



The TRAINING TIMES

a quarterly publication of the

OREGON/SOUTHERN IDAHO LABORERS-EMPLOYERS TRAINING TRUST FUND

JUNE 2008

New Labor Commissioner Brad Avakian visits Corvallis training center

Brad Avakian, recently appointed as Commissioner of Oregon's Bureau of Labor and Industry (BOLI), visited Corvallis to get a closer look at the Laborers Training and Apprenticeship Program. Avakian was appointed by Governor Ted Kulongoski to replace former BOLI chief Dan Gardner in March and started work in the labor office April 7.

This was a historic visit for the Laborers here in Oregon. It was the first visit by any Labor Commissioner to the Corvallis site. It's also important to note that the Commissioner chose to visit the Laborers first, before visiting any of the other trades. Avakian planned to visit with several of the trades to introduce himself during his first month as head of BOLI. Commissioner Avakian remarked, "It's not just important, it's the very first thing I've wanted to do."

Avakian got a tour of the facility during a week when about 45 Laborers were attending training. During his visit, the Commissioner spoke with staff, instructors and class participants. "We want a skilled and disciplined workforce in this state. These train-



Labor Commissioner Brad Avakian talks with apprentices Gil Rocha and Peter Torres.

ing facilities provide that plus experience and a home base. I think people who come here get a sense of being part of a profession," noted the Commissioner.

Avakian added that the training is important in supplying jobs to a changing industry base in the state. He pointed to high tech and renewable energy as industries that will be important in the future. "A lot of these industries are bringing in people from

out of state to do the kinds of jobs training like this can provide," emphasized Avakian. "We've got to put an end to that. We want to use Oregonians for jobs in Oregon." He also shared part of his vision for the future of BOLI, which will include restored funding for vocational education in high schools around the state. Instructor **Hank Pattyn** observed, "He seems like he's got some really good ideas. I like him."

Commissioner Avakian was presented with a "Journeyworker" jacket during his visit and wore it as he toured the facility. He genuinely appreciated the gift, those attending training noticed his attire and were filled with pride as he chatted with them. Upon leaving, the Commissioner promised to work with the Laborers Union to improve apprenticeship and training and job opportunities for residents of the State. Welcome Commissioner, we look forward to working with you!

Director's Review

by Training Director
Al DeVita



Since our last issue, it has been a busy time for staff at the Training Centers. For a good part of the quarter, we have been at or near capacity at the Corvallis facility. Recently hired instructors have started to make contributions to training. New courses were delivered (all receiving high marks from attendees). New training equipment was purchased. And we received a visit from new Oregon Bureau of Labor Commissioner Brad Avakian (see article). At our Idaho Falls facility, training continued in support of the Idaho National Laboratory, and we have started planning for renovations to the Training Center there.

Starting in January with a GPS Fundamentals class, through February with Asphalt Raking and Advanced Concrete Finisher classes, to March with Concrete Cutting and Coring, Patch and Repair, and Small Equipment Operator, the schedule offered more variety (and more challenging logistics) than at any time since the inception of the new Training Trust.

Former Training Director Bill Duke Retires



Former Corvallis Training Director Bill Duke

After a long and distinguished career of both work and service to the Laborers Union, former Training Director **Dwight "Bill" Duke** retired on February 29, 2008. Duke started out with the Local 79 in Salt Lake City in 1965 as a Laborer, working his way up to Training Director for the Local where he served for seven years. In 1987, Bill moved on to Corvallis where he worked as both Training Director and Apprentice Coordinator for about seven years. In 1994,

he moved to Connecticut to accept the position of National Apprentice Coordinator for the Laborers International Union. Duke also supervised the Laborers relationship with Forest Service Job Corp centers nationwide as well as the Laborers' Helmets-to-Hardhats Program. He would eventually become Assistant Director for Laborers-AGC Education and Training Fund (the training arm of LIUNA), serving in this position until his retirement.

