

# Hailey Electrical Board Meeting

Recording Name:  
[Hailey Electrical 8\_10\_2021]

Transcript Prepared By:



**T R A N S C R I P T I O N**  
O U T S O U R C I N G , L L C

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CAGE Code: 6C7D5  
Tax ID #: 27-2983097

1 Wing: So my name's Warren Wing. I'm the Electrical Program  
2 Manager for the State of Idaho. And we're here to  
3 discuss ZBR, Zero-Based Regulations, and I'm with the,  
4 uh, Division of Occupational and Professional  
5 Licensing, formerly known as the Division of Building  
6 Safety. Um, so a little bit about ZBR, Zero-Based  
7 Regulations. What -- what we want to do is, you know,  
8 the governor mandated that all these agencies -- I  
9 think there's -- I can't remember. There's 70  
10 agencies, licensing agencies, is that correct?  
11 Seventy licensing agencies are under government  
12 mandate to look at all of our rules that we have right  
13 now. And we need to take a look at these rules and we  
14 need to weigh them to see if they're outdated, if  
15 they're creating unnecessary red tape, if they're  
16 creating barriers to entering the trade, and what kind  
17 of effect they're having on the trade. Are they  
18 necessary rules? Are -- are they rules that are not  
19 doing what we think they're doing, okay? And we are  
20 -- every agency is going to do this every five years,  
21 okay? We're coming up on ours in 2003 -- or '23, I  
22 believe. And, uh, so what we need to do is we need to  
23 come out here, and we need to ask you to help us put  
24 this together, help us look at these rules and help us  
25 determine whether or not these rules are something

1 that are necessary. And if there's rules that we need  
 2 to fix, change a little bit, add, repeal, and we need  
 3 to determine how these rules are actually affecting --  
 4 affecting you as an industry and, in the end in the  
 5 big game, the actual consumer itself. So, um, with  
 6 that, Tim, did you want to add anything to that at  
 7 all?

8  
 9 Frost: Uh, for the record Tim Frost, (inaudible - 00:02:12).  
 10 What I would just say is, you know, as all the  
 11 agencies are going through, one of the reasons we're  
 12 doing these public hearings is because, you know, it's  
 13 not to say that this trade or profession, how we  
 14 regulate it currently or how we regulated it in the  
 15 past 50 to 60 years is the wrong way. What it simply  
 16 is, is we want your feedback and saying in the next 10  
 17 years, in the next 20 years, what's going to change in  
 18 the profession, and what do we need to look out for,  
 19 and are our rules perfectly calibrated or do we need  
 20 to make some adjustments based on what's going to  
 21 happen?

22  
 23 And so, internally, as a staff as we go through our  
 24 rule-making process, you know, we have to document the  
 25 cost benefit analysis of these rules and, you know,



1 compare it to how other states go about implementing  
2 their rules. And so we have to compare it to our  
3 surrounding states as well as South Dakota and Alaska.  
4 And so one of the real benefits of going around the  
5 state and having these public hearings is each of you  
6 can get context to why you believe that a certain rule  
7 should continue to exist or certain rules shouldn't  
8 exist, or maybe's there's an amendment because you  
9 know it's happening in the trades. You know, you  
10 don't know what's going to happen in the next five  
11 years just based on the economy and what's growing,  
12 and something that we need to look out for in the  
13 rules. So we've got a lot of good ideas from these  
14 public hearings so far when were in Pocatello and  
15 Idaho Falls, and I think all of, you know, everybody's  
16 going to be on a different wavelength on where you  
17 think maybe the rules should go, whether they should  
18 stay exactly where they're at or that they should be  
19 more restrictive or whether or not they're too  
20 burdensome.

21  
22 So the opportunity here is for you to give us your  
23 thoughts on the particular issues and ideas that  
24 Warren, you know, brings that up, that -- that -- that  
25 people have brought up from around the state. Just

1 please -- please feel free to be open and honest on  
2 your opinions is -- is the goal of this. Appreciate  
3 you all coming.

4 Wing: All right, thank you, Tim. So before we begin, I just  
5 want to go over a little bit housekeeping, if you  
6 will. So if you want to smoke, you need to go outside  
7 and do it, of course. Um, restrooms are just here.  
8 As a matter of introductions, we have John Nelson (ph)  
9 as the program -- of the plumbing program, and he will  
10 be presenting later. So if you've got, you know, and  
11 you think that -- some of -- some of the contractors  
12 we see that are multi-trade contractors, so that's  
13 John Nelson with the plumbing program. This is Mike  
14 Hyde (ph) with HVAC and Michelle Byrd (ph) is our  
15 Bureau Chief and you met Tim. Tim, here, is the, uh,  
16 administration -- covers administration for (inaudible  
17 - 00:04:55) and Jenna Keegan (ph) is our Building  
18 Program Manager. And we have Adam Lopez (ph) back  
19 here also, and he's our Regional Supervisor, is that  
20 correct? Did I say that correctly? All right.

21  
22 So we are recording this, and I've listened to the  
23 recordings from the past ones. We need you to come up  
24 if you've got comments -- to come up and stand at the  
25 podium because that's -- if you're not, we're not --



1 going to be able to hear you. I mean, I'm -- I'm  
2 probably okay right here, but just make sure we get  
3 your -- your thoughts down and your comments and make  
4 sure you come to the podium. When you come up, if  
5 you'll just tell us your name. If you're licensed in  
6 the State of Idaho or not, just kind of let us know,  
7 you know, who you're representing, what you're here  
8 for, and then your concerns.

9  
10 You know, I want start -- I want to start off with,  
11 um, a topic that's come up, and get your thoughts on  
12 this. And it's the need -- and it's always actually  
13 the need for apprenticeship registration, whether or  
14 not it's something that's actually needed, okay? In  
15 the end, when you look at -- when you look at our side  
16 of it, when somebody comes in to get their journeyman  
17 license, they have to prove 8000 hours of experience  
18 and 576 hours of schooling, okay. That's -- that's  
19 what we're looking for on our side, okay? The other  
20 alternative is 16,000 hours of experience, right?  
21 Because there's two routes to journeyman in the State  
22 of Idaho, okay? Currently, we require all apprentices  
23 to register. It's a \$15 registration fee, and they  
24 register every year, okay? In order for them to  
25 maintain that registration, they've got to show 24

1 hours of continuing education, or they've got to show  
2 that they're in school and have completed at least 24  
3 hours of school, okay? Someone may, someone may not  
4 give us their hours every year. Most of them, we  
5 don't get hours every year. We get hours at the very  
6 end of it, okay, right before they -- right before  
7 they submit for their journeyman application is when  
8 we get the hours. There's a few organizations out  
9 there that will submit the hours to us every year, but  
10 the vast majority of them do not do that, okay?

11  
12 So when you look at it from our side, what the \$15  
13 registration does, it gives us a tracking ability when  
14 someone wants to track that, but it sets -- it makes  
15 requirements. It makes the requirements that the guys  
16 have to do this every year because if they don't, we  
17 can't count their hours, okay? It also gives us civil  
18 penalties that if somebody doesn't have that  
19 registration, we can give them civil penalties, and we  
20 can also give the contractor civil penalties.

21  
22 So that's what it kind of provides for on our sides,  
23 right? It gives us the ability to give somebody civil  
24 penalties for not being registered. It gives us the  
25 ability to give a contractor civil penalties for them



1 not being registered, and it gives us the ability to  
2 not count their hours. So the question's come up, is  
3 it really necessary to require an apprenticeship  
4 registration when in the long run, we're going to get  
5 all the information that's required to become a  
6 journeyman electrician, but it -- it's causing -- in a  
7 lot of circumstances, it's causing, um, more grief for  
8 a lot of people than it is what -- than -- than we're  
9 being told it's actually helping because we get lots  
10 of businesses where guys don't get renewed on time.  
11 We've had several where they didn't renew for, you  
12 know, almost a year, and then that entire of year of  
13 work can't be counted. So, just kind of like to hear  
14 your thoughts, and when you -- and -- and when -- when  
15 you're -- when you're presenting your thoughts on  
16 this, keep in mind that as we go through these, if we  
17 make the determination as (inaudible - 00:08:42) on --  
18 these ZBR rules to present to the board, we've got to  
19 weigh them with zero-based regulations in mind. You  
20 know, we've got to look at it and say -- and we've got  
21 to answer questions like, "Is this more or less  
22 restrictive in other states," and if it is more  
23 restrictive in other states, we've got to justify  
24 that. And being safety-focused, we have to justify  
25 that with -- with safety, and we've got to weigh



1           whether or not this rule is causing more of a burden  
2           on the industry or it's actually -- actually creating  
3           something that's going - that's creating more safety.  
4           So with that, we'd like for you to come up, introduce  
5           yourself, and give us your thoughts on -- on that  
6           topic first. No thoughts?

7 Redman:    If you need somebody to break the ice, I'll do that.

8 Wing:      Go ahead and break the ice.

9 Redman:    All right. My name's Jeremy Redman (ph). I'm a  
10           journeyman electrician in the State of Idaho here. I  
11           work for the International Brother of Electrical  
12           Workers, uh, Local 291. Um, as far as registration  
13           for the apprentices, I believe that's absolutely  
14           necessary, uh, a registration on the apprentice side,  
15           especially if you're looking at enforcing, you know,  
16           ratios and, uh, you know, just tracking the industry.  
17           I track licensing numbers, and you can probably track  
18           that, too, as well. When somebody comes to say, "You  
19           know, we need to facilitate" you know, like, ratios  
20           are going to come up, it says we need more  
21           apprentices, right? Well, how do you justify that  
22           without some kind of hard, uh, numbers to go with that  
23           as far as your ratio apprentices to journeyman, right?  
24           We're not allowed to get outside this whatever --  
25           currently in the state, there's more journeyman than

1           there is apprentices registered. That five-year  
2           licensing really created a bubble on that  
3           registration, I think, just, uh, for no other reason  
4           than to track trends in the industry as far as  
5           incoming -- people coming into the industry, people  
6           actually going from apprentice to journeyman. You  
7           have to track that somehow, right? Not, uh, you can't  
8           really do that at the end of their time.

