponsor. However, the database does list an "Associated Builders," which was located in the same city as the Mid-Tennessee ABC chapter. However, according to that database this program the "Associated Builders" program did not enroll any apprentices between 1995 and 2003.

Western Tennessee ABC Chapter

The Western Tennessee ABC trains few women. Between 1995 and 2003, 4% of the enrolled apprentices were women, 22% were minorities, and 9% were veterans.

Western Tennessee ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	1	1%
Black	34	20%
Hispanic	1	1%
Not Elsewhere Classified	0	0%
White	133	79%
Total	169	100%

Western Tennessee ABC by Gender

Gender	Number	Percent
Male	163	96%
Female	6	4%
Total	169	100%

Western Tennessee ABC by Veteran Status

Status	Number	Percent
Veteran	153	91%
Not a Vet	16	9%
Total	140	100%

Only 16% of the Western Tennessee ABC apprentices that registered between 1995 and 1999 had completed by 2004, while 78% had cancelled.

Western Tennessee ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	107	78%
Completed	22	16%
Still listed as registered, 2004	8	7%
Total	137	100%

Between 1995 and 1999, the Western Tennessee ABC had a low completion rate among all crafts.

Western Tennessee ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Electrician	127	101	22	4	17%
Painter	3	3	0	0	0%
Pipe Fitter	7	3	0	4	0%
Total	137	107	22	8	16%

Central Texas ABC

Between 1995 and 2003, 49% of all enrolled Central Texas ABC apprentices were minorities, but only 2% were women, and 9% were veterans.

Central Texas ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	1	0%
Asian	12	3%
Black	44	9%
Hispanic	171	37%
Not Elsewhere Classified	1	0%
White	239	51%
Total	468	100%

Central Texas ABC by Gender

Gender	Number	Percent
Male	459	98%
Female	9	2%
Total	468	100%

Central Texas ABC by Veteran Status

Status	Number	Percent
Veteran	43	9%
Not a Vet	425	91%
Total	468	100%

Only 14% of Central Texas ABC apprentices that registered between 1995 and 1999 completed their program by 2004, while 85% had cancelled.

Central Texas ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	268	85%
Completed	45	14%
Still listed as Registered, 2004	1	0%
Total	314	100%

The Central Texas ABC had consistently low completion rates across crafts, with only pipe fitters having a completion rate above 20%.

Central Texas ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	20	20	0	0	0%
Carpenter	20	18	2	0	10%
Electrician	103	84	19	0	18%
Drywall Installers	35	33	2	0	6%
Pipe Fitter	38	28	10	0	26%
Plumber	53	47	5	1	9%
Sheet Metal Worker	36	29	7	0	19%
Insulation Worker	9	9	0	0	0%
Total	314	268	45	1	14%

Greater Houston ABC

Between 1995 and 2003, only 2% of enrolled Greater Houston ABC apprentices were women, 51% were minorities, and 5% were veterans.

Greater Houston ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	7	1%
Asian	2	< 1%
Black	77	11%
Hispanic	257	38%
Not Elsewhere Classified	0	0%
White	333	49%
Total	676	100%

Greater Houston ABC by Gender

Gender	Number	Percent
Male	662	98%
Female	14	2%
Total	676	100%

Greater Houston ABC by Veteran Status

Status	Number	Percent
Veteran	34	5%
Not a Vet	642	95%
Total	676	100%

Only 7% of the Greater Houston ABC apprentices that registered between 1995 and 1999 completed their program by 2004, while 93% had cancelled.

Greater Houston ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	478	93%
Completed	37	7%
Total	515	100%

The Greater Houston ABC had low completion rates across crafts.

Greater Houston ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	2	2	0	0%
Electrician	45	44	1	2%
Drywall Installers	63	58	5	8%
Pipe Fitter	78	68	10	13%
Plumber	108	98	10	9%
Sheet Metal Worker	128	117	11	9%
Welders and Cutters	10	10	0	0%
Heating & Air Conditioning (Installation & Service)	62	62	0	0%
Structural Steel Worker	4	4	0	0%
Insulation Worker	15	15	0	0%
Total	515	478	37	7%

North Texas ABC
Program sponsored by the Construction Education Foundation
[Co-sponsored by the local chapters of the AGC and the ASA]

The North Texas ABC trains few women. Between 1995 and 2003, less than 2% of enrolled apprentices were women and less than 10% were veterans.

North Texas ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	2	< 1%
Asian	6	1%
Black	52	10%
Hispanic	173	32%
Not Elsewhere Classified	0	0%
White	303	57%
Total	536	100%

North Texas ABC by Gender

Gender	Number	Percent
Male	529	99%
Female	7	1%
Total	536	100%

North Texas ABC by Veteran Status

Status	Number	Percent
Veteran	51	10%
Not a Vet	485	90%
Total	536	100%

Only 15% of the North Texas ABC apprentices that registered between 1995 and 1999 had completed the program by 2004, while 83% had cancelled.

North Texas ABC Overall
Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	241	83%
Completed	44	15%
Still listed as registered, 2004	7	2%
Total	292	100%

The North Texas ABC has low completion rates across crafts. Only two crafts—electricians and pipe fitters—had a completion rate above 18%.

North Texas ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	2	2	0	0	0%
Electrician	90	69	16	5	18%
Welders & Cutters	2	2	0	0	0%
Pipe Fitter	52	35	17	0	33%
Plumber	123	112	9	2	7%
Sheet Metal Worker	19	17	2	0	11%
Structural Steel Worker	4	4	0	0	0%
Total	292	241	44	7	15%

South Texas ABC

The South Texas ABC trains few women. Between 1995 and 2003, only 2% of enrolled apprentices were women, 61% were minorities, and 8% were veterans.

South Texas ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	10	1%
Asian	3	< 1%
Black	25	2%
Hispanic	647	57%
Not Elsewhere Classified	1	< 1%
White	441	39%
Total	1127	100%

South Texas ABC by Gender

Gender	Number	Percent
Male	1105	98%
Female	22	2%
Total	1127	100%

South Texas ABC by Veteran Status

Status	Number	Percent
Veteran	84	8%
Not a Vet	1043	92%
Total	1127	100%

Of the South Texas ABC apprentices that registered between 1995 and 1999, only 35% had completed their program by 2004, while 65% had cancelled.

South Texas ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	358	65%
Completed	191	35%
Total	549	100%

The South Texas ABC has a low completion rate among its largest craft –electricians— with only 62 of the 235 apprentices [or 26%] completing the program.

South Texas ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Completion Rate
Carpenter	86	47	39	45%
Electrician	235	173	62	26%
Pipe Fitter	18	8	10	56%
Plumber	114	72	42	37%
Sheet Metal Worker	63	37	26	41%
Heating & Air Conditioning (Installation & Service)	33	21	12	36%
Total	549	358	191	35%

Texas Coastal Bend ABC

The Texas Coastal Bend ABC trains few women. Between 1995 and 2003, less than 1% of enrolled apprentices were women and 14% were veterans.

Texas Coastal Bend ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	0	0%
Asian	0	0%
Black	6	2%
Hispanic	184	66%
Not Elsewhere Classified	0	0%
White	87	31%
Total	277	100%

Texas Coastal Bend ABC by Gender

Gender	Number	Percent
Male	276	99%
Female	1	< 1%
Total	277	100%

Texas Coastal Bend ABC by Veteran Status

Status	Number	Percent
Veteran	39	14%
Not a Vet	238	86%
Total	277	100%

Of the Texas Coastal Bend ABC apprentices that registered between 1995 and 1999, only 18% completed their program by 2004, while 81% had cancelled.

Texas Coastal Bend ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	125	81%
Completed	28	18%
Still listed as registered, 2004	1	1%
Total	154	100%

The Texas Coastal Bend ABC has low completion rates across both its enrolled crafts.

Texas Coastal Bend ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Electrician	101	80	21	0	21%
Insulation Worker	53	45	7	1	13%
Total	154	125	28	1	18%

Southeast Texas ABC

The Department of Labor database of registered apprenticeships does not list the ABC of Southeast Texas as an approved apprenticeship sponsor.

