

**MINUTES OF THE REGULAR MEETING OF THE
CONSTRUCTION INDUSTRIES BOARD
Conference Room
2401 NW 23rd Street, Ste. 2F
Oklahoma City, OK 73107**

January 20, 2016

CALL TO ORDER AND RECORDING OF MEMBERS PRESENT AND ABSENT

The regular meeting of the Construction Industries Board was called to order by Chair Tony Boevers at approximately 1:30 p.m. on Wednesday, January 20, 2016, in the Conference Room of the Construction Industries Board.

MEMBERS PRESENT: Tony Boevers, Mike Cooke, Paul Magdeburg, Jake Matherly, Scott Tucker, and Kevin Westmoreland.

MEMBERS ABSENT: None

CIB STAFF PRESENT: Janis Hubbard, Administrator; Linda Ruckman, Board Secretary; Gary Kirk, Mechanical Supervisor; Jim George, Plumbing Supervisor; Ron Morris, Electrical Supervisor; Richard Hager, Roofing Supervisor; and Windy Nunnery, Office Manager.

OTHERS PRESENT: Pat Enochs, Tulsa Technology; Jay Murphy, K&M Shillingford Inc.; Mike Liston, PHCC; Greg Dilbeck and Dale Henthorn, Mid-Del Tech Center; Tim Yaciuk, IEC; Kimberly Sadler, Jim Bullington, and Jeff Huffman, ODCTE; Scott Hopkins, NECA; LaTisha Edwards and Steven Hawkins, OMES; and Bill Kite, ACCO.

STATEMENT OF COMPLIANCE WITH THE OPEN MEETING ACT

This regular meeting of the Construction Industries Board, scheduled to begin at 1:30 p.m. on this 20th day of January, 2016, has been convened in accordance with the Oklahoma Open Meeting Act, Oklahoma Statutes Title 25, §§ 301 through 314.

Further, this meeting was preceded by advance public notice filed electronically with the Secretary of State specifying the time and place of the meeting here convened. The Agenda was posted and displayed in public view on the office site of the Construction Industries Board and notice of this meeting was given at least twenty-four (24) hours prior hereto. Forty-nine people have filed a written request for notice of meetings of this public body to date.

Read aloud this 20th day of January, 2016.

HEARING AND CONSIDERATION OF PUBLIC COMMENTS, DISCUSSION AND POSSIBLE VOTE TO ADOPT PROPOSED AMENDMENTS TO TITLE 158 OF THE OKLAHOMA ADMINISTRATIVE CODE AS PRESENTED OR AS MAY BE REVISED AFTER PUBLIC HEARING AND DISCUSSION - PERMANENT RULEMAKING.

TITLE 158. CONSTRUCTION INDUSTRIES BOARD

CHAPTER 10. FINE SCHEDULE

SUBCHAPTER 3. ADMINISTRATIVE FINE SCHEDULE

158:10-3-1. Common requirements under the Electrical License Act, the Mechanical Licensing Act, the Plumbing License Law of 1955, Home Inspection Licensing Act, and the Roofing Contractor Registration Act [AMENDED]

158:10-3-2. Other requirements under the Electrical License Act and/or the Mechanical Licensing Act [AMENDED]

CHAPTER 40. ELECTRICAL INDUSTRY REGULATIONS

SUBCHAPTER 7. LICENSE CLASSIFICATIONS

158:40-7-7. Poultry house contractor license [NEW]

SUBCHAPTER 9. EXAMINATION APPLICATIONS, EXAMINATIONS AND LICENSE AND REGISTRATION FEES AND RENEWALS

158:40-9-2. Examinations [AMENDED]

SUBCHAPTER 11. LICENSE REVOCATION OR SUSPENSION AND PROHIBITED ACTS

158:40-11-1. License revocation or suspension [AMENDED]

SUBCHAPTER 13. PROCEDURES OF THE VARIANCE AND APPEALS BOARD, PLAN REVIEW APPLICATIONS AND FILING FEES, CODE VARIANCE APPLICATIONS AND FILING FEE AND CODE INTERPRETATION APPEALS

158:40-13-3. Code variance applications and filing fee [AMENDED]

CHAPTER 50. MECHANICAL INDUSTRY REGULATIONS

SUBCHAPTER 1. GENERAL PROVISIONS

158:50-1-2. Definitions [AMENDED]

SUBCHAPTER 3. PROCEDURES OF THE COMMITTEE AND THE HEARING BOARD

158:50-3-2. Procedures of the Hearing Board [AMENDED]

SUBCHAPTER 9. QUALIFICATIONS FOR MECHANICAL LICENSURE, LICENSE AND REGISTRATION FEES, DURATION OF LICENSE, MECHANICAL LICENSE APPLICATION, AND APPRENTICE REGISTRATION

158:50-9-1. Qualifications for mechanical licensure [AMENDED]

158:50-9-5. Apprentice registration [AMENDED]

158:50-9-7. Continuing Education [AMENDED]

SUBCHAPTER 11. LICENSE REVOCATION OR SUSPENSION AND PROHIBITED ACTS

158:50-11-3. License revocation or suspension [AMENDED]

SUBCHAPTER 13. PROCEDURES OF THE VARIANCE AND APPEALS BOARD, PLAN REVIEW APPLICATIONS AND FEES, CODE VARIANCE APPLICATIONS AND FEE, CODE INTERPRETATION APPEALS

158:50-13-3. Code variance applications and fee [AMENDED]

Chair Boevers asked if the respective trade committees have seen the proposed rules. Ms. Hubbard responded affirmatively. She noted that there is no committee associated with the proposed amendments to Chapter 10 which are minor changes to the Fine Schedule. Chair Boevers asked if any written comments were provided to the agency regarding the proposed rules. Ms. Ruckman responded that no written comments were received.