9  
10          Current rules with DBS, you can actually be a forever  
11          apprentice. You don't actually have to become a  
12          journeyman. I don't know how you can actually, uh, do  
13          that without being registered if you're gonna continue  
14          your entire career without ever becoming a journeyman  
15          electrician with the state -- how you get around that  
16          without, uh, actually being registered. It, uh, just  
17          seems kind of like, uh, you know, the wild, wild west  
18          free-for-all, and I understand we're Idaho, and we're  
19          blazing our own trails, but I believe registration is  
20          -- is an absolute necessity for both journeymen and  
21          apprentices.

22 Wing:       Do you mind if I ask a question?

23 Redman:     Absolutely.

24 Wing:       Is -- do you think we, within the industry, could do  
25              that themselves? I don't know because you said you

1           guys -- you mentioned you -- you guys track this.

2 Redman:    Yeah, I track. I pull the numbers from the state.

3 Wing:       Pull from the state?

4 Redman:    Yeah, I get on E-tracking (ph) and pull numbers from  
5           the state because I like to see that. We track, you  
6           know, our apprentices as far as the program goes. Uh,  
7           but, uh, we bring attrition rate, that kind of stuff.  
8           But on the -- on the state on a whole, it's kind of  
9           tough of track those 12,000 plus registrations, I  
10          believe right now, in the State of Idaho, um, for  
11          apprentices, journeymen and masters, 5400 and 80-some  
12          journeyman, 5200 apprentices. Uh, and then, uh, the  
13          masters licenses, 1298 contractors. Just, uh, I don't  
14          know how you would, uh, you know, put any kind of  
15          dollars to donuts as far as the numbers in the  
16          state -- the numbers of people working in the state to  
17          track the workforce without having a registration.

18 Wing:      No, that's -- that's a great point, Jeremy, and, you  
19           know, one of the things I -- one of the questions I  
20           have on it also, and ask myself (inaudible - 00:12:36)  
21           actually because we know we get a lot of, um, people  
22           coming in out of state.

23 Redman:    Sure.

24 Wing:      During the solar flare-up we had --

25 Redman:    Yeah, absolutely.

1 Wing: -- there were hundreds and hundreds of apprentices  
2 that signed up, and three months later, the whole  
3 company's gone, so --

4 Redman: Sure, and that was probably during the five-year  
5 licensing, as well. So you've got 300 people that  
6 come in to buy a five-year license that work for three  
7 months, and they're gone, but it's still showing those  
8 apprentices as far as being licensed, uh, which their  
9 license is still good in the state. If they wanted  
10 come back, uh, their license would still be good, but  
11 they're not currently working in the state.

12  
13 Um, in the past four years I've been watching trends,  
14 and the trends have flipped. We were at about 5800  
15 apprentices registered in the state, 5200 journeyman.  
16 And as that, uh, when the licensing shifted to the  
17 one-year registration, those apprentice numbers are  
18 going down. I think last time, uh, the last time I  
19 pulled numbers, there was less than 2000, uh,  
20 registered or apprentices registered in either a state  
21 school or an apprentice program. So -- and there's  
22 5200 licenses out there. I know when I -- when I  
23 applied for an apprentice card, I had to be attached  
24 to a -- a program, right, in order to get that  
25 licensing through the state, which changes shortly

1 after I became an apprentice. Um, you know, the  
2 complaint is always going to be there's not enough  
3 journeyman, right? And, unfortunately, in this -- the  
4 deregulation era that we're in right now, uh, we've  
5 really taken that, um, I don't know what you want to  
6 call it, the -- the necessity for you to take a  
7 natural progression to become a journeyman, that's  
8 gone, you know. Like I said, you can be a forever  
9 apprentice right now. There's now -- you don't have  
10 to become a journeyman, uh, just follow through with  
11 the registration. As far as getting into the industry  
12 right now, what is it, \$12 or \$15 for an apprentice  
13 registration?

14 Wing: \$15.

15 Redman: Yeah, I mean, that's -- I don't know if it gets any  
16 easier than that aside from issuing apprentice cards  
17 to every graduating high school senior in the State of  
18 Idaho. You know, I mean, that's really what we're  
19 talking about here. Uh, fifteen bucks to get into an  
20 industry. If you're actually, you know, getting in  
21 and getting your feet wet, trying to figure out this  
22 is something that you like, fifteen bucks is worth a  
23 try, you know. I just wish there was more of a push,  
24 uh, for people to actually become journeyman, uh,  
25 versus, uh, just having a job, if that makes sense.

1  
2 I know our program, uh, we have a super high first-  
3 time test pass rate. Uh, we have a natural  
4 progression, and it's time-limited. You only have a  
5 certain amount of time to get through our program, and  
6 that really incentivizes guys to, you know, get their  
7 head in the game, go through the program, get tested  
8 and become a journeyman because if not, you know, at  
9 the end of that time frame, you're cut loose. So, um,  
10 I think most people in the industry are probably, you  
11 know, they're -- they're totally good with, you know,  
12 following the speed limit and driving on the right  
13 side of the road and -- and everything else as far as  
14 the registration goes. I don't know. If I was -- if  
15 I was a business owner, um, I would like to think that  
16 all of my people -- I would feel more secure knowing  
17 that they were registered with the state as far as,  
18 um, licenses go, if that makes sense.

19 Wing: Thank you, Jeremy, appreciate it.

20 Redman: No, problem.

21 Wing: Follow up question?

22 Male: Just from a broader perspective --

23 Redman: Sure.

24 Male: -- number one, I -- I appreciate your comments there.

25 This is helpful. What do you think are the barriers

1 right now -- or just from your perspective -- maybe  
2 it's -- maybe it's not regulatory barriers. It's just  
3 economic barriers --

4 Redman: Sure.

5 Male: -- socioeconomic, uh, that's preventing, um, people  
6 from becoming journeyman right now?

7 Redman: Um, you know, honestly, um, I mean, it's -- it's going  
8 to sound horrible, um, but I think some people, you  
9 know, unless they're told they have to do it, they're  
10 not going to, right? So give somebody an option not  
11 to, right? That's -- they're -- they're not going to  
12 take that opportunity, right? Like, uh, I know a lot  
13 of guys like myself that, uh, you know going through a  
14 program and becoming journeyman was a real -- it's a  
15 real sense of pride. It's something you can't ever --  
16 taken away from you, right? And there's some people  
17 that are just totally content to stand there and be  
18 told exactly what to do. I framed for 10 years before  
19 becoming an electrician, so I got into electrical a  
20 little late, um, but we had those guys that, you know,  
21 worked -- worked around for years -- five years plus,  
22 that if you didn't tell them inhale and exhale, they  
23 wouldn't. And my thought is, "There's always barber  
24 college," you know.

25

1 I know we have this, uh, discussion, or we've had this  
2 discussion on several occasions where somebody's mom's  
3 called and mad because they weren't allowed to renew  
4 their licenses because they couldn't get through the  
5 steps, right? The five-year licenses, you used to  
6 have to have two years of schooling at the end of  
7 those five years to renew your license, and some  
8 people for whatever reason, in five years couldn't  
9 complete two years of schooling. And it becomes a  
10 burden for the state now because the state, uh, is  
11 telling this guy he can't renew his license, right?  
12 Well, to me that's kind of a no-brainer. You had five  
13 years to complete two years of school. It's not -- I  
14 mean, it's not that difficult, right? So -- I forgot  
15 -- what I -- I -- I totally forgot where I was at  
16 there, um --

17 Wing: No, I'm -- I'm trying to understand from a workforce  
18 perspective, is there --

19 Redman: Sure.

20 Wing: -- is there something -- and again, it could be  
21 regulatory related and --

22 Redman Or why they -- why they don't want to.

23 Wing: -- or nonregulatory. You know, what's it going to  
24 take to increase the amount of journeymen in the state  
25 --



1 Redman: Yeah.

2 Wing: -- to -- to make sure we have to handle the supply and  
3 demand.

4 Redman: Sure. Um, you know, honestly if -- if you want to  
5 talk dollars to doughnuts, the cost of living here is  
6 -- is through the roof, and that's -- that's all over  
7 Idaho, you know. You can travel in any direction from  
8 Idaho and, you know, you can make, you know, 15 bucks  
9 or something bucks more an hour just in wages alone to  
10 go work someplace else. Um, that's in any direction.  
11 I mean, aside from Wyoming, right? Nevada's way  
12 higher on the check. Uh, Wyoming, Washington,  
13 California, all those states pay way more, and the  
14 cost of living is -- is damn near the same, you know.  
15 To go work in Tri Cities, uh, their -- their  
16 journeymen and electricians make 50 bucks an hour and  
17 about \$25 an hour in benefits. And, you know, our  
18 guys here make \$49, 50, uh, that's wages and benefits.  
19 So it's kind of -- you get, uh, you do get qualified  
20 workers here, and just like the college graduates -- I  
21 know the Department of Labor here's done plenty of  
22 studies on college graduates who go to school here to  
23 get educated here and they leave, right? Because  
24 there's more opportunity other places. As far as  
25 opportunity to get into any of these trades, uh, to

1 get into any of these fields, it's there. This is  
2 about as easy as it gets to get in on of those trades.  
3 Like I said, aside from issuing licenses to graduating  
4 high school seniors, I don't think it gets any easier.  
5 Um, as far as the schooling does it does -- on the  
6 electrical side, it definitely does take, uh, you  
7 know, some math skills, and that, uh, to get through  
8 the program. Uh, it is a math, like, it is very math  
9 heavy. All the theory is math heavy, and it's  
10 dangerous. You know, not everybody can do it.