MidCoast Texas ABC

The Department of Labor database of registered apprenticeships does list the MidCoast ABC as an approved apprenticeship sponsor. However, according to that database the program did not enroll any apprentices between 1995 and 2003.

Gulf Coast Texas ABC

The Department of Labor database of registered apprenticeships does list the Gulf Coast ABC as an approved apprenticeship sponsor. However, according to that database the program enrolled only one apprentice between 1995 and 2003.

Utah ABC

The Department of Labor database of registered apprenticeships does list the ABC of Utah as an approved apprenticeship sponsor. However, according to that database the program did not enroll any apprentices between 1995 and 2003.

Virginia ABC

In a July 2003 letter in response to a Freedom of Information Act request, the Virginia Department of Labor and Industry stated that the Virginia ABC had won approval for an apprenticeship program in 1987, but that program had been cancelled since 1999.

Construction Industry Training Council
[sponsored by the Western Washington ABC and
six other organizations]

Between 1995 and 2003, 13% of CITC's apprentices were minorities and only 6% were females.

CITC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	10	2%
Asian	23	4%
Black	36	6%
Hispanic	10	4%
Not Elsewhere Classified	72	13%
White	396	71%
Total	555	100%

CITC by Gender

Gender	Number	Percent
Male	524	94%
Female	31	6%
Total	555	100%

CITC by Veteran Status

Status	Number	Percent
Veteran	N/A	N/A
Not a Vet	N/A	N/A
Total	N/A	N/A

Only 26% of CITC's apprentices that registered between 1995 and 1999 had completed their program by 2004, while 71% had cancelled.

CITC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	163	71%
Completed	59	26%
Still listed as registered, 2004	8	3%
Total	230	100%

The CITC has low completion rates across crafts. The highest rate for any craft was 35% for sheet metal workers. The other crafts had completion rates below 30%, with a 0% rate for plumbers.

CITC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Carpenter	85	57	24	4	28%
Electrician	115	82	29	4	25%
Plumber	13	13	0	0	0%
Sheet Metal Worker	17	11	6	0	35%
Total	230	163	59	8	26%

**Inland Pacific ABC*
[Washington State]**

The Inland Pacific ABC trains few minorities and women. Between 1995 and 2003, 6% of enrolled apprentices were minorities, and only 2% were females.

Inland Pacific ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	5	1%
Asian	0	0%
Black	2	< 1%
Hispanic	8	2%
Not Elsewhere Classified	9	2%
White	390	94%
Total	414	100%

Inland Pacific ABC by Gender

Gender	Number	Percent
Male	404	98%
Female	10	2%
Total	414	100%

**Inland Pacific ABC
by Veteran Status**

Status	Number	Percent
Veteran	N/A	N/A
Not a Vet	N/A	N/A
Total	N/A	N/A

Of the Inland Pacific ABC apprentices that registered between 1995 and 1999, only 17% had completed their program by 2004, while 83% had cancelled.

**Inland Pacific ABC Overall
Completion Rates, 1995-99 Enrollees**

Status	Number	Percent
Cancelled	237	83%
Completed	50	17%
Still listed as registered, 2004	0	0%
Total	287	100%

The Inland Pacific ABC has low completion rates across crafts.

Inland Pacific ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Electrician	119	85	34	0	29%
Taper (drywall)	6	6	0	0	0%
Plumber	74	65	9	0	12%
Sheet Metal Worker	85	78	7	0	8%
Painter	1	1	0	0	0%
Total	285	237	50	0	17%

*In 2004, the Washington State Apprenticeship and Training Council cancelled permission for the Inland Pacific ABC chapter to offer apprenticeship programs because it had failed "to ensure proper training."

West Virginia ABC

The West Virginia ABC trains few women and minorities. Between 1995 and 2003, 9% of the apprentices were women, 7% were minorities, and 9% were veterans.

West Virginia ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
Black	3	5%
Hispanic	1	2%
White	62	94%
Total	66	100%

West Virginia ABC by Gender

Gender	Number	Percent
Male	60	91%
Female	6	9%
Total	66	100%

West Virginia ABC by Veteran Status

Status	Number	Percent
Veteran	6	9%
Not a Vet	60	91%
Total	66	100%

Of the 8 apprentices that registered between 1995 and 1999 for the West Virginia ABC apprenticeship program, 6 had completed by 2004.

West Virginia ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	2	25%
Completed	6	75%
Total	8	100%

However, graduation rates declined significantly once the program began to accept a larger number of apprentices. Of the 38 apprentices that entered the program in 2000, 30 left before completing the program while 5 graduated and 3 are still listed as active. This would leave the program with a 70% cancellation rate for 1995 to 2000, and a graduation rate no higher than 30%.

West Virginia ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	2	0	2	0	100%
Construction Craft Labor	4	2	2	0	50%
Structural Steel Worker	2	0	2	0	100%
Total	8	2	6	0	75%

Wisconsin ABC

The Wisconsin ABC trains few minorities, women, and veterans. Between 1995 and 2003, less than 5% of enrolled apprentices were minorities, only 1% were females, and 3% had veteran status.

Wisconsin ABC by Race/Ethnicity

Race/Ethnicity	Number	Percent
American Indian	15	< 1%
Asian	15	< 1%
Black	20	< 1%
Hispanic	34	1%
Hawaiian/Pacific Islander	1	< 1%
White	2911	98%
Total	2961	100%

Wisconsin ABC by Gender

Gender	Number	Percent
Male	2923	99%
Female	38	1%
Total	2961	100%

Wisconsin ABC by Veteran Status

Status	Number	Percent
Veteran	93	3%
Not a Vet	2548	86%
N/A	320	11%
Total	2961	100%

Of the Wisconsin ABC apprentices that registered between 1999 and 1995, 39% had cancelled their training by 2004, while 57% had graduated.

Wisconsin ABC Overall Completion Rates, 1995-99 Enrollees

Status	Number	Percent
Cancelled	609	39%
Completed	884	57%
Still listed as registered, 2004	69	4%
Total	1562	100%

Wisconsin ABC Completion Rates by Craft, '95-'99 Enrollees

Craft/Status	Enrolled	Cancelled	Completed	Still listed as registered, 2004	Completion Rate
Bricklayer	22	9	13	0	59%
Carpenter	165	66	98	1	59%
Electrician	805	310	453	42	56%
Glaziers	9	4	5	0	56%
Pile Driver	2	2	0	0	0%
Pipe Fitter	118	46	71	1	60%
Plumber	223	69	133	21	60%
Sheet Metal Worker	115	50	63	2	55%
HVAC (Install & Service)	1	1	0	0	0%
Roofer	13	11	2	0	15%
Painter & Decorator	20	8	12	0	60%
Sprinklerfitter	27	14	11	2	41%
Steamfitter	42	19	23	0	55%
Total	1562	609	884	69	57%

Appendix One:
List of Apprenticeship Studies

A Preliminary Report on Associated Builders and Contractors Training: Flawed and Failing Initiative, by the Building and Construction Trades Department

Construction Apprenticeship and Training in Pennsylvania, by David Bradley and Stephen Herzenberg

Apprentice Training in Kentucky, a Comparison of Union and Non-Union Programs in the Building Trades, by William J. Londrigan and Joseph Wise, III

Building Trades Apprenticeship Training in West Virginia, A Comparison of Union and Non-Union Trades Programs in the 1990's, by Sara Etherton, Stephen Cook and Robert Massey, Jr.