Chair Boevers announced the Board would now recognize members of the public for any comments about the proposed permanent rules for Chapter 10 of Title 158. Since there were no members of the public present wishing to make comments, Chair Boevers announced that the Board would consider the adoption of the proposed rules. He asked if there was any discussion by Board members. Seeing none, Chair Boevers entertained a motion on the proposed rules for Chapter 10 of Title 158.

MOTION BY PAUL MAGDEBURG WITH SECOND BY KEVIN WESTMORELAND TO ADOPT THE RULES AS PRESENTED FOR TITLE 158 OF THE OKLAHOMA ADMINISTRATIVE CODE, CHAPTER 10.

MOTION PASSED

Voting Aye: Tony Boevers
Mike Cooke
Paul Magdeburg
Jake Matherly
Scott Tucker
Kevin Westmoreland

Chair Boevers announced the Board would now recognize members of the public for any comments about the proposed permanent rules for Chapter 40 of Title 158. Since there were no members of the public present wishing to make comments, Chair Boevers announced that the Board would consider the adoption of the proposed rules. He asked if there was any discussion by Board members. Seeing none, Chair Boevers entertained a motion on the proposed rules for Chapter 40 of Title 158.

MOTION BY MIKE COOKE WITH SECOND BY JAKE MATHERLY TO ADOPT THE RULES AS PRESENTED FOR TITLE 158 OF THE OKLAHOMA ADMINISTRATIVE CODE, CHAPTER 40.

MOTION PASSED

Voting Aye: Tony Boevers
Mike Cooke
Paul Magdeburg
Jake Matherly
Scott Tucker
Kevin Westmoreland

Chair Boevers announced the Board would now recognize members of the public for any comments about the proposed permanent rules for Chapter 50 of Title 158. Since there were no members of the public present wishing to make comments, Chair Boevers announced that the Board would consider the adoption of the proposed rules. He asked if there was any discussion by Board members. Seeing none, Chair Boevers entertained a motion on the proposed rules for Chapter 50 of Title 158.

MOTION BY JAKE MATHERLY WITH SECOND BY SCOTT TUCKER TO ADOPT THE RULES AS PRESENTED FOR TITLE 158 OF THE OKLAHOMA ADMINISTRATIVE CODE, CHAPTER 50.

MOTION PASSED

Voting Aye: Tony Boevers
Mike Cooke
Paul Magdeburg
Jake Matherly
Scott Tucker
Kevin Westmoreland

FIVE-MINUTE BREAK

At approximately 1:35 p.m. the meeting was recessed for a five-minute break.

RECORDING OF MEMBERS PRESENT AFTER SCHEDULED BREAK

MEMBERS PRESENT: Tony Boevers, Mike Cooke, Paul Magdeburg, Jake Matherly, Scott Tucker, and Kevin Westmoreland.

ADMINISTRATOR'S REPORT

Ms. Hubbard noted there has been a lot in the news about the state budget. She explained that the CIB budget for the current year has not been cut but cautioned when the Legislature comes into session, they could pass legislation involving any number of options including changes to CIB funds. Ms. Hubbard reported that she and staff are being vigilant and watching expenses and issues concerning the budget. She expressed appreciation to OMES – ABS for their help.

Ms. Hubbard reported that she has been contacted by the State Auditor's Office about their plan to start the preliminary work for the CIB's FY 15 audit in the next month or so.

Ms. Hubbard also reported that the CIB is an agency on Sunset provisions which means that every three to five years the CIB is to justify to the Legislature why the agency should be continued. She stated that she will be appearing before the House Administrative Rules Committee for a joint meeting on January 26 to provide information and address any questions.

FINANCIAL REPORT FOR MONTH ENDED DECEMBER 31, 2015.

Ms. LaTisha Edwards, reviewed the CIB's financial statements for the period ended December 31, 2015.

LEGISLATIVE UPDATE

Tommy Thomas reported that bill numbers have been requested for over 2,400 bills for the upcoming legislative session. Not all of the bills have been filed at this time, and the filing deadline is January 21. He stated that each year the budget is the most important thing legislators do, but this year it will be more critical because of the huge budget shortfall. Every bill will probably be considered as to how it affects the budget.