11  
12 I -- I graduated high school in 1996 just to go on a  
13 total tangent here. Um, and, you know, when they took  
14 us into the guidance counselor, and you took a little  
15 computerized placement test as to what you should  
16 do -- you should do for a career, right? And, uh, you  
17 know, what wasn't in those careers? Skilled trades,  
18 right? Everybody for so long has been shoe-horned  
19 into college. You've got to college, you've got to go  
20 to college, you've got to go to college. Well,  
21 college now just is qualifying you for grad school,  
22 right? I mean, a college education is the same as a  
23 high school diploma. You know, really, it's -- it's  
24 not getting you anyplace. I -- I have tons of friends  
25 that have bachelor's degrees that had to go on and get

1 a master's degree, and they're not even working in  
2 their related field. Uh, that's just how everything  
3 was shoe-horned, you know. And now there's a huge  
4 shortage in skilled trades. There's a -- what was  
5 that 2011, 2013, the Department of Labor here said  
6 we'd be 100,000 workers short by 2020 or 2025. We're  
7 feeling that pinch now, right? So I'm not sure  
8 exactly how you make it any easier to get into these  
9 or how you incentivize somebody to actually go on --  
10 and I'm assuming that you're a college graduate,  
11 right?

12 Wing: I am.

13 Redman: Right, uh, there are professional students, right?  
14 There's those people out there. Um, but I'm sure  
15 you're drive is -- was the same as mine is getting  
16 through and getting that completion and having  
17 something to hang on the wall that says, "Look at,"  
18 you know, "look at this." That's very important to  
19 some people. They don't care about that, they just  
20 want a job.

21 Wing: Thank you.

22 Redman: Yeah.

23 Wing: Thank you, Jeremy, we really appreciate it.

24 Redman: Yeah, thank you. Would anybody else like to address  
25 this?

1 Ames: Ryan Ames (ph), Buffalo Electric, uh, here in the  
2 valley. I'm 100% behind licensing for, uh,  
3 apprentices, journeymen, um, on down the line. It's  
4 the only thing, in my opinion, that's keeping our  
5 wages up where they're at. If it weren't we would see  
6 \$10 an hour apprentices, \$20 an hour journeyman. Um,  
7 it's critical to keep it, um, to keep this program  
8 going, to keep the licensing going. Um, it gives a  
9 lot of these kids a career track. It gives them  
10 something to look at. "Okay. I've got four years --  
11 I've got four years to go through. First year, second  
12 year, third year." You know it gives them something  
13 to, uh, kind of hang their hat on. "You know, I'm a  
14 third year guy." That's, you know, I'm -- I'm  
15 learning more. And in our company, it's required. If  
16 you're not enrolled in an apprenticeship class and  
17 you're an apprentice, you're not working for us. Um,  
18 you know, we pay for their schooling. As long as they  
19 get a B average, a C average, we pay for their  
20 schooling. If they don't they get to go back and  
21 repeat the year on their own dime. But, yeah, I'm --  
22 I'm 100% behind licensing, keeping it going. Um, I  
23 really think it -- like I say, if - if it goes away,  
24 wages will plummet right behind it. So --  
25 Wing: Appreciate your comments.

1 Ames: Thank you.

2 Wing: Would anybody else like to address this?

3 Simpson: Uh, Danny Simpson, with Dusty's Electric, also a  
4 player in the Valley. So Jeremy made a lot of good  
5 comments, too, about the licensing and -- and things,  
6 but I think one -- the five-year, in my opinion, only  
7 because I've had three or four guys go to test right  
8 now, and they all had five-year cards, right? And you  
9 were talking about the nobody turned any hours in, you  
10 know, and I think that was a problem with the five-  
11 year card is, there was never anything there to make  
12 you turn it in every year, right? So now that you've  
13 gone back to the one-year, you know, everybody, I  
14 think, will go back to turning in their hours every  
15 year when they resubmit for their second year card or  
16 third year card, right, along with, "Hey, I finished  
17 my first year school and my second year school."

18  
19 But -- and then like he was saying about tracking the  
20 journeymen and apprentices through that five-year  
21 step, you never knew where they were at, and so I  
22 think by keeping, you have to, you know, fill out an  
23 apprenticeship and you have to, every year, reapply  
24 for second year, third year, fourth year and so on.  
25 That will help us know who's coming, who's not coming,



1           you know, progression of the trade, so to speak.  
2  
3           And so I think licensing is important, not only for  
4           wages, as well, right, because that all makes us worth  
5           a little more, and we want to value our jobs and --  
6           and those kind of things. So I think that needs to  
7           stay so that 1) wages stay up, 2) we know who's  
8           coming, how many there are, you know, that kind of  
9           stuff, so you can really see how many people are in  
10          the industry. Um, the -- the other thing is -- if --  
11          as far as -- if you -- and -- and I think, you know, I  
12          was also saying no -- nobody ever pushed trade school,  
13          right? It was go to college, go to college. I think  
14          now there's a little more push for trade school. You  
15          know, we're seeing a little more in our area, I think,  
16          and you hear about a few scholarship opportunities for  
17          trade schools. People are kind of trying to push  
18          people into those industries, which I think is a  
19          really good thing, and I think most people don't go  
20          into electrical or a trade school without knowing  
21          somebody that was in that trade. And so I think by  
22          having licenses, that also helps that. You're going  
23          to have people that are licensed, and "Hey, this guy's  
24          a journeyman, this guy's a master journeyman. You  
25          know, he can make a decent living. He enjoys his

1           job." People see that and hopefully, you know, maybe  
2           invites a few more people.

3  
4           And I think even within our own company, probably a  
5           lot of these guys see it, too, for every three or four  
6           apprentices you might bring on, you might only end up  
7           with one at the end. You know, maybe two, but that's  
8           kind of in any trade, I think, you know. A lot of  
9           people try it, not everybody finishes, but, anyway,  
10          just kind of my opinion. I think it's, you know, kind  
11          of needs to stay so that we can, you know, keep track  
12          of who's coming and progression and make us feel like  
13          what you're doing is, you know, it means something, I  
14          guess, so, you know, just kind of my thoughts.

15 Wing:     I appreciate that. Are there any additional thoughts  
16           on this topic?

17 Hudson:   I was just going to ask a question -- or do you want  
18           me to come to the --

19 Wing:     Yes, please.

20 Hudson:   Jason Hudson, Idaho AFLCIO. So when you were saying  
21           that a lot of people typically don't turn in their  
22           hours over the course of their apprenticeship until  
23           they go to -- to apply for their journeyman's license.  
24           And with the shift from the five-year apprentice  
25           registration to the one-year apprentice registration,

1 even if it isn't strictly required that they turn in  
2 their hours each year, is there an expectation created  
3 that they would? Is -- is that asked for when someone  
4 comes in now that it's each year apprentice  
5 registration? When someone comes in to apply for  
6 their second year registration, does the division ask  
7 for their hours from the first year? Is there any --  
8 is that -- does that question come up? Is there any  
9 sort of expectation created that you would turn it in  
10 on a yearly basis, or is it just if they don't  
11 volunteer it, it never comes up?

12 Wing: Jason, part of the application (inaudible - 00:28:06).

13 Hudson: Each year.

14 Wing: Each year?

15 Hudson: So now that we're in the one year, that -- that is  
16 going to be changing, I guess from -- from the way you  
17 were originally talking about it, that they didn't  
18 turn their hours in until the end.

19 Wing: We -- we -- we always give them work verification that  
20 they can turn their hours in --

21 Hudson: Okay.

22 Wing: -- they just don't have to.

23 Hudson: Okay.

24 Wing: Right, and that was the issue with the -- with -- with  
25 getting rid of the hour requirement because we were



1 requiring guys who were not in school to just submit  
2 24 hours, and they can go back and the reason that the  
3 industry did that three years ago was there was a lot  
4 of situations where people weren't working their full  
5 2000 hours --

6 Hudson: Right.

7 Wing: -- and they weren't able to re-register. So now it's  
8 -- you do 24 hours of school or 24 hours of continuing  
9 education, you can re-register. Now, it's incumbent  
10 on them to fill out their work verification and turn  
11 it in.

12 Hudson: Okay. Perfect. Thanks, Warren.

13 Wing: No problem. Thanks for the question, Jason.

14 Colton: Um, Dustin Colton. I work at C&R Electric, also an  
15 employer in the Valley, and I'm a proponent for the  
16 registration and licensing. A couple of thoughts that  
17 come to mind for us -- so -- sorry, I forgot your  
18 name.

19 Redman: Jeremy Redman.

20 Colton: Jeremy. Jeremy mentioned that test. I went to school  
21 for four years at Idaho State. I also took the  
22 student interest survey, which gives you placement.  
23 So back in '92, it did elaborate on trades, and the  
24 top five for me -- I was going to school to be a  
25 pharmacist. I didn't like my career path. Took that

1 test and the top five things were mechanic, HVAC,  
2 landscaper, heating and, uh, electrical, and I pursued  
3 the electrical side of things. So there are some  
4 things, but our school systems in Idaho are geared  
5 toward the four-year college. Get out of high school,  
6 go on.

7  
8 One of the things that we've done at our company in  
9 the last little bit to help incorporate new talent  
10 coming to our area to engage in the trade is we're --  
11 we're pitching that we're an on-the-job training with  
12 schooling. So rather than just saying apprentices  
13 need it, were on-the-job training. You get paid to  
14 learn a trade rather than go, you know, to school in  
15 the classroom for four years. You get paid as you go.  
16 That licensing helps you have targets each year. You  
17 know, you set goals for yourself. You complete your  
18 first year, you get a pay raise. You complete your  
19 second year, you get a pay raise. The average median  
20 income from 2014 to 2019 was \$40,000 a year. As a  
21 journeyman electrician, you're in the top 35  
22 percentile in the nation if you're making a wage of  
23 30-plus dollars an hour. So that's something to  
24 strive for. You can compare our trades to college  
25 grads in -- in an equal time frame, but you're coming

1 out with less debt.