Apprenticeship Utilization in Washington State Programs in the Building and Construction Trades, Washington State Construction and Building Trades Council

Analysis of Construction Industry Apprenticeship Programs in Indiana, Jeff Vincent, Indiana University Institute for the Study of Labor in Society

Apprenticeship Training in the U.S. Construction Industry, Cihan Bilginsoy, University of Utah, Department of Economics

The Status of Registered Apprenticeship: An Analysis Using Data from the Registered Apprenticeship Information System Frank J Bennici, Westat, prepared for the DOL Office of Apprenticeship Training, Employer and Labor Services

Delivering Skills: Apprenticeship Program Sponsorship and Transition from Training, Cihan Biliginsoy, University of Utah,

Construction Apprenticeship Training in California, University of California Los Angeles, Institute for Labor and Employment [draft in progress]

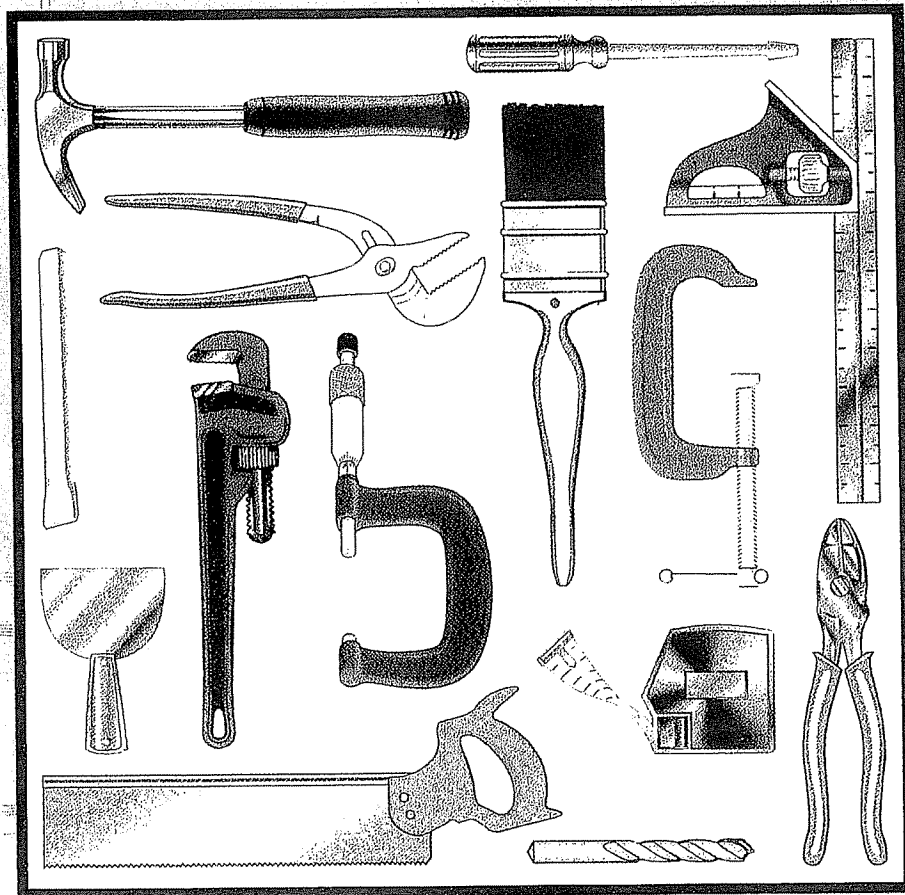
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Apprentice Training In Kentucky

A Comparison of Union and Non-Union
Programs In The Building Trades



Building Trades Apprenticeship Coordinators/Directors
Association of Kentucky, Inc.

and

Greater Louisville Building and Construction Trades Council, AFL-CIO

**APPRENTICE TRAINING IN KENTUCKY:
A COMPARISON OF UNION
AND NON-UNION
PROGRAMS IN THE BUILDING TRADES**

prepared for

**Building Trades Apprenticeship Coordinators/Directors
Association of Kentucky, Inc.**

and

**Greater Louisville Building and Construction
Trades Council, AFL-CIO**

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March 1997



Executive Summary

In recent years, much of the attention of the construction industry has focused on the need for apprentice training.¹ Driving this focus are concerns about “skills shortages,”² the role of building trades unions in apprentice training³ and the debate over how to fund and implement non-union apprentice training on a large scale.⁴

It is generally acknowledged that many aspects of the construction industry, including apprentice training, are divided according to the labor relations policies of individual employers - whether they are “union” or “non-union.”⁵ By comparing union and non-union building trades apprenticeship programs in Kentucky over a nine-year period, we endeavored to determine which sector was most effective at supplying skilled journeymen⁶ to the construction industry. As concerns over skills shortages continue, and new approaches to training are designed and tested, the facts about the relative performance of union and non-union apprentice training are critically needed so that resources are directed to the more efficient training model.

Our findings revealed that 82% of all building trades apprenticeship programs registered in Kentucky during the study period were non-union. Yet, 69% of all apprentices were in union programs, and 75% of those who became journeymen were also in union programs.

Our analysis also revealed that union programs train across a broader range of apprenticeable occupations in the building trades. In contrast, 64% of non-union apprentices were registered in electrical apprenticeship programs and non-union programs failed to train any apprentices in several key building trades occupations.

Union programs were more diverse in race and gender than non-union programs and reported a higher percentage (16% vs. 8%) of minority and female apprentices registered during the period. Union programs graduated 84% of all minority and female apprentices becoming journeymen during the period.

Based on these findings, we conclude that Kentucky’s union building trades apprentice training programs have outperformed non-union apprentice training in every critical measure of program success. Furthermore, additional resources should be directed to union apprentice training so that craft shortages do not become more serious and the construction industry continues to provide viable career opportunities for a diverse workforce.

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Introduction

Apprentice training⁷ has become an issue in the debate over the role and function of trade unions in the construction industry.⁸ Underlying this debate is the question of whether non-union contractors and their associations can devise, fund and implement training programs able to produce a reliable supply of skilled construction workers.⁹

Such a debate exists, in part, due to fundamental differences in structure, administration and labor relations practices between union and non-union programs. Union apprenticeship programs function within the parameters of collective bargaining agreements as a partnership between building trades unions and signatory contractors. They are governed by joint committees of representatives from labor and management and funded by mutual agreement. Union apprentice training programs have operated for decades in the U.S. and are considered a modern adaptation of training methodologies originating with ancient craft guilds.¹⁰

Non-union apprentice training is governed unilaterally, with individual employers or employer associations controlling and administering registered apprentice training programs. Non-union programs are smaller in size and lack the longevity exhibited by union programs. The absence of collective bargaining and a cooperative relationship between management and labor lies at the core of the debate over which model is more effective at providing apprentice training in the building trades.

The purpose of this study is to compare union and non-union building trades apprentice training programs, according to a variety of measures, to determine the relative effectiveness of these training models in supplying skilled workers for Kentucky's construction industry.

Data and Method

The primary source of data was the Kentucky Labor Cabinet, Division of Employment Standards and Mediation, responding to a request filed under Kentucky's Open Records Act by the Building Trades Apprenticeship Coordinators/Directors Association of Kentucky, Inc. The data was provided to the Association in the form of a computer list, including the period January, 1985 through January, 1994.

Since this study concentrates exclusively on registered apprenticeship programs in the building trades occupations, it was necessary to eliminate from consideration all non-building trades registered apprenticeship programs contained on the computer list provided by the Kentucky Labor Cabinet. This was accomplished by sorting apprenticeship programs according to occupational codes provided by the Kentucky Labor Cabinet and eliminating non-building trades apprenticeship programs [Appendix I: List of Building Trades Occupational Codes].

Once segregated, data on apprenticeship programs in the building trades occupations were entered into a spreadsheet software program for analysis.

For a comparative analysis of union versus non-union, it was necessary to identify and segregate the remaining programs into union or non-union categories. Since the source data did not specifically identify a field for union or non-union status, it was necessary to sort the data according to whether or not programs were identified with a "JAC" (Joint Apprenticeship Committee) designation.

This identification provided the information needed to delineate programs as "union" or "non-union" because programs are designated as "JAC" when they are administered "jointly" by an equal number of representatives from labor (unions) and management (employers). Thus, only programs sponsored jointly by unions and employers, party to collective bargaining agreements, use such designations to identify their apprenticeship programs. Conversely, non-union programs have no such "joint" relationship and are unilaterally sponsored and administered by employers without any union participation. Therefore, only programs with the "JAC" designation were counted as "union" and all others as "non-union."