DISCUSSION WITH POSSIBLE VOTE TO EXPLORE WAYS TO ASSIST IN INCREASING THE OKLAHOMA SKILLED TRADE WORKFORCE FOR THE PLUMBING, ELECTRICAL AND MECHANICAL TRADES, INCLUDING INCREASING EDUCATION ABOUT AND FOR THE TRADES AND THE CONCEPT OF PARTNERING WITH THE DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION IN ORDER TO INCREASE EDUCATION AND WORKFORCE DEVELOPMENT IN THE TRADES.

Overview – Janis Hubbard, Administrator

Ms. Hubbard explained that for several years industry has been asking for help with regard to a shortage of licensed, skilled workforce, specifically in the plumbing, mechanical and electrical trades. The CIB has been looking for ways to help with that shortage. The Plumbing Committee developed a Task Force, and it was during that process we learned about the statutory limitations of what the CIB could and could not do towards helping with education and development of a skilled workforce in the regulated trades.

The number of licensed trade people is decreasing. Statistical information was provided, as of December 31, 2015, showing the number of licensees in the plumbing, electrical and mechanical trades is lower than in previous years, even lower than during the 2008/2009 recession. It is a dire situation and something has to be done to increase the availability of regulated skilled trade workers. It is great to talk about ideas, but eventually it comes down to who is going to pay for it.

Ms. Hubbard explained that agencies have been asked in this time of state budget shortfall to come with hands up instead of hands out. The time is right for us to come forward with this idea to be able to help with education and the development of a skilled trade workforce. We believe this goes hand in hand with the Governors initiative on providing an educated and skilled workforce. It is better to fill Oklahoma jobs with Oklahomans than to fill Oklahoma jobs with out of state workers. So far, everyone we have talked to has been interested and supportive of the CIB moving forward with the idea of rolling the CIB's collected plumbing, electrical and mechanical administrative fines into an education and workforce development fund at the end of each fiscal year. That education/workforce development fund then would be spent on education about Oklahoma laws, statutes, and rules governing licensing and regulation of the plumbing, electrical, and mechanical trades, and development and implementation of instructional courses and information in and about skilled trade work and career awareness/recruitment.

Since Career Tech already has the framework established, they would be a great partner. No one wants to adversely affect any current training schools or training centers. Oklahoma has some of the best training and apprenticeship programs in the nation and we do not want to adversely affect them. This idea would allow the CIB to have a roundtable discussion so that members of the skilled trade industries and other interested stakeholders would have a voice in the development of the agreement with Career Tech. Then, through an Open Meeting, a contract between the CIB and Department of Career & Technology Education could be approved. By contracting this way, the CIB meets the constitutional requirements and avoids any constitutional issue concerning the prohibition of providing a gift as the contract would not provide for scholarships, grants, or free education and the CIB would receive benefits in return. The benefits that would be received by the CIB include: information provided to the public about Oklahoma laws and statutes regarding licensing and the governing of the plumbing, electrical, and mechanical trades, career awareness and skilled workforce recruitment, and, hopefully, an increase in the number of licensees.

The construction industry can be volatile at times, and the fines can spike, ebb and flow. There will be a financial safety formula built in for the CIB in the case of an agency revenue failure. If something should happen where there is not enough revenue for the CIB to cover expenses and obligations, the transfer to the education fund would be only in the amount in excess of expenses and obligations.

The idea would also allow for a separate website for education and workforce development that would allow links to Career Techs for potential students and others. Ms. Hubbard stated that the CIB would have to have administrative rules to define parameters, but the idea is that trade associations also could link to the website allowing for a continuous flow of information that could help the industries have the licensed, skilled workforce they need.

Ms. Hubbard thanked those present for coming. She stated there are industry representatives and Career Tech representatives present to express their thoughts on the

current work force shortage, the need for education and career awareness in plumbing, electrical and mechanical, and if this idea is something they would like to see go forward.

Tim Yaciuk, Ex. Dir., Independent Electrical Contractors Association (IEC)

Mr. Yaciuk stated IEC-OKC is an association representing 40 merit, open shop electrical contractors throughout Oklahoma. IEC-OKC also offers a 4-year electrical apprentice program with approximately 100 electrical apprentices currently enrolled. Every week IEC-OKC receives several calls from our members looking for new apprentices. Further, although IEC-OKC accepts applications weekly from prospective applicants looking to enroll in the program, we are still unable to fulfill the workforce needs of our members.

Mr. Yaciuk stated that he believes part of the shortage problem is that an emphasis has been put on college, i.e., that to be successful everyone must go to college. As such, the trades have been viewed as a backup plan for those who cannot go to college or cannot finish college, rather than as a viable career option equivalent to pursuit of a college degree. Of concern is the average age of the current skilled trade workforce. According to the 2012 US Department of Labor statistics, the average age of an electrician is 48 years old; at the same time, the DOL reports a shortage of workers equaling 23%. It is a problem that is continuing to grow.

Licensing in the trades is important for several reasons. First, safety is of utmost concern: not only is working in the electrical industry dangerous directly for the worker, it also can be dangerous for others in the immediate working area and those who will later populate the structure. Second, the knowledge required to be an effective electrician is extensive. Electricians have many codes and standards of which they must be knowledgeable: the NEC; NFPA 70e; OSHA 29; CFR 1926; and then there are the other specialized trainings that are required.