2

3 So I'm all for the licensing, I'm all for encouraging  
4 our -- our potential that's out there to come take a  
5 look, so some of that is we're required to do a hands-  
6 on trade and prove our knowledge at the end with the  
7 state with an academic state. Not everybody is a good  
8 test-taker. So we don't have the same, uh, completion  
9 rates that I would say the IBEW does because we don't  
10 have as much hands-on training, but with encouragement  
11 from employers and that long term goal in mind, I -- I  
12 think we find success in our value with those that  
13 actually come to the trade with the intent of seeing  
14 it through and take price in it. So you're always  
15 going to have people that come and test it out, and  
16 it's a job for a while and they move. That's okay.  
17 Um, but I -- I think the licensing helps, uh, give us  
18 a goal, helps keep our wages up, and I'm a proponent  
19 for it. Thank you.

20 Wing: Appreciate that. Any other comments? Sir?

21 Massie: Uh, my name's Will Massie. I work for, uh, Quality  
22 Electric, a member of IBEW Local 291. Um, I'm about  
23 to start my fourth year of classes. I'm not going to  
24 stand up here and repeat everything that folks have  
25 said, but I do firmly stand behind the licensing.

1  
2 Um, you know, in terms of trade school, I graduated  
3 high school in 2007. Maybe I wasn't paying attention  
4 at the time, but trade schools were definitely not  
5 pushed. You know, I went straight to get my four  
6 years of college, graduate and, you know, realized  
7 that the path that I was taking wasn't quite what I  
8 wanted to do. Um, and I -- I firmly believe that  
9 having licensing and having that registration, you  
10 know, kind of the -- the target goals, you know. I  
11 set out, when I decided I wanted to be an electrician,  
12 I want to be the best electrician I can be and, you  
13 know, having licensing and having those goals, I  
14 finished my first year, you know. I'd like to get as  
15 much out of that curriculum as possible and continue  
16 on to my second, my third, fourth and fifth. Uh, and  
17 I plan on doing this until I retire, you know. Having  
18 those -- having, you know, being a registered  
19 apprentice, you know, is definitely something to hang  
20 your hat on, and I'm a firm believer that we should  
21 keep that. I think it really, you know, pushes  
22 people, gives, you know, people an opportunity if --  
23 if you come out of high school and, you know, college  
24 might not be the -- the right path. I know I  
25 certainly wasn't ready to go, you know, when I was 18.

1 I did it, but, you know, having those goals set  
2 forward. You know, someone can come out -- out of  
3 high school and go straight into a program, be a  
4 registered apprentice in the State of Idaho, and start  
5 working towards a goal that, you know, you can be  
6 proud for yourself, your family. I mean, it's -- it's  
7 a great industry, and I think having, you know, those  
8 licensing -- the licensing in place, I see absolutely  
9 no reason to get rid of those. You know, kind of like  
10 Jeremy said, it's -- it's a very easy process to, you  
11 know, to become a registered apprentice. I don't  
12 really see any benefit to getting rid of it.

13 Wing: Can I ask you a question?

14 Massie: Yes, absolutely.

15 Wing: Do you -- do you think those standards are more set by  
16 the -- the, uh, group in the culture that you're in,  
17 or do you think those standards are more set by the  
18 actual registration requirements?

19 Massie: I mean, I would say it's a combination of both, but --  
20 but having that registration there, I mean, you -- you  
21 set out, "Okay. This is the goal that I'd like to  
22 achieve. I'd like to become a journeyman  
23 electrician." And, you know, like, uh, some folks  
24 before said you're always going to have people that  
25 get in and say, "Hey, you know, maybe this isn't for

1 me." Um, you know, that's fine. That's - that's a  
2 personal decision, but, you know, I think, too, if  
3 everyone is registered, you know, and you work at a  
4 company, and you've got, say, 10 apprentices and, you  
5 know, they're all going to school together, you know,  
6 aren't registered, I -- I think having everybody  
7 registered really drives it forward. Drives the  
8 program forward, drives the industry forward because  
9 it sets a concrete goal of something that you want to  
10 achieve. And what that goal is, is obviously you  
11 finish your time and you, you know, you've got the  
12 card in your pocket that says you're, you know, you're  
13 a journeyman electrician.

14

15 Massie: So I think it, you know, I think the -- the push for  
16 it comes both from the individuals but also, you know,  
17 having to have that, it's something, you know, kind of  
18 like Jeremy said, when you -- when you finish and you  
19 become a journeyman, you've got -- nobody can take  
20 that away from you if you've got it. I personally  
21 take pride in, you know, in doing the best that I can  
22 throughout my apprenticeship, and I -- I like, you  
23 know, having that license in my pocket. It -- it --  
24 I'm committed to it and, you know, whether it be a  
25 personal or, uh, whatever decision, but, um, I



1 definitely think that, you know, having that -- kind  
2 of like -- not to piggyback off of Jeremy, but it  
3 can't get any easier to get it. I just don't see any  
4 point in revoking it. I only see positives coming out  
5 of -- of having that. Does that answer your question?

6 Wing: Yes, I appreciate that.

7 Massie: Okay.

8 Wing: Yes, certainly appreciate that.

9 Massie: Yeah.

10 Wing: All right. Thanks. Anybody else like to speak  
11 on these points? Okay. We'll move on to the next one  
12 we've been hearing quite a bit about. So currently,  
13 we have -- we've all heard the term "grandfathered in  
14 journeyman" who own companies, okay? We have facility  
15 accounts that do electrical installations, and  
16 they can have -- they can do that basically -- just  
17 exactly like the contractor makes in it, as much as  
18 the contractors, and they have to have a supervising  
19 journeyman electrician sign for them, okay?

20  
21 And then we have the other contractors -- the rest of  
22 the contractors, they have to have a master signing,  
23 okay? We're getting a lot of feedback about do we  
24 really need the master electrician signing when we  
25 have facility accounts that are journeymen



1 electricians. We've got grandfathered in contractors  
2 that are journeymen electricians. Is it necessary to  
3 have a master electrician as a signing electrician?  
4 And you weight that with -- when someone has a master  
5 electrician -- so you're a contractor, you have a  
6 master electrician sign for you, okay. When the  
7 relationship between a master and a contractor is  
8 dissolved, they have 90 days to find another signee,  
9 but during that 90 days they can use a journeyman  
10 electrician in the interim, right? So even then --  
11 like, so if it's -- if it's -- going back to consumer  
12 protection and safety, if it's safe during that 90-day  
13 period, is it unsafe if it's, you know, a 110-day  
14 period, or 120-day period? I mean, what -- at what  
15 point does it become unsafe to have a journeyman and  
16 other guys are doing it, right? So that's kind of the  
17 argument. So I'd like to just open that up. Is it --  
18 is it -- is this necessary for a master electrician  
19 requirement? Jeremy -- you're dying Jeremy.

20 Redman: You need a icebreaker?

21 Wing: I can see it in your face.

22 Redman: Everybody -- you guys are going to get tired of  
23 hearing my voice. I don't ever get tired of hearing  
24 my own voice, so --

25 Wing: There's not a whole lot of people in here so -



1 Redman: Yeah.

2 Wing: (Inaudible - 00:38:10).

3 Redman: Um, you know, as far as the master goes, um, on  
4 that, uh, I think there's a lot of contractors out  
5 there that they are the signing master for their own  
6 license. Um, you know, I know that, uh, like, for  
7 example, to get a, you know, a DPW license in the  
8 state, alls you have to have is a pickup truck and a  
9 dog kind of deal. Uh, you know, the electrical -- the  
10 contractor does take an exam for that, but ultimately  
11 it's you guys in the field that are going to be, uh,  
12 held accountable to make sure those installations are  
13 done up to code and engineered correctly. I would,  
14 you know, question how many, uh, journeymen and  
15 electricians out there can actually do all those  
16 engineering calculations to make sure that stuff is  
17 correct. Uh, on that I do believe that's probably the  
18 intent behind having a signing master is that, uh,  
19 that you don't have somebody that has no experience in  
20 the field, that is pulling permits, taking plans,  
21 doing a job without ever actually been through the  
22 calculations to make sure that installation is done  
23 correctly and up to code, if that makes sense. I  
24 think a master's license -- having a master's probably  
25 -- like I said, the intent of it, I think, is a great

1           idea just, uh, so you have somebody that's familiar  
2           with the industry that understands that stuff that's  
3           ultimately accountable for, um, those installations,  
4           correct?

5  
6           You know we talk -- not to go on a whole other tangent  
7           again, the National Fire Protection Association.  
8           That's who writes the national electrical code. Why  
9           is that? Because electricity is hazardous and causes  
10          fires, right? That's ultimately what the national,  
11          uh, national electrical code is there to prevent is  
12          fires. Um, but I think if you pull, you know, the  
13          journeymen in the state and ask them how comfortable  
14          they would be doing, you know, full-load calculations  
15          for a residence or a commercial installation or those  
16          kinds of things or even, you know, arc full current if  
17          they're going to work something hot, be available for  
18          arc full current, I think you'd be hard-pressed to  
19          find, um, guys that actually do that. And I know that  
20          master's test has got a lot of calculations and a lot  
21          of stuff on it that's not box bill and pipe fill,  
22          which is day-to-day (inaudible - 00:40:21) and wire.  
23          Uh, so I would say a master's license is absolutely  
24          necessary.

25 Wing:       Okay. Jeremy, how do you balance that with the fact

1 that there's facilities and the grandfathered in --

2 Redman: Facilities? You know, are you talking about  
3 facilities like Micron? Are you talking about  
4 facility like, uh --

5 Wing: Any -- any facility.

6 Redman: Yeah, no, like, Micron, you're talking about, uh, the  
7 sugar beet factory, those kinds of things.

8 Wing: Right.

9 Redman: You know, those buildings are already operational,  
10 correct? Uh, and they're working on one facility.  
11 Um, I understand, like, the facility account, if --  
12 once again, and maybe it's just me, you know, erring  
13 on the side of not going to jail all the time is -- I  
14 think if I had a facility, I'd want a master  
15 electrician who did that if I wasn't comfortable in my  
16 own self, you know, signing for that kind of stuff,  
17 right? Micron, you know, they have their own testing  
18 agencies out there that do all that stuff so, uh, it's  
19 -- it's a different industry, I believe, and you're --  
20 when you're looking at a maintenance, uh, and  
21 industrial facilities, those kinds of -- those kinds  
22 of accounts versus, uh, construction accounts, right?