Duke was instrumental in the start-up of apprenticeship for the Laborers here in the Northwest and nationally. He worked to establish Laborers apprenticeship standards in all but two states. He served on national apprenticeship committees and is well known within the Department of Labor and the National Building Trades.

This "Laborer of Laborers" deserves a standing ovation for his work on behalf of fellow Laborers everywhere. Thank you Bill! We wish you a long and happy retirement!

THE APPRENTICE ARCHIVE

WOLF CREEK JOB CORPS CENTER CONSTRUCTION LABORERS TRAINING PROGRAM

Since 1997, the Laborers Training and Apprenticeship program has partnered with the U.S. Dept of Labor at the Wolf Creek Job Corps Center in training young people about the Laborers' trade. Wolf Creek is about 30 miles east of Roseburg on the edge of the Umpqua National Forest in the Cascade mountain Range.

The Job Corps Program started in 1964 and has provided more than two million young people with an opportunity to receive career training. Youths ages 16 to 24 who enroll in the Job Corps receive personal counseling, skills training, college credits, free tuition, transportation, basic medical care, a modest living allowance and a bonus based on vocational and educational achievements. Job Corps students who select the Laborers trade as the focus of their training also benefit from a partnership with our apprenticeship program.

Students receive training and certification, Scaffold User, OSHA 10 and Flagger/ Traffic Control. In addition, they also have a chance to complete the

same PCT offered in Corvallis and Idaho Falls. Completers have the opportunity to take General Construction and Concrete classes at the Corvallis facility. Job Corps graduates who enter the OSI Laborers Apprenticeship program after completion of PCT and one of the above classes have the benefit of direct admission into the Apprenticeship program – as well as being upgraded to 2nd period status after successful completion of the 800-hour probationary period.

Pat Potter of Local 1400 has been the instructor for the Laborers' program for the last three years. Pat has done a fine job of making the Job Corp program a productive part of our apprenticeship. He has established relationships with local officials and contractors to allow participants hands-on experience on construction sites. This has made a big difference in the quality of those choosing to enter our program. In June, Pat will move on to take the position of Business Manager at Local 1400. We wish Pat the best in his new job and look forward to working with him in the future.



ATTENTION APPRENTICES

Courses Required to Complete Program

You should know by now that the standards that govern your apprenticeship program have changed. To graduate from the program, there are three courses that must be completed by all apprentices. They are **General Construction** (80 hours), **Construction Math** (40 hours) and **Introduction to Blueprint Reading** (40 hours). These courses provide a foundation of skills and knowledge essential for all Construction Craft Laborers.

General Construction covers a wide variety of topics and includes OSHA 10 and First Aid/CPR. In this class, you will work with air tools, power tools, chain saws, and cutting torches (to name a few). You also will get some introductory experience in placing concrete.

Construction Math provides the bridge from your own schooling to the special types of math

needed in our industry, everything from calculating quantities of materials to complex angles for layout and GPS. This fundamental course will help you both on the job and with the math involved in many of the other courses you will take during your apprenticeship.

Introduction to Blueprint Reading provides the start of the knowledge you need to read and interpret information off of all kinds of drawings, from civil (dams, roadways and bridges) to building construction. A good knowledge of math and blueprint reading are very important for you if you want to advance to the level of foreman or superintendent.

Note: All apprentices currently enrolled in the program must take each of these courses. Please call the training center with questions or to register.

Related Training Classes and Unemployment Benefits

Did you know that you are eligible for unemployment benefits while taking related training? Yes you are! Contact your local State Employment office before attending a class. Ask to complete an **Apprenticeship Training Questionnaire, Form #385**

so that you can speed the process of receiving your unemployment benefits. Copies of this form are also on hand at the training center. Please be aware that there are some limits, so give the training center a call if you have any questions.

Apprentices operate a 60-foot boomlift at a recent class in Corvallis.