Supporting trades industry education could play a vital role in increasing the construction workforce. The first change that must be made is for the education system to change how construction is promoted. Jobs in the trades should be viewed not as a second option after college, but as an opportunity to build a career. Opportunities in the trades industry have the potential to develop into well-established careers. Other benefits of a skilled trade career path include: a debt free education with hours that could count towards college credit and higher pay due to gaining certain education certifications such as most journeymen making more than a recent college graduate.

IEC believes a relationship between CIB and Career Tech will help enhance recruitment of new workers into the trades. This relationship will also help support advancement of training and education for those already in the trade.

Mr. Yaciuk thanked the Career Tech system for their support of the trades in Oklahoma thus far. They have always been accommodating, allowing programs such as IEC the opportunity to speak to their students and to attend job fairs. We look forward to continuing to work with Career Tech to find additional means to further develop this strong relationship. Identifying and adding new qualified workers to the trades is not just important, it's a necessity. We keep hearing about all these new jobs that will be coming. Who is going to be filling these? At this time, we are looking at a very bleak future in that there will not be enough workers to maintain what we have and to build what we need. An emphasis must

be put on these trades by the State, the schools and our society. Other states have taken steps to make construction a priority and Oklahoma must do the same.

Something to think about and consider -- According to Brookings Institution Metropolitan Policy Program Report, "nearly half of what will be the built environment in 2030 doesn't exist yet."

Pat Enochs, Mechanical Contractor and Instructor - Heating Ventilation and Air Conditioning, Tulsa Technology Center

Mr. Enochs stated that he is honored to have the opportunity to speak to the Board. His background in the trades goes back to the 1950s where he grew up as the son of a union plumber and had the opportunity to help or apprentice with his Dad. He is a product of the Career Tech system. He took classes at Tulsa Tech and apprenticed with AC Contractors until 1979. He then became a mechanical contractor and still holds his license today. In 1987 working as a contractor, he began teaching HVAC night classes as a part-time instructor. In 2010 there was such a need for a full-time adult program at Tulsa Tech that one was formed, and he is one of the two full-time instructors.

Mr. Enochs stated that a report by the HVAC Workforce Foundation projected the workforce gap between what we need and what we have in 2016 nationwide right now is 46,000 workers. In 2020, they predict it will be 92,000 workers. This is just in HVAC and Mr. Enochs said he is sure it is comparable for the plumbing and electrical trades. Mr. Enochs stated one reason for this is there is a heavy proportion in the skilled trades who are baby boomers and ready to retire. Secondly, in the last few years the emphasis of our high schools has been to encourage students to go to college instead of going into the trades. Tulsa Tech was directly impacted by this back in 1996 when its full-time plumbing program was shut down due to lack of enrollment. A good thing is Tulsa Tech was able to re-launch a part-time plumbing program last year.

Mr. Enochs explained that for many years the Oklahoma Career Tech System in collaboration with the CIB, trade organizations and industry leaders has developed and maintained a standard of objectives and competencies required for training in the mechanical, electrical, and plumbing trades. Tulsa Tech is one of Oklahoma's 29 Career Tech centers, many of which offer both full time and part time classes in all three trades. Training provided by the Career Tech programs has been approved by the CIB and allows for substitution of education for experience thereby shortening the time to qualify to sit for the exam. Last October Tulsa Tech made more strides in getting apprentices to work faster in the mechanical field. Tulsa Tech's part time plumbing program launched in the fall of 2014, and was supported by the CIB through emergency rulemaking approved by the Governor. The students are able to obtain education substitution for work experience. With full engagement from the plumbing industry in the Tulsa area the program continues to thrive and expand. Both are examples of how the collaboration between Career Tech and the CIB reduces the time required for skilled workers to enter the trades.

For the industry to acquire highly skilled workers, they need to recognize that highly skilled jobs require apprentice and journeyman skills. It is imperative that the CIB uphold the licensing requirements for mechanical, electrical and plumbing so workers in the industries have a minimum standard of knowledge and experience. Furthermore, licensing protects the safety and welfare of other workers and the public.

Mr. Enochs explained that collaboration between the Career Tech system and the CIB has already been established. We hope to continue an upward momentum in the effort to increase the availability of skilled workers. We must educate young workers and involve them early. And let us, I mean myself, Tulsa Tech, the Career Tech System, and our advisory boards, help. Let us know what we can do to continue to support your efforts. We have been extremely fortunate to work with a positive group of individuals in the CIB. I would specifically like to mention both Janis Hubbard and Gary Kirk. You both have been gracious to us and helping us out and we very much enjoy your professionalism.

Mr. Enochs stated that as an instructor he has had the opportunity to travel to national education conferences. His fellow instructors from other states are constantly commenting about how the state of Oklahoma is the model for providing training and services. From Oklahoma's Career Tech to our CIB, we have a national reputation for greatness.