The Kentucky Labor Cabinet data contained both active and inactive programs. Active programs were those that had registered apprentices in training at the end of the study period. Inactive programs had been deactivated by the Kentucky Labor Cabinet, either voluntarily or involuntarily, at some time during the study period. Data from both active and inactive programs was analyzed and no attempt made to sort the data based on whether programs were active or inactive. This study is concerned with aggregate data from all building trades apprenticeship programs operating in Kentucky within the study period.

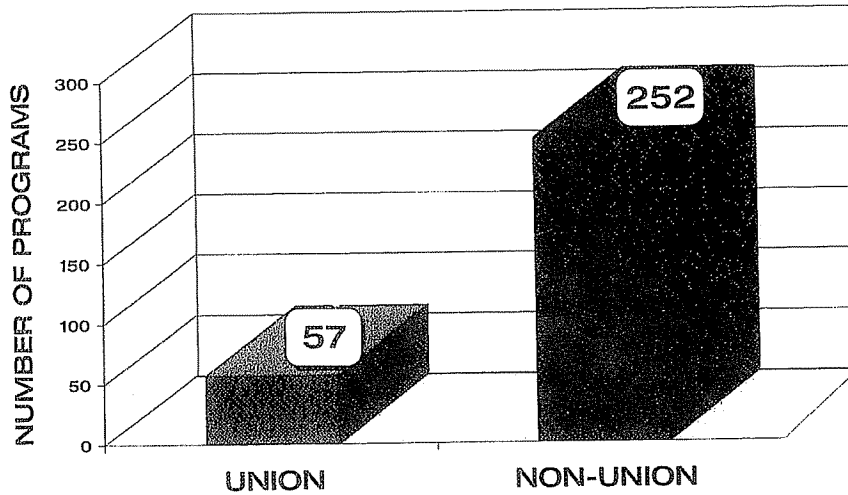
The primary source of national apprenticeship data was the 1992 U.S. General Accounting Office (GAO) report entitled, "Apprentice Training: Administration, Use, and Equal Opportunity."¹¹ The GAO report utilizes the most complete source of national apprenticeship data from the Federal Bureau of Apprenticeship and Training Apprenticeship Management System, which includes data on all states except California, Hawaii, Rhode Island and the District of Columbia. Due to the significant role of California in apprenticeship, the GAO report also includes data from California's Department of Industrial Relations.

Similar to the data provided by the Kentucky Labor Cabinet, the GAO report also included data on non-building trades occupations. To determine national averages, occupational titles were utilized to segregate building trades occupations from other apprenticeable occupations contained in the GAO data.

Findings

Chart 1

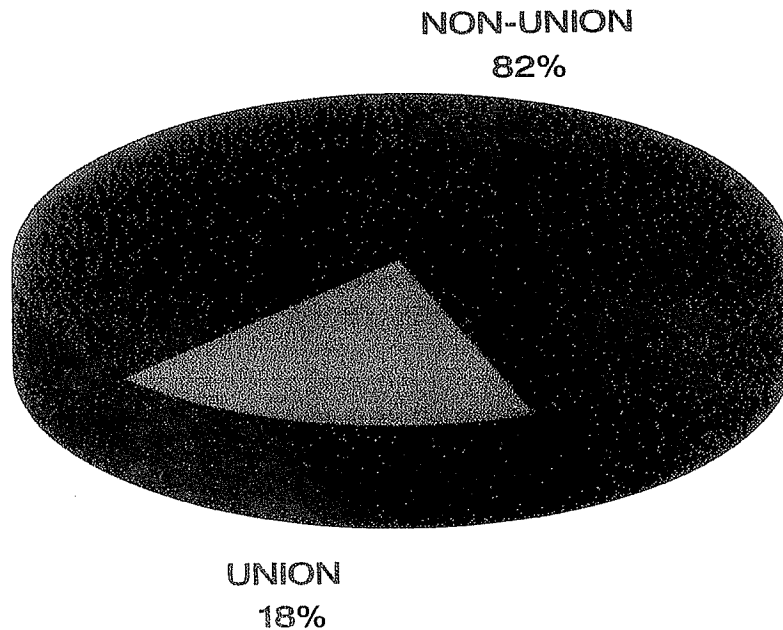
Number of Building Trades Apprenticeship Programs: Union v. Non-Union



The total number of building trades apprenticeship programs in the Commonwealth of Kentucky during the study period was 309. Of these, 57 were union and 252 non-union.

Chart 2

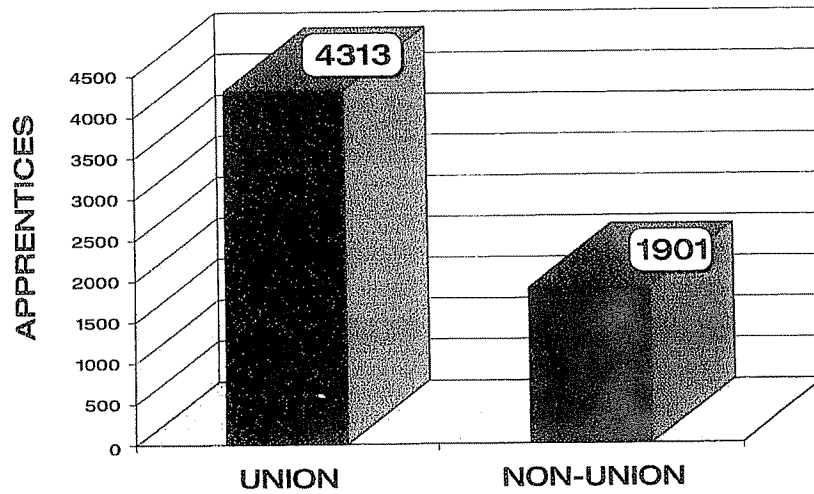
Percent of Building Trades Apprenticeship Programs: Union v. Non-Union



As a percentage, 18% of the programs were union and 82% non-union.

Chart 3

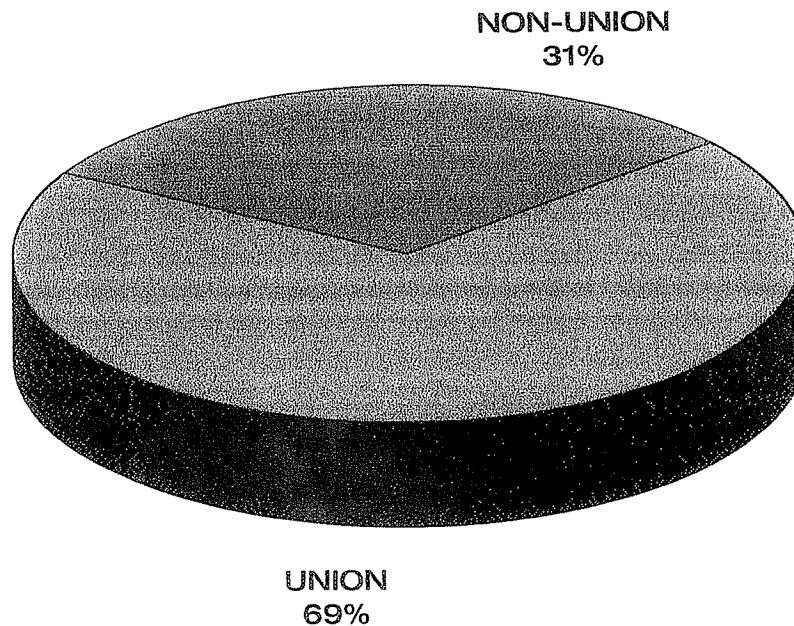
Number of Registered Apprentices: Union v. Non-Union



The total number of registered apprentices in building trades occupations during the study period was 6214. Of these, 4313 were in union programs and 1901 in non-union programs.