OREGON CLASS SCHEDULE

JULY, AUGUST, SEPTEMBER 2008

DATE	CLASS	HRS	LOCATION	NOTES
JULY 2008				
June 30	Forklift Refresher	8	Corvallis	
July 1-3	Forklift Operator	24	Corvallis	
July 1-2	First Aid/CPR	8	Tualatin (UA Local 290, 20220 SW Teton Ave.)	Begins at 5:30 PM Sharp
July 7-8	OR Asbestos Worker Refresher	8	Tualatin (UA Local 290, 20220 SW Teton Ave.)	Begins at 5:30 PM Sharp
July 7-8	WA Asbestos Supervisor Refresher	8	Tualatin (UA Local 290, 20220 SW Teton Ave.)	Begins at 5:30 PM Sharp
July 9-10	OR Asbestos Supervisor Refresher	8	Tualatin (UA Local 290, 20220 SW Teton Ave.)	Begins at 5:30 PM Sharp
July 9-10	WA Asbestos Worker Refresher	8	Tualatin (UA Local 290, 20220 SW Teton Ave.)	Begins at 5:30 PM Sharp
July 14-18	Blueprint Reading	40	Corvallis	
July 14-25	General Construction	80	Corvallis	
July 21	TCS Refresher	8	Corvallis	
July 22-24	Traffic Control Supervisor	24	Corvallis	Requires prior experience
July 25	Flagger/ Traffic Control	8	Corvallis	
AUGUST 2008				
Aug 4-15	Basic Concrete	80	Corvallis	
Aug 11-15	Construction Math	40	Corvallis	
Aug 18-22	Small Equipment Operator	40	Corvallis	
Aug 18-22	Asbestos Worker	40	Corvallis	
Aug 25	Forklift Refresher	8	Corvallis	
Aug 26-28	Forklift Operator	24	Corvallis	
SEPTEMBER 2008				
Sep 8-12	Bridge Construction and Demolition	40	Corvallis	
Sep 8-19	General Construction	80	Corvallis	
Sep 15-19	Transit and Level	40	Corvallis	
Sep 22-Oct 3	Mason Tending	80	Corvallis	
Sep 22-Oct 3	Pipelaying	80	Corvallis	
Sep 29-Oct 3	Concrete Patch and Repair	40	Corvallis	



DIRECTIONS TO THE LOCAL 290 TRAINING CENTER

From I-5, take Exit 289 to SW Nyberg Rd.

Go west, bear left on SW Tualatin-Sherwood Rd for 1.3 miles.

Turn left on SW Teton Ave.

Local 290 is on left. Entrance to Training Center is beneath second blue awning.

IDAHO CLASS SCHEDULE

JULY, AUGUST, SEPTEMBER 2008

DATE	CLASS	HRS	LOCATION
JULY 2008			
July 22-24	Radiation Worker II	24	Idaho Falls
July 28 – Aug 1	Asbestos Worker	40	Idaho Falls
AUGUST 2008			
Aug 11-15	OSHA 30	40	Idaho Falls
Aug 21	Hazardous Waste Refresher	8	Idaho Falls
Aug 22	First Aid/ CPR	8	Idaho Falls
Aug 25-29	Transit and Level	40	Idaho Falls
SEPTEMBER 2008			
Sep 9-11	Radiation Worker II	24	Idaho Falls

Director's Review, continued

by Training Director Al DeVita



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These classes were a hit with both Apprentices and Journeyworkers. In fact, several Journeyworkers remarked that they were surprised that the Training Center could give them something above and beyond what they already knew. It is encouraging to the staff, and to me personally to see Journeyworkers returning to the training center. While training Apprentices is our future and our core function, we must also continue to offer courses that help Journeyworkers to upgrade and diversify their skills.

As mentioned in our previous issue, we have also restarted nighttime training in the Portland area. Classes are now being held at the Plumbers and Pipefitters Local 290 training center in Tualatin, just a few miles off of I-5. Attendance has been good for most of these classes. While we have scaled back this training a bit for the summer, don't worry, in the fall we plan to add more classes to the nighttime schedule.