Mr. Enochs then introduced the next presenter, Jay Murphy from K&M Shillingford, the oldest geothermal heating & air conditioning contractor in the United States. Mr. Enochs said Mr. Murphy is recognized as a geo thermal pioneer and has agreed to talk about the employer needs and how they can serve the industry.

Jay Murphy, President of K&M Shillingford, Inc. (KMS)

Mr. Murphy thanked the Board for having a contractor speak. He said his company was formed about 37 years ago. He is an aeronautical engineer who got enamored with solar. He left a job and started putting in solar, was green before green was cool, and got involved in geothermal. His company which is located in Tulsa installed the first geothermal systems in the world and has done it all over the world. When the tax credits ended for solar in 1985 he had to figure out what to do so they continued with HVAC and got into residential and commercial and eventually industrial/commercial. His company offers a full line of services from designing, to engineers, to turnkey projects.

Mr. Murphy stated he has been involved with the Vo-Techs over the years by giving some afternoon classes, helping out the instructors, and helping out by telling potential students what as an employer we would require or what is needed for success. There are 100,000 jobs coming available. We are going to need 20,000 technicians per year and they are not there. Our biggest source of frustration is not having the workforce available to do the work. We have been on a ten year track of every kid has to go to college, and the technical industry in our world has been diminished by that and it is almost like second class citizenry. Getting the Vo-Techs and CIB together on something is about letting people know and letting young kids know early. We just started a Vo-Tech a program where the 7th grade and Jr. High kids come in for a week and they get to look at all the different disciplines. They look at woodshop, automotive, heating & air and spend at least half a day in each class to let them know what is out there. What is happening is our education is turning out kids with four years of high school with nowhere to go. He would like to turn out people with trades.

Mr. Murphy stated a gentleman out of Houston pointed out that fewer of the X & Y generations are joining our industry. It seems their work ethics does not necessarily meet our industry demands. That may be true, but how do we show our industry demands. It is really about freedom. It is about being able to be in a truck and being in the outdoors and using your mind and brain and your hands and a series of mechanical thought processes, troubleshooting and stuff. Mr. Murphy said he thinks it is very appealing to young people, but we just have to get the word out there. There is a shortage and will continue to be one

until we really start to promote the industry as exciting. HVAC is an exciting industry, and he believes plumbing and electric is the same. We need some type of a statewide information effort to let kids know we are here, we are available, and that there is an alternative to four years of college. Sometimes when students get to high school it is almost too late. In our industry, in heating & air, the mechanical industry, we stress it is exciting because they get to design things, they get to build things that live and breathe, fans, pumps, and relays and controls and brains. We feel like it is a very exciting profession.

As an employer, licensing is an important aspect. It is the bottom line of showing the public that we have a group of trained professionals, and highlighting the fact that if you are licensed you are going to have safety first. Whether an electrical, plumbing, or mechanical contractor, that end user has to know that license is something that demonstrates they have a skilled workforce that eventually is going to result in safety.

Mr. Murphy stated his company has heavily invested in the Vo-Techs and in getting young kids in and training them. The baby boomers are going away. The average age of retirement in our industry is ramping up from 55 to about 62 depending on what statistics you look at. Just because the economy is bad we are keeping some people in the industry, but it is not necessarily by their wants but rather by their needs. He is very big on trying to educate about this lifestyle and the technical world to our young adults with the presumption they know they will be making a great wage, and if they choose to go on and further their career. With Vo-Tech, some of their courses can actually count towards college credit.

Mr. Murphy said as he travels around the country the cry is far and wide all across the United States of America that everyone's business is being hampered by lack of technicians that they can put on the ground. Whatever the CIB can do would help. Mr. Murphy thanked the Board for their time and thanked everyone present for their efforts.

Mike Liston, Ex. Dir., Plumbing, Heating, Cooling Contractors Association (PHCC)

Mr. Liston stated there is definitely a shortage of good, quality people coming into the trade. Most every day he talks to contractors, some as small as one man shops and some with a fleet of service trucks. What they often ask is whether or not the PHCC offers a training program, and he has to tell them it does not offer an in-house training program. They ask if PHCC has a pool of eligible journeymen they can pull from, and he tells them no, that PHCC is an association, not an employment service. By that being the most common questions asked, he knows there is a shortage out there.

Mr. Liston stated he previously served as a Training Director for the Plumbers & Pipefitters. One of his responsibilities was recruiting new apprentices in the program. What he recognized those years as a Training Director was three things: 1) lack of career awareness; 2) no clear career path; and 3) a lack of training -- not by Career Techs, but by people who do not use Career Techs that go get hired by a company and at that point there is no training provided.

Lack of career awareness is the issue that needs to be addressed first. If it is possible to use the fine money collected by the CIB for career awareness, this money can be used for education. We can educate teachers, counselors, school board members, advisory boards and parents to help explain the opportunities the skilled trades have to offer. This money could be used for information, brochures, travel reimbursement for travel to the schools to make contact with the people we need to contact. Mr. Liston said he believes career

awareness needs to start at a younger age, Junior High, High School and at Career Tech. We must do everything we can to get the young people coming into the workforce to see that skilled trade is a career, not a short-term job. PHCC is in full support of this endeavor.