23 Wing: They're -- they -- they do construction out there  
24 under that facility account. That's -- that's the  
25 point, right? They can do the exact same thing to

1 contractors.

2 Redman: Right. But typically, I -- I -- I know, like, uh,  
3 some of the schools -- the school districts have  
4 facility accounts, right?

5 Wing: Mm-hmm.

6 Redman: Uh, if they're going to do an expansion on them, they  
7 don't do that under the facility account. They pull  
8 permanent -- they go through the Department of Public  
9 Works. So that stuff, once again, you know, has  
10 engineer been signed off on. That facility -- those  
11 facility accounts, uh, I don't know the statute on  
12 that exactly, but I would dare say that's not for  
13 upkeep and maintenance on a building, not to do a 12  
14 million dollar expansion, if that makes sense.

15 It's --

16 Wing: Well, actually -- actually maintenance is completely  
17 -- there's no license requirement whatsoever.

18 Redman: Right.

19 Wing: You -- you, I mean, again, that's the thing is we are  
20 seeing these guys doing -- doing large, large jobs.

21 Redman: Right. Well, maybe that's something to consider is  
22 that if they're going do -- if they're going to  
23 pull -- actually do expansions on those facilities  
24 that require a master -- it should require a master's  
25 license.

1 Wing: I guess you're saying we should go the opposite way  
2 and require a master's from the facilities.

3 Redman: If that's -- I mean, if that's the scope of -- of what  
4 they're doing there, that's, you know, hold everybody  
5 to same standard, right?

6 Wing: Yeah. No, that's good to do that.

7 Redman: Thank you.

8 Wing: Anybody else like to address this?

9 Ames: Uh, Ryan Ames, Buffalo Electric again. Um, to me it's  
10 somewhat hypocritical. I'm not either opposed or  
11 against it, but a homeowner up here could technically,  
12 on a 10 million dollar home, file for a homeowner's  
13 permit, do a 1200 amp service on his own home up here,  
14 have it inspected and have it done, and he can do  
15 that. But a licenses journeyman that's been in the  
16 trade for 30 years couldn't pull a permit and do that  
17 on his own. So, to me, it seems a little hypocritical  
18 if you're going to allow homeowners to do that, but  
19 then you're going to require a licensed journeyman  
20 that's been in the trade for 25 years, they can't do  
21 it.

22 Wing: Thanks, that's a good, a good point.

23 Colton: Dustin Colton, CNRA Electric. Uh, a question back to  
24 you. How would the loss of the master license affect  
25 us with our reciprocity with other states?

1 Wing: Reciprocity?

2 Colton: That's the word. Thank you.

3 Wing: I can address reciprocity a little bit. So  
4 reciprocity, to be absolutely honest with you as far  
5 as the State of Idaho is concerned, it's really a --  
6 we still sign reciprocity agreements with other  
7 states, right? Our reciprocity agreement basically  
8 says that if you've met the other state's  
9 requirements, they can give you a license, right? We  
10 have -- I think it was last year, we have what's  
11 called universal licensing.

12  
13 So in Idaho what happens is that if somebody comes  
14 into our state -- it doesn't matter if we have a  
15 reciprocity agreement with them or not, okay. If  
16 someone comes into our state, and they've met our  
17 requirements, and they're licensed from another state,  
18 we're going to hand them a license, okay. So what's  
19 -- what it's -- what it's done has effectively made  
20 reciprocity to the point to where there is no reason  
21 for the other states to even want to get involved in  
22 reciprocity agreements with us because we're going to  
23 let them. We're going to take -- we're going to take  
24 their guy to meet our requirements, no matter what.  
25 So really, it's incumbent on the other state and

1           whether or not they're going to -- they're going to  
2           let you in and work. So Idaho is saying, "Hey, come  
3           work. We need -- we need the manpower, we need it  
4           all." If another state doesn't want to let you work  
5           and they can't get the manpower, they can't get their  
6           stuff -- their jobs filled, that's -- that's kind of -  
7           - having said that, we are still -- we are still  
8           keeping up reciprocity with those other states. But  
9           it's not, like -- a lot of people think reciprocity  
10          is, "I've got a license here. I'm going to be able to  
11          go over there and get a license." That's not the way  
12          it works, right? Because say you have a master  
13          electrician license, if you're, uh, grandfathered in,  
14          you know, a journeyman electrician contractor and  
15          you're not going to be able to take that and get a  
16          master electrician license and a contractor license  
17          (inaudible - 00:45:40). Does that answer your  
18          question?

19 Colton: Yes.

20 Wing: Okay.

21 Colton: What happened with Washington?

22 Wing: Um, yeah, Washington, we -- we signed or the board  
23          approved them for reciprocity and the very next day I  
24          get a call and they said, "No, not doing it." And  
25          I've been trying to talk with them. We will take

1 anybody from Washington who meets our requirements,  
2 and it's up to Washington if want to take our guys.  
3 And that's kind of the way reciprocity works. So --  
4 so is there anyone -- thanks for your comments, but is  
5 there anybody else who wants to address the master  
6 electrician?

7 Graham: Bruce Graham, Quality Heating, Air and Electric. And  
8 I don't know if you even want to hear from me because  
9 I'm middle of the state. But -- but at any rate,  
10 there's a shortage of electricians, and there's a  
11 shortage of HVAC. There's a shortage of everything  
12 out there, and we're having problems keeping people in  
13 apprenticeship programs, etc., etc. And as we, you  
14 know, with -- with -- with the master's, there's lots  
15 of companies, like -- like ours. We have our  
16 journeyman electrician, and as our people start to  
17 retire, etc., etc., then you have to get a master's to  
18 -- to -- as the same. And that's, you know, I -- I  
19 kind of believe in that both -- both ways, but -- but  
20 the fact is, is right now, there's just a shortage of  
21 manpower. So you start putting companies down,  
22 shutting them down, because they can't find a  
23 master's. How many -- how many of you in here are --  
24 are master's? Most of you are company owners, but no  
25 master's? But you're all company owners. So if



1 something happens to him, his company shuts down.

2 Same thing, same thing, same thing.

3 Wing: So we have 90 days to get a master's, right?

4 Graham: And you can't find a master's. How many masters are  
5 in the state? Jeremy probably knows.

6 Redman: 1200 -- 1298, I think.

7 Male: Well, the fact, I mean, I was a contractor for, like,  
8 four years, five years. I got my contractor's  
9 license. I let it expire because I went back to work  
10 for somebody. I called them back up, "Hey, I need to  
11 get my contractor's." "Nope, can't do it unless  
12 you're -- wait a minute -- five years ago I was good,  
13 now I'm not."

14 Graham: We -- we were very fortunate, we found us a master's  
15 electrician, but he came from Oregon. But, uh, um, it  
16 -- it's a struggle to -- to -- to get electricians.  
17 It's a struggle to get HVAC technicians. It's a  
18 struggle for -- for everything, and I think the more  
19 hurdles we throw up in front of everybody, the -- the  
20 worse it gets. I'm all for qualifications, but  
21 there's also just such a shortage. We need to put  
22 people to work, and it's -- I don't know how we're  
23 going to get them to work, but somehow we've got to  
24 fill these seats and --

25 Wing: Can I ask you a question?

1 Graham: Mm-hmm.

2 Wing: Do you see that there's any safety concerns if the  
3 journeymen were allowed to --

4 Graham: Well, journeymen did -- did this work forever, you  
5 know, mostly, uh, journeymen business owners. And it  
6 was more or less a prestige to go get the master's,  
7 and I think the master's was basically -- the way I  
8 felt about it when it come about was, uh, some people  
9 that had master's wanted -- wanted to try to get  
10 everybody to come to work for them and basically lose  
11 -- lose all these other shops, the competition. I, as  
12 much as I hate competition -- I hate low-budget  
13 competition, etc., I think free enterprise is the way  
14 this system works and, uh, everybody should have the  
15 right to work as long as you can get the  
16 qualifications to do the work safely. And I really  
17 don't think that residential construction requires a  
18 master's license myself.

19 Wing: Can I do a follow up question input?

20 Graham: Mm-hmm.

21 Wing: Do you think commercial and industrial requires a  
22 master's license?

23 Graham: I don't do industrial, so I really -- I -- I feel that  
24 there's a new level there, but as John can attest, I'm  
25 also -- I'm a past board member, also, so -- for the

1 HVAC, and I also feel that one license doesn't fit  
2 every industry. We're teaching, you know, when you go  
3 through your journeyman's license -- get -- get your  
4 journeyman's card, etc., you've been through an X  
5 amount of -- so you've got enough knowledge to do the  
6 work kind of. But do you have enough knowledge to  
7 design it? It takes years of experience. And so, I  
8 think master's should be more on that design phase,  
9 okay, and -- but it doesn't take a lot of design, like  
10 I said, to do new construction. For industrial, I'm  
11 sure it does. It's a whole different ballgame.

12 Wing: Can I --

13 Graham: But -- but most of your industrial is engineer.

14 Wing: Can I get you to comment on more thing because one of  
15 the reasons this question's come up is that when you  
16 look at the definition of master electrician, it does  
17 say, you know, that person has the qualifications to  
18 design, lay out, and plan electrical installations.

19 Graham: Mm-hmm.

20 Wing: So we are having -- we're being approached by  
21 master -- companies who have master electricians,  
22 trying to get us to require plan reviews on companied  
23 who were grandfathered in who have journeymen  
24 electricians because by definition, they don't meet  
25 the requirements to design, lay out and plan. So

1           that's why this -- that's one of the reasons this  
2           conversation came up. Would you like to address that?

3   Graham:   Not really.

4   Colton:   I'll chime in on that.

5   Graham:   Okay.

6   Colton:   Dustin Colton from CNRA Electric. So anytime you have  
7           a project that's over \$100,000, you require a design  
8           review, right, in a commercial or public --

9   Wing:      That's not correct.

10   Colton:   It's not correct? It used to be.

11   Wing:      The state buildings -- when you're doing state  
12           building, is the only time the State of Idaho requires  
13           plan reviews.