Chart 4

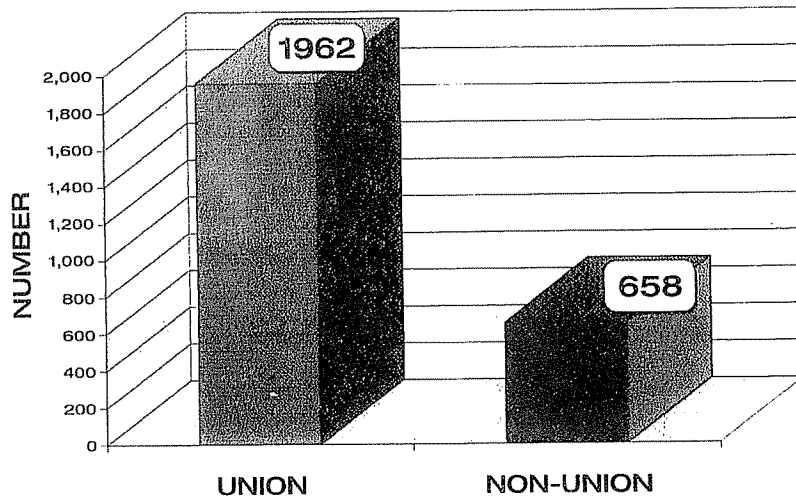
Percent of Registered Apprentices: Union v. Non-Union



As a percentage, 69% were union and 31% non-union.

Chart 5

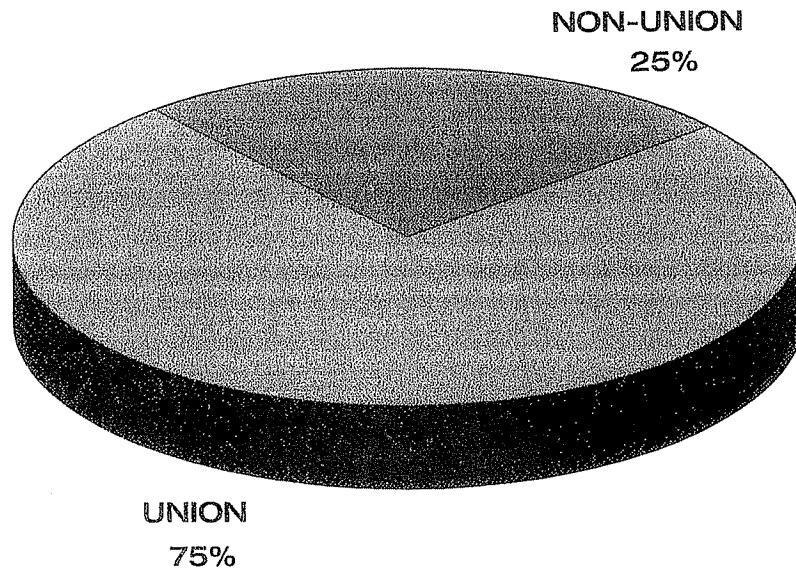
Number of Apprentices Achieving Journeyman Status: Union v. Non-Union



The total number of registered apprentices achieving journeyman status during the study period was 2620. Of these, 1962 were union and 658 non-union.

Chart 6

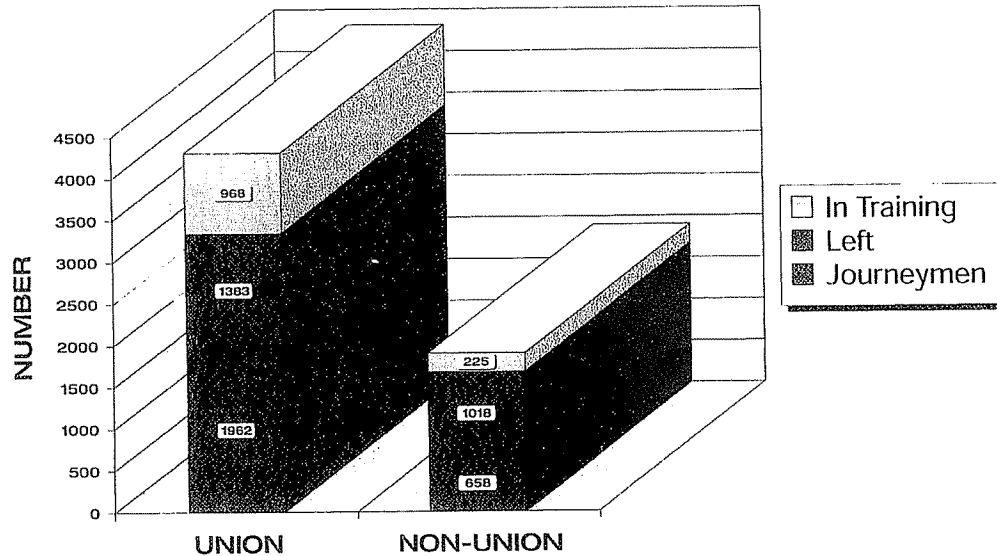
Percent of Apprentices Achieving Journeyman Status: Union v. Non-Union



As a percentage, 75% were union and 25% non-union.

Chart 7

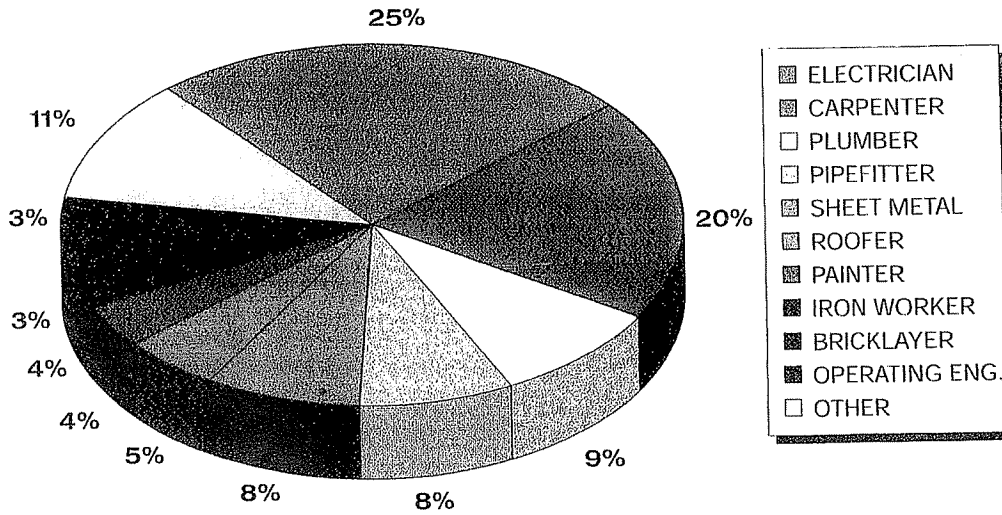
Completion Rates: Union v. Non-Union



Completion rates are a valid measure of apprenticeship program success and are based on the percent of apprentices who become journeymen following the typical 3-4 year apprentice training process. In determining completion rates of union and non-union programs, the following statistics were compared: union programs graduated 1962 apprentices, 1383 left union programs prior to graduation and 968 were still in training at the end of the study period. Non-union programs graduated 658 apprentices, 1018 left non-union programs prior to graduation and 225 were still in training at the end of the study period. Based on these statistics, the completion rates for union programs was 59% compared to 39% for non-union.¹²

Chart 8

Percent of Building Trades Apprentices By Top Ten Occupations: National



In 1992, the U.S. General Accounting Office published a report on apprentice training in the U.S. entitled, "Apprentice Training: Administration, Use, and Equal Opportunity." Using the GAO data, building trades occupations were segregated and analyzed to determine national averages for the top ten occupations. Using these national averages as a benchmark, union and non-union apprenticeship programs in Kentucky were analyzed to determine how they compared with national averages [see Table A.]