Scott Hopkins, Ex. Dir., National Electrical Contractors Association (NECA)

Mr. Hopkins stated he is not going to repeat everything these fine gentlemen have said so far, but will concur with most of their comments especially to the effect of the need of skilled workforce. You do not have to go very far, just pick up pretty much any industry magazine, and you will see skilled labor/skilled workforce is a hot topic. Mr. Hopkins said he participates along with about 20 other associations and unions in what is called the Oklahoma Construction Industry Coalition and at our meeting just last week this was one of the topics. We do not necessarily meet only for legislative purposes, but we also meet to share industry information and several of the associations there were talking about how to address this very topic.

Mr. Hopkins said their local chapter sponsors two apprenticeship programs. One is in Oklahoma City and they are joint sponsors with the IBEW. There is another one in Ponca City where they are also joint sponsors. They do utilize the Career Tech system because they house their program in Ponca City.

There is an independent industry consultant by the name of Mark Breslin who conducted a survey just a few years ago. He asked apprenticeship directors, contractors and people throughout the industry, in multiple trades, what are the obstacles and challenges we have in trying to train a skilled work force. The top three answers were: 1) high schools do not promote the trades as a viable option for the future; 2) parents push their children to pursue college track; and 3) high schools fail to educate students in the trades, meaning an opportunity to actually go into the Career Tech centers and learn more about those.

Mr. Hopkins stated he thinks we have some goals there and an outline of what needs to be done. With those that have already spoken, it is obvious we are in support of educating our young people of the benefits of a career in the construction trade.

Dale Henthorn, Mid-Del Technology Center

Mr. Henthorn said he is the Director of Adult Career Development at Mid-Del Technology Center in Midwest City, and he has been there for 19 years. It is his 30th year in education. He came to the Career Tech system in 1997. He worked with secondary students for 17 years and then took the job as Director of Adult Career Development. He has seen some of the struggles in some of the programs in our Career Techs that are great, very viable programs with fantastic instructors that provide the opportunity for a young person or adult student to learn a trade and obtain a license and make a great living for themselves. The things that are offered through Career Tech are certainly viable answers for the shortage in skilled workers. We have a couple of men who just recently, after Christmas break, enrolled in our daytime plumbing program. These men lost their oilfield jobs and moved to Midwest City, living in a hotel, to get in our daytime program. They saw that they need to re-up their skills and get into a trade that will provide stability and constant employment.

He stated that Mid-Del Tech recently presented an evening plumbing program to the Plumber Examiners Committee that was approved, much like Tulsa Tech's. We see the need in the plumbing field for skilled workers and wanted to step out and do something with an evening plumbing program.

Licensing means something to us, but it also means something to that worker and to that worker's wage. The opportunity and chance to spread that information into the schools, into civic organizations, to everyone that we have a chance to speak to, is very important and paramount to us. Licensing in a skill, a full time job, a tax maker, not a tax taker, all those things give people value in is what this education can do.

Greg Dilbeck, Plumbing Contractor and Instructor – Plumbing, Mid-Del Technology Center

Mr. Dilbeck stated he has been involved in the plumbing industry over 40 years. He worked in the field 14 years and he is on his 26th year as a teacher at Mid-Del Technology Center.

Mr. Dilbeck addressed some of the things he believes contributes to the problems in the skilled trades of worker shortage and retention including: the focus has been on college preparation, baby boomers are leaving the trades, the public not understanding the true value of a skill or trade, inaccurate public perception about skilled trade work, and a general lack of trade representation in primary and middle school career days.

Mr. Dilbeck stated that licensing is important. In order for us to protect our infrastructure, you have to have licensed, skilled workers. The recent gas explosion is a good example of the need for skilled workers on the job.

Mr. Dilbeck explained that all Career Tech licensed trade teachers have experience in the trades and have professional licenses. All students classified as a program completer must pass a competency exam which is loosely modeled after the licensing test. The students are taught test taking strategies. All curriculum is based on current industry standards and international codes. Students are trained in searching for information and in trade related math. Students in the skills competition are tested on subject knowledge. At state level they involve complicated trade projects students are involved in and they are exposed to industry workers and CIB staff who have generously given up their time to judge this competition. Skills USA has competitions once a year. Oklahoma is in the top 5 of the states in the US in state skills competition, so we do quite well.

Mr. Dilbeck stated that a Career Tech student can have an advantage in the workplace. The certificate students receive for completing a program shows an employer that the student has reached a certain level of mastery of the subject. Career Tech classes in plumbing and HVAC offer certification and accelerate a workers path toward licensing helping the skilled trade industry fill jobs with trained workers. Completing a program approved by the CIB gives a student an opportunity to qualify for testing sooner. Career Tech includes soft skill instruction, such as customer relationships, in nearly all its programs. Career Tech students have chosen a career path as early as 10th grade. Some of the programs do offer college credit. Career Tech students are exposed to technical material like code books and they are taught how to look up information in the code books. Many people hired from the general public do not know what a code book is.