14   Colton:   Okay. State buildings, so maybe -- maybe there's a  
15           dollar figure accountability that could be implemented  
16           for that qualification specifically versus what we  
17           were talking about. A lot of us are journeymen with  
18           20 plus years experience, and we're in a residential  
19           market in this valley like commercial, municipal,  
20           industrial. But if you're looking at, uh, bringing  
21           and keeping companies in business, we are  
22           knowledgeable in the area of what we're working in, so  
23           to speak. So when we get outside of our comfort zone,  
24           maybe me, for example, if I was to take on a big  
25           commercial public building that I wanted to have some

1 oversight on, great, take it to the state and have  
2 them review it before you got to work on it. Maybe  
3 there's a platform in there that would justifiable for  
4 a fee to have a design review rather than a master  
5 electrician license on that particular project. Is  
6 that acceptable?

7 Wing: Well, can I ask -- okay. So currently we have -- we  
8 have -- you have the option to do a plan review at \$65  
9 an hour.

10 Colton: Sure.

11 Wing: We'll look at anybody's plan review for \$65 an hour.  
12 If you already have a permit, we'll look at that.  
13 We'll look at your job for free. We're adding no cost  
14 if you have a permit. So there is that in place. Um,  
15 so as a follow up question, would -- would -- what  
16 would the idea of a mandatory plan review for jobs  
17 over, let's say a year, \$100,000?

18 Colton: Or even less, maybe \$50,000. So for me, it comes down  
19 to balance. If we want to keep more contractors out  
20 there, and let's say we're no longer going to require  
21 a master electrician to be in operations as a  
22 business. But if we need some kind of a credential or  
23 qualification for a risky type project, that's what  
24 I'm saying. Where is that magic dollar figure? For  
25 me, if somebody were to kick the bucket, and I needed

1 to go get a master's license, I'd sign up and go take  
2 it in a week. You know, that's -- that's the  
3 obligation that we have as business owners. We're  
4 lazy. I -- I shouldn't say we're lazy, but if we  
5 don't have to do something, why would we do it? Um,  
6 you know, but again, but I'm -- I'm going to retract  
7 and say we're familiar with those areas of our  
8 expertise that we're working in, whether we're  
9 journeymen or masters. We're -- we're focused in that  
10 familiarity. We should be knowledgeable of where to  
11 find answers in the code. A master electrician is  
12 just a better test-taker than a journeymen, in my  
13 opinion. And that's an academic trade, not a -- not a  
14 physical trade out in the field with work knowledge  
15 and experience. Thank you.

16 Male: Thank you for your comments.

17 Wing: Absolutely.

18 Colton: Being in the circles of board members back when that  
19 kind of come about in electrical, there was a lot of  
20 electricians that were retired and leasing their  
21 license to people coming from out of state or leasing  
22 their license to other companies, etc., and they  
23 really did push hard for this master's electrician.  
24 Because if they were able to get their master's  
25 electrician, that meant that there was going to be

1 less licenses out there that could be leased, And I  
2 remember early on, uh, as -- as a board member, uh,  
3 Steve Keys (ph) who was originally a board member of  
4 HVAC and -- and then onto directorates, etc. So he  
5 made a lot of money leasing his electrical license to  
6 out-of-staters coming into -- from out of state. And  
7 so there was a lot of -- I call it "protection-ism."  
8 In other words, filling their pockets through -- from  
9 some of this legislation, and I'm -- I'm not saying  
10 that a master's license isn't a good thing because I'd  
11 like to see it in the HVAC side, too. But I don't  
12 think it should be -- at this point, there isn't  
13 enough to make it a requirement to be a business owner  
14 or a signing journeyman.

15 Wing: Appreciate your comments.

16 Colton: Yes.

17 Wing: I have a question. From my understanding, one of the  
18 things that we've -- we tried to think through as a  
19 division perspective is, when we have a license, you  
20 know, there -- there's a lot of questions around  
21 what's the value of those license --

22 Colton: Mm-hmm.

23 Wing: Some of those values the educational pathway. Some of  
24 those values are, um, commitment to the trade, the  
25 profession, one of the things, but one of the key

1 features that our boards have to evaluate and probably  
2 the most important feature is that's what their  
3 statutory mission is, is the safety aspect of it. So  
4 from your perspective, is there an actual difference  
5 from a safety perspective of the ability of a  
6 journeyman versus a master electrician?

7 Colton: I'm -- I'm not a master electrician. I'm not a  
8 journeyman electrician, okay. But I hold the  
9 contractor's license. So -- but I've been around  
10 electrical a lot. I, uh, have been a journeyman HVAC  
11 for 40 years, etc., and like I said, I've been  
12 involved in DBS.

13  
14 My feelings about DBS, about the state, is they have  
15 no business in anything but safety. If it doesn't  
16 involve safety, then it should be up to organizations,  
17 etc., your unions, etc., to put the -- put the  
18 prestige out there, etc. If it doesn't have to do  
19 with building safety, keeping the public safety, keep  
20 -- keeping everybody safe, the state has no business  
21 in it.

22 Wing: Thank you. Thank you for your comments.

23 Ryan: So -- Ryan with Buffalo Electric (inaudible -  
24 00:57:45). Um, I know some apprentices that are 10-  
25 year, 15-year apprentices that can work circles and do



1 higher quality work than that person who was able to  
2 take a test, pass the journeymen's test, and they're  
3 out there in the field. This same thing can be said  
4 just because you have a master's license does not mean  
5 you're going to do a quality install. There's no  
6 correlation between that piece of paper on the wall  
7 just like with something to do with the degree from  
8 some school that's prestigious. You can't tell me  
9 that you walk into a doctor and say, "Oh, where's your  
10 degree from?" Uh, you don't care where his degree's  
11 from. You care if he's a good doctor, where he's got  
12 the recommendations from, you know, he's board  
13 certified. That's what you're looking for. And the  
14 end all to be all for safety is the final inspection  
15 and the roughed-in inspections, and that's on the  
16 inspectors to check and verify that each contractor is  
17 doing a safe install. Just because they've got a  
18 piece of paper or a card in their pocket that says  
19 they're X, Y or Z does not make that installation any  
20 safer or anymore professional than the person who does  
21 it.

22 Wing: Thank you. Do any of you - is there anyone else that  
23 would like to address the master electrician?

24 Male: I -- I just have a -- do you guys -- do you guys do  
25 residential or commercial or --

1 Male: Commercial and industrial.

2 Wing: All right. At this point, I think what we'll do,  
3 we'll -- we're going open it up for the question of  
4 supervision -- not supervision, sorry, the journeyman  
5 to apprenticeship ratio. There's been a lot of, uh,  
6 conversation around that.

7  
8 A little history on this, um, I believe two years ago  
9 during one of the committee meetings of the  
10 legislature, the house -- they took out sections A and  
11 B that meet any ratio to apprentices. Basically, they  
12 took the ratio away, and all that we were left with  
13 was "It shall be the responsibility of the employee  
14 contractor to ensure that each apprentice, trainee and  
15 provisional journeyman perform electrical work only  
16 under the constant on-the-job supervision and training  
17 of a journeyman or installer" okay. That's what --  
18 that's what was left in -- in the rules, okay. And  
19 there were some people that were okay with that, and  
20 they say that it's the contractor's responsibility to  
21 hire a number of people and supervise in accordance  
22 with the job that they have, okay. Uh, the board was  
23 asked to put a -- put a rule back in place providing  
24 for a ration, and they did. So right now, just so  
25 everyone understands what it is because at the last

1 meeting not everyone understood what it is currently.  
2 But right now the journeyman to apprenticeship ratio  
3 is "One journeyman shall not supervise more than four  
4 apprentices performing electrical work on one and two  
5 family dwelling units, and one journeyman shall not  
6 supervise and train more than two apprentices  
7 performing electrical work on all other types of  
8 electrical installations," okay. So that's what it is  
9 currently, okay.

10  
11 So my question and what I'd like to hear is what would  
12 it look like if it was only "It shall be the  
13 responsibility of the employing contractor to ensure  
14 each apprentice, trainee and provisional journeyman  
15 perform electrical work only under the constant, on-  
16 the-job supervision and training of a journeyman  
17 installer." If that is strictly put on the  
18 contractor, what would (inaudible - 01:01:22) be with  
19 that?

20 Redman: Want me to start again, Warren?

21 Wing: Start Jeremy.

22 Redman: All right. So this is, uh, Jeremy Redman. This is my  
23 favorite topic ever. This has been a fight at the  
24 legislature for at least three years now. Um, from, I  
25 believe it was House Bill 409 that was run through the

1 business committee was to make, um, the 2017  
2 electrical code, the forever residential code and  
3 expanded the ratio there. This last session is when  
4 the move was made to pull apprentice ratio direct  
5 supervision and violations for direct supervision out  
6 of the rules when the rules came through committee.  
7 Um, I -- I don't know. This topic -- the fact that  
8 this is even still in discussion is absolutely  
9 frustrating to me. Uh, no parent in their right mind  
10 is advocating for larger classroom sizes, right? I  
11 don't anybody that's saying, "We've got 28 kids in  
12 this classroom, we should have 50," right? That's --  
13 that's what we're talking about here?

14  
15 A lot of the electrical trade, you know, uh, you spend  
16 time in the classroom, that's true. Uh, the majority  
17 of your time is spent on the job, and without that,  
18 uh, quality knowledge being passed down, uh, from  
19 journeyman to apprentice, your quality of your  
20 journeymen is going to go down. The quality of your  
21 installation is going to go down. Uh, you talk about,  
22 uh, you know it's the -- the ethical people are going  
23 to stay ethical. The unethical is going to run the  
24 ethical out of business, right? We talk about  
25 deregulation in this state. It's a funny deal. Uh,



1 the fundamental believe that the state has no place  
2 telling a business how to operate, right? But take,  
3 uh, Department of Public Works projects, for example,  
4 it's all low bid, right? So, um, on one hand, you're  
5 saying we shouldn't tell business how to operate, and  
6 on the other hand, you're saying this is how it works,  
7 right? Free market, you bake enough bad pies, people  
8 are going to quit baking your pies, right? Uh, DPW, a  
9 pickup truck and a dog, uh, you do shoddy work, you do  
10 shoddy work.