New Equipment

Recently, we purchased Aluma Systems gang forms and Peri Systems deck forms. After some discussions with a few of our contractors, we determined that these two form systems are among the most widely used in the Portland area. This equipment will allow for a major upgrade to our Basic Concrete class. Participants in these classes will now be able to learn about these systems and how they work, and most importantly, how to "strip" and maintain this equipment for our contractors.

It should be noted that when our contractors use these systems, it is a major investment on their part in an effort to improve productivity. These systems are

fragile. Those that work with them must know how to assemble and disassemble them properly and how to clean and maintain them so that they can last for the next job. Having these systems for use in training will allow us to do that. Additionally, we will have the benefit of using them during concrete placements, thus training you how to vibrate an eight-foot wall or pour a deck! In the past, we could only talk about this in training.

Other Happenings

Springtime in our area brings with it many opportunities for job and career fairs, so we have spent time promoting our program and answering questions from interested candidates at these gatherings. From these events, we supply our Unions and contractors with fresh blood—new apprentices ready to learn our work and carry on our trade.

This issue includes the schedule for July, August, and September. We are happy to announce a new addition to the schedule: Bridge Construction and Demolition. This class will allow you to experience and practice the tasks that we perform in bridge construction.

Our website, www.osilaborerstraining.org, continues to be our most up-to-date tool for communicating the latest on our training schedules. Recently, we added downloadable forms for apprentices and employers who support our program. We hope to continue to improve the website in the coming months. We welcome suggestions on how we can improve the website for you.

All in all, it is an exciting time for the Training Fund. We look forward to seeing you in Corvallis or Idaho Falls soon.



CONGRATULATIONS APPRENTICES!

Since our last newsletter, eleven apprentices completed the Oregon Laborers Apprenticeship Program, logging at least 4000 work hours and 360 related training hours. Congratulations on your accomplishment!

You can identify these newly minted Journeyworkers on the job by their Union-made black duck work jackets with the logo of the training trust over the left breast. We are proud of you graduates, may you serve your Union well!

Since January, the program has seen 35 apprentices presented with re-rates based on their progress through the program. An apprentice must complete 1000 work hours and 90 hours of training for each re-rate. Keep up the good work apprentices.

And in the last three months, our program has welcomed in 17 new apprentices. Congratulations to you! Remember, every Laborer is counting on you. You are our future!

Completed Program	Re-rates	New Entrants
Joshua Ashburn	Damien Adams	Keeth Allen
Theresa Burson	Robert Adams	Ryan Baty
Elton Cole III	Tyler Albright	Harley Bolin
Myron Davis	Joshua Ashburn	Sean Dunaway
Brian Dupree	Douglas Ballew Jr.	Reuben Green
Monica Gauthier	David Breazeale	Rory Hatcher
Amanda Higgins	Jordan Burk	Edward Jakola
Tammy Sue Ray	James Connell	Bo LaDue
Robert Ries	Jason Croft	Raylee Lincoln
Eric Schilling	Theresa Economides	Hollis McClure
Ian Stewart	Lisa Espinoza	Joshua McKamey
	Martin Frasier	David Moss
	Shelbi Hagerstrom	Christopher Motley
	Dustin Hammons	Gabrial Parra
	Jeremy Kautz	Thomas Radebaugh
	Michael LeCuyer	Anthony Tuttle
	Jesse Marks	Luke Zimmer
	Thomas Martin	
	Zeb McCracken	
	Marvin McLaren	
	Debbie Morishige	
	Peter Nicolescu	
	Heather Olds	
	Gilberto Rocha	
	Pete Sanchez	
	Sarah Schaefer	
	Eric Schilling	
	Tami Ray Sue	
	Debroah Sullivan,	
	Wayne Thompson	
	John Ullrich	
	DeLaun Vaughn	
	John Williams	
	James Young	