Chair Boevers thanked all industry representatives who spoke. He stated these individuals are invaluable to our industry. He then opened the floor for Board discussion and a possible motion.

Chair Boevers commented we are losing some programs in the Career Tech system because there is not enough participation. It is not known 100% how the idea being discussed today, which is still in its infancy, will be shaped. If we can do something to help with recruitment and get them in the door, these programs can have activity and will not get shut down. It is a very big disservice if our Career Techs do not have trade programs. Anything we can do with this fine money that would help with recruitment would benefit our industry.

Mr. Matherly stated that he questions the role of the CIB in promoting to get more apprentices, but he does like the idea of taking some of the violation fees and rolling them as a demonstration that it is our goal to make the industry safe. A lot of the organizations represented here cover electrical, mechanical, and plumbing, and these are the organizations that are going to be fighting the fight and getting information out there and getting to the high schools. For a lot of them it is a new thing to go to the high schools to try to get the younger people. Five years ago we were looking for 20 and 30 year olds. He said he is hoping the tide might be turning already by getting to the high schools. He stated he questions what the CIB can truly do to get out there and be an advocate to promote and get the numbers up. I like to see that we would contribute monies to it, but I do not know what we can do as an organization.

Ms. Hubbard stated that this idea is still under development. If the idea gets passed through legislation, there would have to be rules as to what the website would look like, etc. What we are trying to do is educate in and about the trades, educate about licensing and regulation that govern the trades, to get people interested in seeing if they would want such a career path. Again, we do not want to negatively impact admission at any trade school. It is something we will be working together on and that is what this annual contract would allow. Everyone will be able to be a part of working on the contract each year. We have discussed with Career Tech that the funds can vary from year to year and they understand.

Mr. Matherly asked, if in the event it was felt the CIB's investment is not giving a payout, is there an opt out or way to change it. Ms. Hubbard stated that would be in the terms of the annual contract. Mr. Dutton noted that the State requires that all contracts have an opt-out option. Ms. Hubbard added that Career Tech is used to providing an accounting of funds and fully expects to provide a report showing what was accomplished with the money.

Mr. Westmoreland stated that he knows there is a shortage of skilled trade persons out there. The main issue is you have contractors and apprentices, but not any journeymen working with them. He said that you do make a good living in the skilled trades and that information is not readily available to everyone. He said his son had classmates wanting to know why he would want to go into a skilled trade because they do not understand that a career in the trades can be more than an average living. It would be a help to the industry to get this information out in the high schools.

Mr. Matherly stated that being a person who spent many years trying to think of a better term than a "plumber," he is now proud to call himself a plumber. It has fed his family well and provided a good life for his family.

Mr. Magdeburg said this idea is a big step for the CIB. It is something that has not been done before and it is a big responsibility. Mr. Cooke stated that it important that if the CIB provides the monies, the monies must be utilized for the trades governed by the CIB and not utilized in other areas.

MOTION BY PAUL MAGDEBURG WITH SECOND BY MIKE COOKE TO MOVE FORWARD WITH THE IDEA OF PUTTING THE FINE MONIES INTO AN EDUCATION FUND TO BE UTILIZED AS DISCUSSED.

MOTION PASSED

Voting Aye: Tony Boevers
Mike Cooke
Paul Magdeburg
Jake Matherly
Scott Tucker
Kevin Westmoreland

MECHANICAL DIVISION REPORT

The Board was provided written reports on field contacts, citations, complaints, renewals, and applications received and new licenses processed during the months of November and December. Mr. Kirk reported on activities of the Mechanical Division since the last Board meeting.

BREAK

At approximately 2:58 p.m., the meeting was recessed for a short break.

RECORDING OF MEMBERS PRESENT AFTER THE BREAK

MEMBERS PRESENT: Tony Boevers, Mike Cooke, Paul Magdeburg, Jake Matherly, Scott Tucker, and Kevin Westmoreland.

PLUMBING DIVISION REPORT

The Board was provided written reports on field contacts, citations, complaints, renewals, and applications received and new licenses processed during the months of November and December. Mr. George reported on activities of the Plumbing Division since the last Board meeting.

ELECTRICAL DIVISION REPORT

The Board was provided a written report on field contacts, citations, complaints, renewals, and applications received and new licenses processed during the months of November and December, and an amended report for the month of October. Mr. Morris reported on activities of the Electrical Division since the last Board meeting.

DISCUSSION AND POSSIBLE VOTE ON THE MINUTES OF THE REGULAR MEETING OF THE CONSTRUCTION INDUSTRIES BOARD HELD NOVEMBER 18, 2015.

The Board was provided a draft of the Minutes of the Regular Meeting of the CIB held in November.

MOTION BY PAUL MAGDEBURG WITH SECOND BY JAKE MATHERLY TO APPROVE THE NOVEMBER 18, 2015, BOARD MEETING MINUTES AS PRESENTED.