11  
12 Project labor agreements were outlawed in this state  
13 back in 2011, and the people that really pay for that  
14 is the taxpayers because now, uh, there's no real  
15 accountability from those contracts when you work on  
16 the public -- Department of Public Works projects, um,  
17 which is -- this is getting way out in the weeds, but  
18 on the ratio side, um, as a journeyman electrician,  
19 one apprentice is about all I can handle. You know,  
20 the work that I've done -- I've done commercial and  
21 industrial work. I haven't done any residential work.  
22 Um, industrial and commercial, it's all I can do to  
23 keep, uh, tabs on one apprentice. I couldn't imagine  
24 having two or even more than that. I think that right  
25 there, you're putting a burden on a journeyman, uh,

1 that's gonna drive his productivity down and those,  
2 uh, those apprentices, they're gonna learn, you know,  
3 "This is where you drill holes. This is where you put  
4 a strap." They're not going to learn past that. It's  
5 just going to be, you know, installation at that  
6 point. Um, this -- if this is a, uh, a solution for  
7 the lack of journeymen in the state, it's no going to  
8 fix that problem. Allowing for more apprentices is  
9 just going to do that, it's going to allow for more  
10 apprentices. Uh, when I -- I -- like I said, I was a  
11 framer for 10 years. Uh, prior to becoming a  
12 electrician, I worked with an outfit. A guy tested  
13 and got his journeyman's license. I says, "Great, you  
14 got a big raise. He says, "No, I didn't get a big  
15 raise. They don't have many journeyman positions open  
16 currently in my company, so I'm still working as an  
17 apprentice." Right. That's what's going to happen.  
18 Uh, you're going to get less and less journeymen, um,  
19 through expanding that ratio. That's just how it'll  
20 be. There'll be more jobs for apprentices, less jobs  
21 for journeymen, uh, which doesn't solve anything.

22 Wing: I appreciate your comments, Jeremy.

23 Redman: Yep.

24 Simpson: Uh, Danny Simpson, Dusty's Electric. So kind of on  
25 the line to him, I think most of us will adapt to

1           whatever you guys obviously set it at, right? Like, I  
2           was under the impression it was 1:3 on residential,  
3           but we say it was 1:4, but I still remember it 1:2 on,  
4           like, commercial/industrial. But, um, I think by --  
5           if you said, "Hey, you can have as apprentices and one  
6           journeyman," like he's saying, I think it kind of  
7           devalues the journeyman position a little bit. Then  
8           people don't have to have as many, therefore, won't  
9           hire as many because they can still go do just as much  
10          work with lower -- lower wage employees, um, which  
11          does keep costs down for them, but at the same time,  
12          kind of devalues, I think, a little bit of the  
13          journeyman position. But, anyway, so I got -- me,  
14          personally, I think it's fine where it's at, but, um,  
15          that's just kind of my take on it.

16 Wing:       Okay.

17 Massie:     Uh, Will Massie, a fourth year apprentice. Um, this  
18           is definitely an important topic to me. You know, if  
19           you look at the definition of what an apprentice is,  
20           it's a person who's willing to learn a trade from a  
21           skilled employer, and you agree to work for a fixed  
22           period of time at reduced wages. Um, as electricians,  
23           either an apprentice or a journeyman, you're working  
24           under and you abide by the National Electric Code.  
25           Um, it's primary purpose is to safeguard persons and



1 property from hazards arising from the use of  
2 electricity.

3  
4 Construction sites are going to be an inherently  
5 dangerous place. Having that -- if you lower the  
6 amount of supervision that you get, I don't see any  
7 positive that's going to come of that. Improperly  
8 installed electrical systems, you know, have been  
9 proven to cause serious property damage, negatively  
10 impacts the customer obviously and, you know, you can  
11 get -- you can get seriously injured. Um,  
12 installation -- it's a serious business, and it's  
13 going to take a lot of hours of on-the-job training,  
14 um, to make sure, you know, the product comes done  
15 correctly.

16  
17 Um, you know, if -- if your -- if we lower or increase  
18 the ratio, um, you know, like the gentleman before me  
19 said it, to some degree, you know devalues the work of  
20 the journeyman. Journeyman are going to be running  
21 around trying to manage a bunch of apprentices. You  
22 know, I -- I like to think that after my time, if I  
23 can get quality, you know, direct contact with the  
24 journeymen and learn from them, you know, I can pass  
25 that -- I can pass the knowledge that I obtained down,





1           you know, when I have an apprentice. Um, you know,  
2           this is a -- a licensed trade just like, you know,  
3           plenty of other things. We need to keep those ratios  
4           to ensure that -- as Idaho continues to grow, we need  
5           to be able to put out quality products. We need to  
6           maintain a competitive edge, and I don't think that  
7           decreasing, you know, if -- if one apprentice or one  
8           journeyman is running 10 apprentices, you know, that's  
9           -- I just don't think it's -- I think safety is a huge  
10          factor with it. I don't think it's safe and I don't  
11          think it -- it really allows the up and coming  
12          apprentice to learn that trade to the best of their  
13          ability and then to be able to pass that on in the  
14          future. That's the way it's been done for decades.  
15          Um, you know, journeymen electricians have put in  
16          their time. They've completed their apprenticeship,  
17          and they've been found by, you know, local, state and  
18          national licensing bodies to be competent in the  
19          electrical trade. And how did they get that? Well,  
20          they went through their apprenticeship and they had  
21          journeymen that put in their time before them. They  
22          learned from journeymen before them, and they passed  
23          that on. Um, you know, I think that's very critical  
24          in producing qualified electricians. You know, if --  
25          if I was a contractor, I would want my -- my

1            journeymen to have received the same training that I  
2            received or to receive the best training possible.  
3            You're going to be able to sleep easier at night  
4            knowing that the journeymen that you have out in the  
5            field are able to focus on their work, get everything  
6            done, you know, with the assistance of the apprentice.  
7            Pass it down so when that apprentice becomes a  
8            journeyman, they're qualified, they know what they're  
9            doing on the job. That creates, you know, just a  
10           safer work environment and a better work environment  
11           in general. Um, the on-the-job knowledge is  
12           invaluable -- is invaluable. If you dilute the ratio,  
13           you're sacrificing and potentially just completing  
14           eliminating all the benefits of that journeyman and  
15           apprentice team that is on a job site, right? Um, the  
16           fewer journeymen, uh, the fewer apprentices that a  
17           journeyman oversees, it's just going to be a better  
18           product in the end. I'm beating a dead horse here,  
19           but that apprentice is going to learn the trade and  
20           get those skills to the best of their ability, you  
21           know. I -- I've been on jobs where, you know, the  
22           ratios are met but, you know, it's still kind of  
23           running around, and -- and there have been times where  
24           I really -- I've thought to myself, "Boy, if there  
25           were, you know, 10 more apprentices on this job, it

1 might get done fast but who's going to, you know,  
2 who's going to ensure that that building when it's  
3 done, is done to the best of that company's ability,  
4 and that it's a quality product." I mean, I think  
5 it's both safety and just to the customer. You know,  
6 do you want someone to build your house with one  
7 journeyman and 10 apprentices? I mean, I, you know,  
8 you want the person that's building that structure to  
9 know what they're doing, to do it efficiently and to  
10 pass those skills on so in 20 years when you're  
11 building, you know, is being maintained, those  
12 apprentices receive the same training that their  
13 journeymen did and that that continues down the line.  
14 Um, you know, electricity is dangerous, you know. I  
15 personally would want -- anything that I do, I would  
16 want to be as trained, and I want to learn as much as  
17 I can so that when I'm an app- -- or when I'm a  
18 journeyman, you know, I -- I can do the best job that  
19 I possibly can, and I wouldn't want my house, my  
20 commercial facility, you know, whatever it may be -- I  
21 would want that done by a small team, you know, a  
22 lower ratio, journeyman to apprentice, so that -- that  
23 work gets done properly, safely. I -- I really think  
24 the safety is a huge concern there, as well.

25 Wing: Before the next person comes up, let me ask -- did you

1           have something?

2 Male:       Yeah, I have a question.

3 Wing:       All right.

4 Male:       I guess the question for everybody as we're talking  
5           about ratio, one of the things that, um, you know, as  
6           we've looked at it in the division, you know, we need  
7           to compare other states and where they're at. So  
8           we've got -- we've got states that are more restricted  
9           than Idaho. We've got states that are probably near  
10          Idaho's ratio. We've got states that have a set ratio  
11          that are expanded beyond Idaho, and then we've got  
12          states that, you know, don't regulate ratio or even  
13          registration at all. And so, one of the things that  
14          we've been trying to kind of wrap our heads around is  
15          what are the objective measures that we should be  
16          comparing among these states to give us a view of -- a  
17          safety view, if you will? In other words, in a one-  
18          to-one state, what should we be viewing in that state  
19          to see whether or not that one-to-one has been  
20          successful, or if we're talking a, you know, 4:1, 2:1  
21          split, how we have here, what are the -- what are the  
22          measures that we should be looking at from a safety  
23          perspective to show, um, that -- that this is  
24          maintaining what we need to maintain and vice-versa.

25

1 If we're looking at a state that doesn't have a ratio  
2 altogether, you know, what are the objectives that  
3 would show us that that is unsafe? So I -- I think  
4 that's one of the things that we've -- we've tried to  
5 really think through. And I don't know if I have a  
6 perfect answer here, but I'm open to your thoughts and  
7 ideas of what we should be looking at among the  
8 states, the states that are more restricted than us,  
9 that mirror us, or they are less restricted than us  
10 that we can do an equal comparison to see whether or  
11 not we've threaded this needle perfectly or whether or  
12 not we need to recalibrate.