The Case for Apprenticeship

In 1994, the Laborers International Union established apprenticeship standards for the Construction Craft Laborer (CCL). The U.S. Department of Labor approved these standards despite the objection of all the other trades in the Building and Construction Trades Department. The national CCL standards were primarily based on the standards already in place in Oregon and Washington where the Laborers apprenticeship was well established, dating back to 1982. The delegates at the 2001 LIUNA Convention unanimously passed a binding resolution to the constitution that all new entrants with less than 4,000 hours of previous construction experience complete the CCL apprenticeship program before receiving their membership card and therefore being recognized as a journey worker in the Laborer classification.

Every Laborer on the job must be safe, skilled, and productive.

Apprenticeship requires that all new entrants who enter our ranks with less than 4,000 hours of previous experience in construction earn the rank of journey worker by completing 4,000 hours of on-the-job training (OJT) and 360 hours of related training in the skills of our trade during their apprenticeship.

The Laborers trade has changed dramatically over the past 20 years. We are now a skilled trade, encompassing over 40 different classifications from mason tender and grade checker to pipe layer and foreman. It used to be that Laborers work didn't require training or certifications, but those days are long gone. Those unskilled tasks are now only a very small segment of our work. The new technology that is a part of everything we do on the job requires classroom training and many times, a certification stating that a Laborer has completed training and obtained the skills necessary to operate the equipment or perform the tasks.

If we, as Laborers, want to establish jurisdiction over new technology then we must have the skills to operate that new technology. Apprenticeship provides the foundation for core skills, as well as the advanced knowledge needed to leverage new technology. It provides knowledge about how to be a worthy contributor to the Union and employer as well as the leadership skills that will carry us into the future.

No longer can the local Union afford to send our signatory contractors someone off the street who has no safety or skills training. No longer can we afford

to have new people on the job at journey worker wages that don't know what a 16-penny double head nail is or how to read a tape measure. No longer can we afford to have people on the job that don't know what the Laborer's jurisdiction is or what the Union is all about. Every Laborer on the job must be safe, skilled, and productive. If a new entrant wants good wages and benefits, then he or she must go through the CCL apprenticeship program, learn the skills of the trade and become a part of the team.

Many of our older members are beginning to retire. If we don't replace these highly skilled members, if our members don't have the skills to do their work then it will eventually be assigned to others. We will lose those jobs and eventually, our contractors and our future. With a high-skilled workforce and an effective apprenticeship program we can attract new contractors and help our signatory contractors to be competitive and profitable. If our contractors aren't making money with our members, then sooner or later they will leave us and search for workers who can help them make profits.

Journey Workers Must Take an Active Role

If you are a journey worker, you play an important role in apprenticeship. Remember what it was like when you started. Think about those things that you struggled with. Then consider taking an apprentice under your wing. Mentor them, show them the tricks of the trade, and show them how to avoid or overcome what was difficult to you. Show them how to be good Union members and how to make the contractor profitable. Our future depends on how effective our apprenticeship program is today.

One of the indirect benefits of apprenticeship is that it creates a "culture of training." Since all apprentices are required to take training classes to advance in the industry, they readily accept the notion that training will help them to grow and become more skilled and productive.

In an industry that is changing all the time, with new technology, equipment, and construction methods, you need to ask yourself this question: are you keeping up? As a journey worker, have you bought into that "culture of training?" Take a look at the construction industry and you will see fierce competition on all sides. If, as a trade, we are not the safest, most productive, and most skilled, then we are doomed. Take an inventory of your skills. If you are not where you need to be, then take training that will get you there.

Bill Duke, Former Training Director and National Apprenticeship Coordinator, contributed to this article.



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LABORERS-EMPLOYERS TRAINING TRUST FUND
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CORVALLIS, OR 97330
WWW.OSILABORERSTRAINING.ORG



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