MOTION PASSED

Voting Aye: Tony Boevers
Mike Cooke
Paul Magdeburg
Jake Matherly
Scott Tucker
Kevin Westmoreland

DISCUSSION WITH POSSIBLE VOTE TO ENTER INTO NEW CONTRACT WITH XEROX FOR RENTAL OF COPY MACHINE.

Ms. Nunnery reported that in the Fall of 2015 Xerox Corporation, which provides the large copier in the workroom, entered into new pricing with the State of Oklahoma. Xerox has offered the CIB a new three year lease with improved pricing, a new machine with better features, and with significant estimated savings.

MOTION BY MIKE COOKE WITH SECOND BY SCOTT TUCKER TO APPROVE ENTERING INTO A NEW CONTRACT WITH XEROX FOR RENTAL OF A COPY MACHINE.

MOTION PASSED

Voting Aye: Tony Boevers
Mike Cooke
Paul Magdeburg
Jake Matherly
Scott Tucker
Kevin Westmoreland

DISCUSSION WITH POSSIBLE VOTE ON THE ADMINISTRATIVE CONSENT ORDER REFLECTING AGREEMENT BETWEEN THE PARTIES *IN LIEU* OF AN ADMINISTRATIVE HEARING *IN RE* THE MATTERS OF ALLEGED MECHANICAL INDUSTRY RULES VIOLATIONS OF FRANCISCO GABRELL LOPEZ, CITATION NO. 12239.

Mr. Dutton stated that as has been discussed in the past, there are times when Citations are issued and due to facts and circumstances of the case, and in discussions with the Respondent as well as with Ms. Hubbard, it is determined that the matter is best handled with a Consent Order. In this situation Mr. Lopez was contracting without a license through advertising and he corrected the situation immediately after receiving the citation. In discussions with staff it was determined a Consent Order was appropriate.

MOTION BY JAKE MATHERLY WITH SECOND BY PAUL MAGDEBURG TO ACCEPT THE CONSENT ORDER RELATED TO CITATION NO. 12239.

MOTION PASSED

Voting Aye: Tony Boevers
Mike Cooke
Paul Magdeburg
Jake Matherly
Scott Tucker
Kevin Westmoreland

CONSENT AGENDA FOR UNCONTESTED CITATIONS PAID, HEARING WAIVED -- REVIEW AND POSSIBLE VOTE TO APPROVE ALL FINES, PENALTIES AND FEES ASSESSED AND COLLECTED ON UNCONTESTED MATTERS WHERE ADMINISTRATIVE HEARING WAS WAIVED AND FINES HAVE ALREADY BEEN PAID, AS REFLECTED ON THE MANAGEMENT STATEMENT OF ACTIVITIES BY TRADE REVOLVING FUND.

Mr. Dutton stated that this consent agenda item is related to individuals who paid their fine and waived their right to a hearing.

MOTION BY KEVIN WESTMORELAND WITH SECOND BY SCOTT TUCKER TO APPROVE THE CONSENT AGENDA FOR UNCONTESTED CITATIONS PAID, HEARINGS WAIVED.

MOTION PASSED

Voting Aye: Tony Boevers
Mike Cooke
Paul Magdeburg
Jake Matherly
Scott Tucker
Kevin Westmoreland

Due to action taken on this item, Agenda Items 10(L) and 10(M) were not needed.

PUBLIC COMMENTS

Mr. Bill Kite stated that everything said today dealt with the issue of new people coming into the trades. He stated that he is the Executive Director of the Air Conditioning Contractors statewide and Director of the Plumbing Contractors of Eastern Oklahoma. He said they have a lot of members statewide and their issue is the same. They cannot get enough help. They rob from each other. They are afraid to deal with each other in a lot of instances because they are afraid someone is going to try and take their people.

He stated that they worked with Mr. Murphy for many years. Three contractors in the state of Oklahoma have been national contractors of the year nationwide, and Mr. Murphy was one of those. We appreciate that and recognize that is a standard all of us need to reach.

He thanked the Board for working on this issue and taking the interest and consideration of the industry as a whole. In the past we had kids coming up in the surrounding areas with mechanical aptitudes. We do not see much of that anymore. We are seeing kids that want to play on computers. It can be hard to get kids involved in mechanical work and labor work. There are big industries out there that do not have that type of work that is drawing all the kids.

Mr. Kite stated he does not deal with the technicians; he works with the contractors on the business side. He explained his association assists contractors with business development. The whole industry needs to step up to help in the development.

NEW BUSINESS

There was no new business discussed.

ADJOURNMENT

MOTION BY JAKE MATHERLY WITH SECOND BY PAUL MAGDEBURG TO
ADJOURN THE MEETING.

MOTION PASSED

Voting Aye: Tony Boevers
Mike Cooke
Paul Magdeburg
Jake Matherly
Kevin Westmoreland

Voting Nay: Scott Tucker

The meeting was adjourned at approximately 3:25 p.m.

Minutes approved in Regular Session on this 24th day of February, 2016.

/s/ Tony Boevers
Tony Boevers, Chair

/s/ Linda Ruckman
Linda Ruckman, Board Secretary