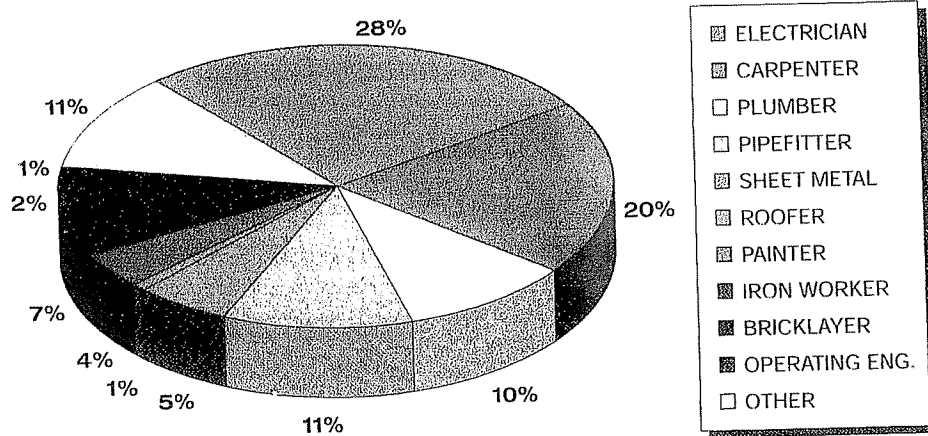
Table A

Percent of Apprentices By Top Ten Occupations

	Electrician	Carpenter	Plumber	Pipefitter	Sheet Metal	Roofer	Painter	Ironworker	Bricklayer	Operating Engineer	Other
National	25%	20%	9%	8%	8%	5%	4%	4%	3%	3%	11%
KY Union	28%	20%	10%	11%	5%	1%	4%	7%	2%	1%	11%
KY Non	64%	8%	5%	3%	3%	0%	1%	0%	1%	0%	15%

Chart 9

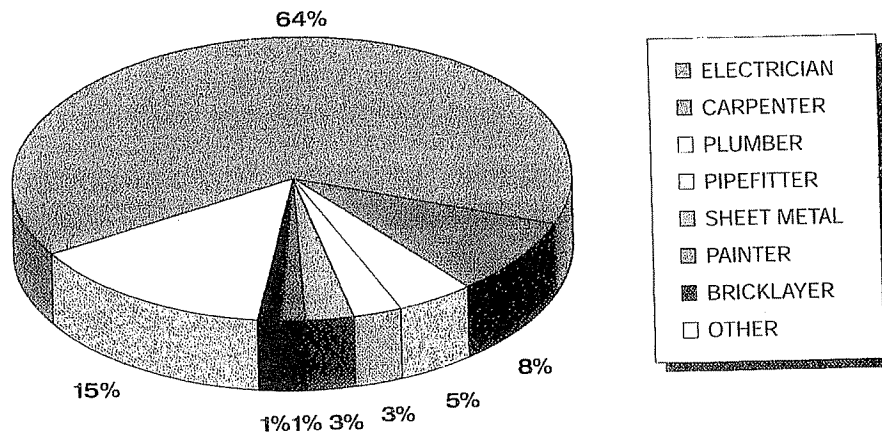
Percent of Union Building Trades Apprentices By Top Ten Occupations: Kentucky



The distribution of apprentices among the top ten union building trades occupations in Kentucky closely correlates with the national distribution in Chart 8.

Chart 10

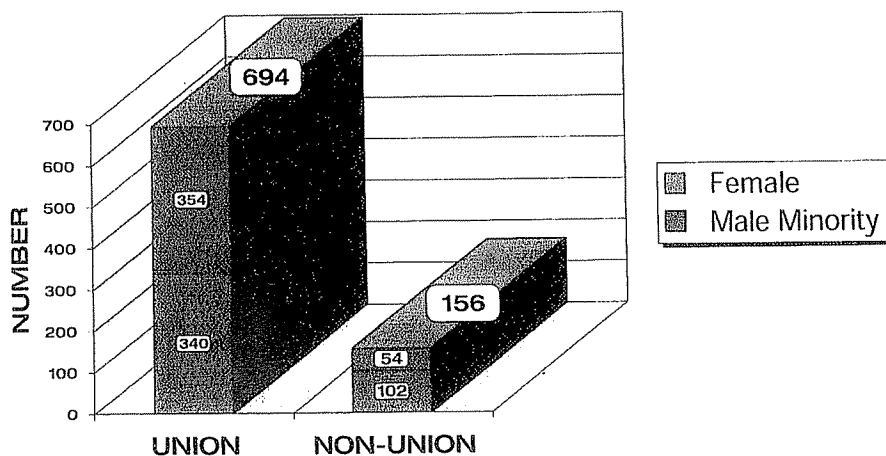
Percent of Non-Union Building Trades Apprentices By Top Ten Occupations: Kentucky



Non-union building trades apprenticeship programs in Kentucky are heavily concentrated in the electrical occupation and several of the top ten occupations have zero apprentices.

Chart 11

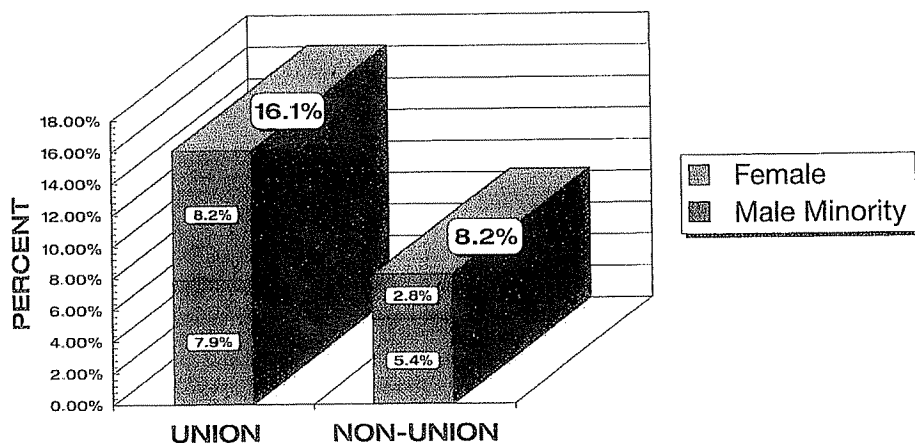
Number of Male Minority & Female Apprentices: Union v. Non-Union



Of the 6214 apprentices registered in Kentucky during the study period, a total of 850 were male minorities and females.¹³ Union programs had 340 male minorities and 354 females, while non-union programs had 102 male minorities and 54 females.

Chart 12

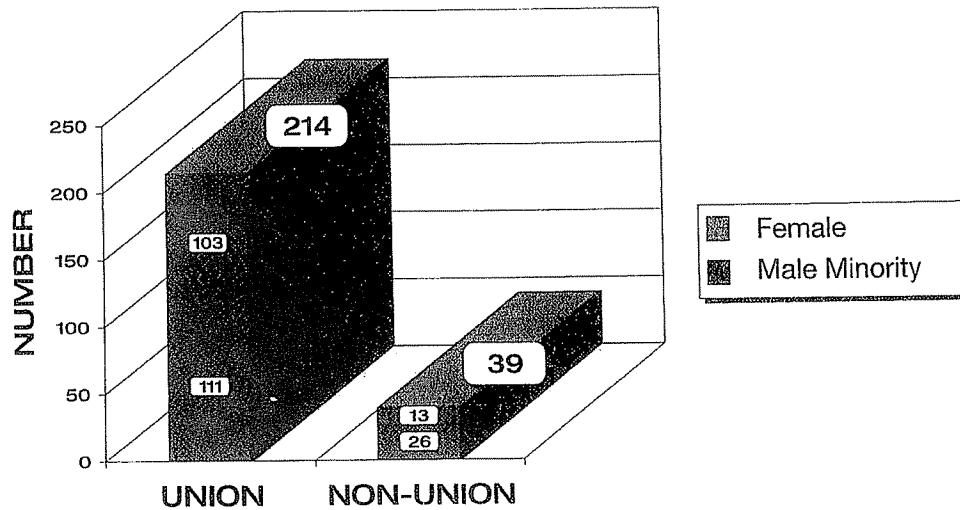
Percent of Male Minority & Female Apprentices: Union v. Non-Union



As a percentage, union programs had 7.9% male minorities and 8.2% females, for a total of 16.1%. Non-union programs had 5.4% male minorities and 2.8% females, for a total of 8.2%.

Chart 13

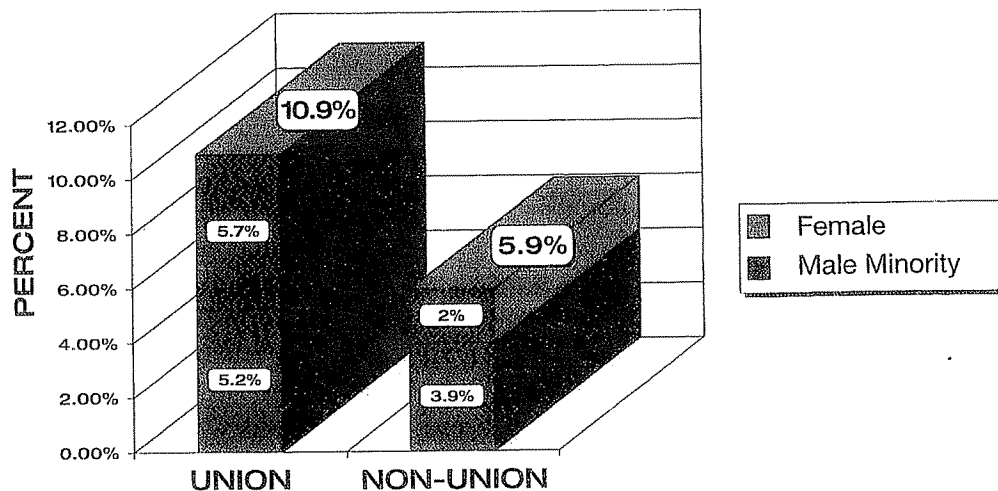
Number of Male Minority & Female Apprentices Achieving Journeyman Status:
Union v. Non-Union



The total number of male minority and female apprentices achieving journeyman status during the study period was 253. Of these, 214 were in union programs and 39 non-union.

Chart 14

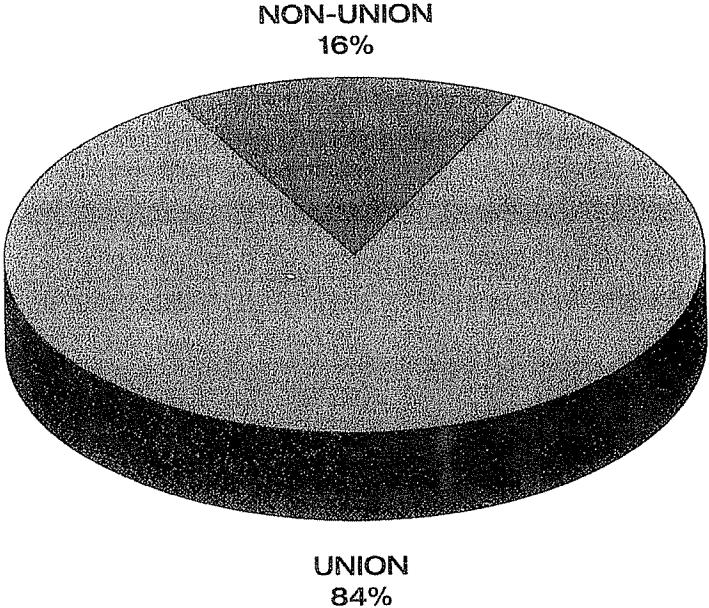
Percent of Male Minority & Female Apprentices Achieving Journeyman Status:
Union v. Non-Union



As a percentage, 10.9% of all union apprentices becoming journeymen were male minorities and females, while 5.9% of non-union apprentices becoming journeymen were male minorities and females.

Chart 15

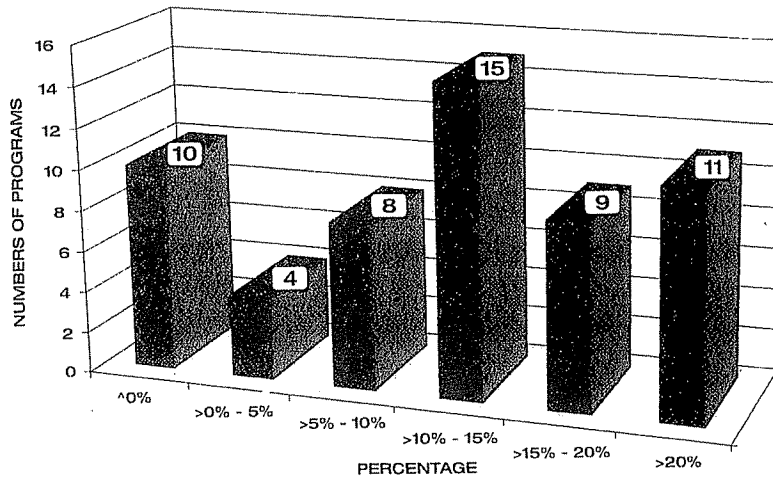
Percent of Total Male Minority & Female Apprentices Achieving Journeyman Status: Union v. Non-Union



Of all male minorities and females achieving journeyman status in Kentucky during the period, 84% graduated from union programs and 16% from non-union programs.

Chart 16

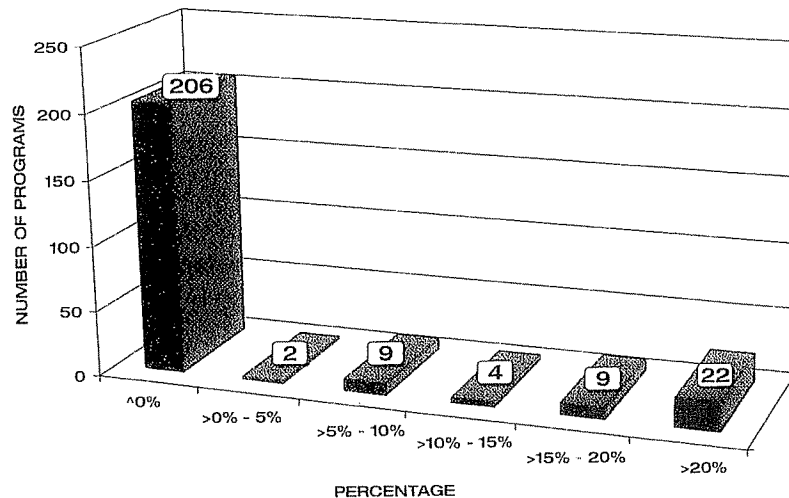
Percent of Male Minority & Female Apprentices by Program: Union



Of the 57 union apprenticeship programs, 10 or 17% reported zero male minority or female apprentices. The 10 union programs with zero male minority or female apprentices were all inactive by the end of the study period. Thirty-five, or 62% of union programs had greater than 10% male minority and female apprentices.

Chart 17

Percent of Male Minority & Female Apprentices by Program: Non-Union



Of the 252 non-union apprenticeship programs, 206 or 82% reported zero male minority or female apprentices. Of the 206 non-union programs with zero male minority or female apprentices, 162 of these were deactivated by the end of the study period leaving 44 programs with zero male minority or female apprentices.

Review and Analysis

Aggregate Program Comparisons:

While non-union programs accounted for 82% of the 309 building trades apprenticeship programs registered in Kentucky during the study period, union programs enrolled 69% of the 6,214 registered apprentices. Union programs also graduated 75% of all apprentices who became journeymen, with a 59% completion rate, compared to 39% for non-union programs. Also, union programs averaged 75.66 apprentices per program, while non-union programs averaged 7.54 apprentices per program.

Occupational Code Comparisons:

Safe and efficient completion of construction projects requires an array of trades and specialties working in concert and sequence. The list of building trades occupational codes in Appendix I contains 30 separate building trades occupations.

The occupational code analysis reveals that the distribution of union apprentices in Kentucky closely mirrors the distribution of national averages (Charts 8 and 9) and demonstrates that the union sector has trained across the spectrum of occupations and crafts in response to industry manpower demands. Conversely, non-union apprentice training has been concentrated in the electrical trade, with 64% of all non-union apprentices registered in this occupation. The analysis also reveals that non-union apprentice training failed to include several other necessary building trades occupations [see Table A].

Table A
Percent of Apprentices By Top Ten Occupations

	Electrician	Carpenter	Plumber	Pipefitter	Sheet Metal	Roofer	Painter	Ironworker	Bricklayer	Operating Engineer	Other
National	25%	20%	9%	8%	8%	5%	4%	4%	3%	3%	11%
KY Union	28%	20%	10%	11%	5%	1%	4%	7%	2%	1%	11%
KY Non	64%	8%	5%	3%	3%	0%	1%	0%	1%	0%	15%

Minority & Female Participation Analysis:

The lack of entry and participation of minorities and females in building trades occupations and union apprenticeship programs has been a subject of concern. Most studies on this issue are dated and provide little information on diversity in apprentice training during the last decade.¹⁴ Union apprenticeship programs in Kentucky exhibited a much better record of diversity than programs sponsored by Kentucky's non-union contractors and associations:

- 694 or 16.1% of all union apprentices were male minorities and females, compared to only 156 or 8.2% male minorities and females in non-union programs (Charts 11 and 12);
- Union programs reported 8% male minority apprentices, mirroring the percentage of male minorities in the general population of Kentucky¹⁵ (Chart 12);
- 10.9% of all union apprentices becoming journeymen were male minorities and females (Chart 14);
- 82% of male minorities and females registered in Kentucky during the study period were in union programs;
- 84% of male minorities and females who became journeymen during the period were enrolled in union programs (Chart 15);
- 206 or 82% of non-union programs did not have a single male minority or female apprentice registered during the study period (Chart 16).

The absence of male minority and female apprentices in 206 non-union programs may be explained by the fact that affirmative action requirements do not apply to apprenticeship programs with fewer than five registered apprentices.¹⁶ Since the average size of non-union programs is 7.54 apprentices, many non-union programs have less than five apprentices and are exempt from affirmative action requirements. While efforts to improve diversity must be on-going, data on union apprenticeship programs reveals positive results of long-term efforts to improve diversity in race and gender.

Conclusion

Construction is a labor intensive industry requiring a wide range of specialized skills and training. In response, a unique training methodology has evolved, known as apprenticeship. Apprentice training combines on-the-job training under the guidance of skilled journeymen with classroom training in the technical aspects of the building trades. This combination of on-the-job and classroom training has been an effective mechanism for reproducing the skills and knowledge needed by the construction industry.

This study compared union and non-union building trades apprentice training programs in Kentucky to determine the relative effectiveness of each in producing a diverse supply of skilled journeymen. Our findings dramatically emphasize the difference in results produced by union vs. non-union apprentice training. The union sector had more registered apprentices, higher completion rates, produced a much higher number of skilled journeymen, and were more diverse in race and gender. The findings also demonstrate that the vast majority of non-union apprentice training has been concentrated in the electrical occupation. Conversely, union apprenticeship programs have trained across a broader range of apprenticeable occupations and in proportion to the range of building trades occupations found on the national level.

As demand for skilled journeymen continues to increase, resources must be allocated to the training method which is more effective at meeting this demand. The union apprentice training method, encompassing joint administration by labor and management, has been demonstrated as the more effective training method in the Commonwealth of Kentucky. To verify these results beyond Kentucky, additional studies of this kind should be conducted.

Endnotes

- 1) Note: *Engineering News-Record*, or *ENR*, is considered the premier publication on the construction industry and, as such, has been cited extensively to chronicle issues and events involving apprentice training, skills shortages and labor relations in the construction industry.

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- 3) Associated Builders and Contractors, Inc., "Training Issues Within The U.S. Construction Industry: A Special Report To The President of the United States," Washington, D.C., January 29, 1993, p. 3.
- Bourdon, Clinton C. and Raymond E. Levitt, *Union and Open-Shop Construction: Compensation, Work Practices and Labor Markets*, D.C. Heath and Company, Lexington, MA, 1980, pp. 68-77.
- Bradford, Hazel, ed., "Apprenticeship Rules Getting An Overhaul," *Engineering News-Record*, September 27, 1990, p. 11.
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- Bureau of National Affairs, "Open Shop, Union Sectors Promote Training Programs Among Owners," *Construction Labor Report*, November 25, 1992, vol. 38, No. 1907, pp. 1068-1070.
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- Foster, Howard G., "Industrial Relations In Construction: 1970 - 1977," *Industrial Relations*, Vol. 17, No. 1, February, 1978, pp. 7-8.
- Northrup, Herbert R., *Open Shop Construction Revisited*, The Wharton School, Industrial Research Unit, University of Pennsylvania, Philadelphia, PA, 1984, pp. 463 465.
- 4) Angelo, William J., "Training Talks Crawl Along," *Engineering News-Record*, October 23, 1995, p. 7.

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Rosenbaum, David B., "Training Plan Hinges On Owners," *Engineering News-Record*, December 2, 1991, p. 7.

- 5) See, for example, op. cit., Bourdon and Levitt, Foster, and Northrup. Note: Many authors use the term "open-shop" to indicate that employers are not unionized nor party to collective bargaining agreements. For simplicity, we use the term "non-union" synonymously with the term "open-shop" to indicate that employers and apprenticeship programs are not affiliated with labor unions nor party to collective bargaining agreements. In their analysis of union and non-union (open-shop) training, Bourdon and Levitt also use "joint" and "non-joint" to indicate whether programs are sponsored jointly by labor and management (union), or unilaterally by non-union employers, and referred to as non-joint.
- 6) Note: While the term journeyman and journeymen are not gender neutral they are still widely used and accepted in reference to apprentice training. For example, *Kentucky Revised Statutes* (KRS Chapter 343) references journeyman and journeymen. Furthermore, there does not appear to be a consistent gender neutral substitute since

the U.S. Department of Labor sometimes uses journeyworker, while the *U.S. Code of Federal Regulations* uses journeyperson. *Webster's Dictionary* also uses journeyman or journeymen (plural).

- 7) A good description of apprentice training can be found in: "The National Apprenticeship Program," U.S. Department of Labor, Manpower Administration, Washington, D.C., 1968, p.6: "...a schedule of work processes in which an apprentice is to receive training and experience on the job with organized instruction designed to provide the apprentice with knowledge in technical subjects related to the trade."
 - 8) op. cit., endnote 3
 - 9) op. cit., endnote 4
 - 10) *U.S. Department of Labor*, "Apprenticeship Past And Present," Employment and Training Administration, Washington, D.C., Revised 1991, p. 18.
 - 11) *U.S. General Accounting Office*, "Apprenticeship Training: Administration, Use, and Equal Opportunity," Washington, D.C., March 1992, GAO/HRD-92-43.
 - 12) Completion rates are computed using the following formula:
Completion rates = number completing / (number completing + number leaving program).
 - 13) Includes: male African Americans, Hispanics, Asian and Pacific Islanders, American Indians and all females regardless of ethnicity.
 - 14) Marshall, Ray F. and Vernon M. Briggs, Jr., "Equal Apprenticeship Opportunities: The Nature of the Issue and the New York Experience," The University of Michigan, Wayne State University, Institute of Labor and Industrial Relations and National Manpower Policy Task Force, Washington, D.C., November 1968.
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- 15) *Census of the United States 1990*.
 - 16) *U.S. Code of Federal Regulations* 29 CFR 30.4 (f).

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APPENDIX I

LIST OF BUILDING TRADES OCCUPATIONAL CODES

DOT NUMBER	OCCUPATION
2	A/C INSTALLER
52	BRICKLAYER
67	CARPENTER
68	MAINTENANCE CARPENTER
71	CARPET LAYER
75	CEMENT MASON
159	ELECTRICIAN
199	FLOORLAYER
221	GLAZIER
257	A/C MECHANIC
313	MARBLE SETTER
335	MILLWRIGHT
365	OPERATING ENGINEER
373	ORNAMENTAL IRON WORKER
379	PAINTER
414	PIPEFITTER
423	PLUMBER
432	PLASTERER
480	ROOFER
510	SHEET METAL WORKER
536	STATIONERY ENGINEER
568	TERRAZZO WORKER
573	TILE SETTER
627	WELDER
637	ENVIRONMENTAL CONTROL SYSTEM WORKER
643	MAINTENANCE ELECTRICIAN
661	CONSTRUCTION CRAFT LABORER
669	STRUCTURAL STEEL WORKER (IRON WORKER)
909	INSULATION WORKER
1009	PILEDRIVER CARPENTER

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