13 Redman: Well, I think you're going to be hard-pressed on that  
14 one trying to find an accident that didn't happen,  
15 right? I mean, that's -- that's what we're talking  
16 about, to prove that, uh, some kind of ratios or some  
17 kind of licensing or some kind of whatever prevented  
18 something from happening. That's really -- you can't  
19 -- you can't pull that information out, you know.  
20 Look at Arizona. Arizona doesn't have licensing, so I  
21 say that, uh, Arizona's less safe or more safe because  
22 they don't have licensed electricians.

23 Wing: Jeremy, you need to come up here.

24 Redman: I'm sorry. That's, uh, I'm sorry about, uh,  
25 blathering there. This is, like I say, I'm pretty

1           passionate about this.

2

3           It's hard -- it's hard to -- to get something tangible  
4           out of that stuff because I've been looking for it for  
5           three years, right? That information is not out  
6           there. Um, if you really want to know, and I know  
7           this is probably the least popular, uh, opinion with  
8           the state is -- what the Department of Labor sets out  
9           as standards. You know, there was a recent study was  
10          -- that -- that came out in 2020, is that right?

11          That, um, you know, they're leaning now if you have a  
12          Department of Labor registered apprenticeship, that  
13          you have provide some serious documentation to exceed  
14          anything beyond a 1:1 ratio, journeymen to  
15          apprentices, in the construction industry because it  
16          is so dangerous, you know. That's -- and that's, I  
17          mean, that's going to be across all 50 states that  
18          that study's been done.

19

20          So, you know, if you want to look at something  
21          tangible, I would check that out and look at the  
22          guidelines from the Department of Labor, which the  
23          state of Idaho doesn't -- you don't have to have a  
24          Department of Labor registered apprenticeship program.  
25          You don't have to be held to the federal standard. I



1 think when you're looking at this here, we have to set  
2 a basement, you have to set a basement, and I think  
3 that's what we're talking about is -- is setting a  
4 basement for what's safe and what's not. I know the  
5 feds say 1:1. Um, you know, department apprenticeship  
6 (inaudible - 01:15:49) that brought department  
7 apprenticeship about. IBEW has had a registered  
8 apprenticeship since the 1940s. Uh, we've been doing  
9 it, you know, probably the longest of anybody. Um,  
10 the Division of Building and Safety came about in  
11 1957. The industry found a need for regulation and  
12 some kind of apprenticeship prior to the state even  
13 saying that we needed it, you know. And at that time,  
14 the ratio wasn't even close to 1:2, you know. It was  
15 like 10:1, 10 journeymen to one apprentice, right?

16  
17 Uh, just -- and just on the, you know, the safety and  
18 training side of that. You know, I understand it's  
19 all a balance and being able for a business to be  
20 successful and everything else, but there has to be a  
21 balance there as well as, you know, what's good for  
22 the industry, what's good for business? There's --  
23 there's got to be a balance there. Uh, the ratio, uh,  
24 the 1:4 on residential, I don't -- I don't do  
25 residential. Residential is not my world. It seems

1           absurd to me to think that you could effectively train  
2           somebody, or you could effectively train four other  
3           people, uh, in that kind of environment. Commercial,  
4           no way -- no way would I want any part of that. Um,  
5           you know, ultimately I know that's where a lot of the  
6           split is. There is a huge residential boom right now,  
7           uh, especially in the Treasure Valley, probably every  
8           in the state, you know residential permits are, you  
9           know, through the roof. Um, if it's -- if it's that  
10          side there, maybe something to look at is looking at  
11          splitting the license and doing a residential license  
12          with a shorter span for a journeyman and expanded  
13          ratio. It's a different world than what commercial  
14          and industrial is. Um, but like I said it's not -- I  
15          don't know, though, you'd have to talk to the guys  
16          that do residential, but I do know a lot of the guys  
17          that are wanting this expanded ratio or residential  
18          wire.

19  
20          Um, but, yeah, that's, you know, you can look at  
21          Washington. Washington is 1:1 or 1 to -- yeah, 1:1, I  
22          believe, on the ratio where Oregon's 3:2, three  
23          journeyman to two apprentices. California depends.  
24          Texas is county by county. South Dakota, it depends  
25          on who you talk to, but that one is -- there's a city



1 by city deal. Bigger fear than -- than anything is  
2 that we'd end up in the same situation as Texas where  
3 you have a county by county or a city by city  
4 apprentice ratio on the State of Idaho, which is --  
5 that's not good for anybody either, right? So I -- I  
6 really think you've got to set a basement, and I -- I  
7 don't think that basement should be anymore than --  
8 than two apprentices for one journeyman.

9 Wing: Does the Department of Labor -- so when they -- when  
10 the fed have put in kind of a 1:1 ration, what do  
11 they evaluate or what have they kind of put out in any  
12 of their guidance documents to, you know, specify why  
13 they landed there?

14 Redman: You know, I can get that information for you for  
15 Thursday from Meridian. I -- I don't have that, uh,  
16 study with me right, now but, uh, we can definitely  
17 get that information for you.

18 Wing: Yeah, if they do any -- if they do any type of  
19 background research on this on why they've landed  
20 where they've landed, I think, you know, some  
21 professions, um, some professions use some of the  
22 safety meters as, uh, insurance rates. Some of them  
23 use it, um, uh, what would be another example? Um,  
24 civil litigation cases.

25 Redman: Sure.

1 Wing: You know, there's probably --

2 Redman: Recordable injuries, those kinds of things, as far as  
3 OSHA goes.

4 Wing: Exactly. There's probably three to five scenarios of  
5 things we can evaluate, you know. I just don't know.  
6 That's -- that's what we've tried to --

7 Redman: Sure.

8 Wing: -- with the evaluation it does seem to be appropriate  
9 in the electrical industry.

10 Redman: Sure.

11 Wing: And some of those may be and some of those not, and so  
12 we've been trying to, you know, be -- be objective  
13 about this ourselves and say is there a good way to  
14 compare this and see how it has impacted some things,  
15 like, insurance and civil litigation. So if the  
16 Department of Labor has, um, safety elements that they  
17 kind of utilized --

18 Redman: Sure.

19 Wing: -- if you could sent their objectives, that'd be super  
20 helpful.

21 Redman: Yeah, I do. Was that -- that was 2020, right? That  
22 DOL bill?

23 Wing: Yeah.

24 Redman: So it's, I mean, it's fairly recent that it came out.  
25 Yeah, thank you.

1 Wing: Did you have a comment?

2 Male: Yeah, I hate to keep interjecting myself into your  
3 meeting here -- down here. Uh, I just came down here  
4 to see what was going on. We'll -- we'll get our  
5 chance and listen. But, uh, I don't think -- I - I  
6 think you need to start taking a look at not just set  
7 -- set standards, but maybe modulating standards. In  
8 other words, yeah, six first-year apprentices, way too  
9 many for anybody to handle. I mean, you can't even  
10 keep track of them, but by the time they're near four,  
11 they better be pretty much, you know, it's kind of  
12 like kids. You know, when they're little, you better  
13 hang on to them, but as they're growing up, you know,  
14 if you don't start turning loose of them a little bit,  
15 you now, and making them be responsible for their  
16 work, etc., you know, you aren't going to have, uh,  
17 uh, a finished product when you finish anyway.

18  
19 And so maybe that should be, you know, like, two  
20 apprentices -- two first-year apprentices, three  
21 second-year apprentices, you know, or add maybe --  
22 maybe, you know, and I don't know the answer there.  
23 But maybe just -- just kind of look at something like  
24 that where it progresses as the -- as the age of --  
25 apprentices progress so you can have one first year

1 and two second years, and three third years or  
2 whatever, you know, etc. And that ratio changes that  
3 as they progress.

4  
5 I think we're looking at -- if this new infrastructure  
6 bill goes through, etc., we're looking at a lot of  
7 electrical upgrade, power lines to -- to solar to  
8 etc., etc., etc. You're talking about an industry  
9 that's going to be short on people. So I think you  
10 need to -- I believe in safety. Don't - don't get me  
11 wrong, and I -- I think ratios are -- are good, but I  
12 -- I think a set ratio of just having two apprentices  
13 per journeyman or four apprentices per journeyman, it  
14 -- it needs to be progressive so you can get as many  
15 capable people out on the job as possible.

16 Wing: Appreciate your comments.

17 Male: Thank you.

18 Wing: Anybody else? We only have about five minutes left.  
19 Would anybody else like to speak to this?

20 Ryan: Ryan with Buffalo Electric, again. Um, not to be  
21 confrontational, Jeremy, but I want to give some  
22 pushback on this, you know. You could have a  
23 journeyman in two years because residential is easy.  
24 We deal with 1200 amp services on houses. We're  
25 dealing with EV, um, electric vehicles, (inaudible -

1 01:22:39). These houses are as complex, if not more,  
2 than most of your grocery stores, commercial  
3 buildings, hospitals. They are complex. This is  
4 where your children sleep at night. This is where  
5 your grandchildren sleep at night. This is where  
6 they're at asleep if a fire happens to break out.  
7 These aren't houses that, uh, they're easy to do.  
8 Let's lower the -- let's lessen the regulations on  
9 that, and let's allow somebody with a little less  
10 experience to do that. This is where my grandmother  
11 sleeps, this is where our children sleep, your mother,  
12 you know. These are the places that need the utmost  
13 care and utmost because they're -- they're tender  
14 boxes. I mean, when that fire starts, they go up and  
15 they're gone. So I just want to push back on less  
16 regulations, less unlicensing for residential  
17 construction because not all houses are 1500 square  
18 foot cookie-cutter, um, track homes, so, I'll leave it  
19 at that.

20 Wing: We have about five more minutes. If anyone can speak  
21 towards -- if anyone can speak towards the ratio or  
22 anything else you'd like to bring forward.

23 Male: I like talking. Let's go -- let's shake things up.  
24 Increase the cost of a license, increase the fines.  
25 So --

1 Male: (Inaudible - 01:24:04).

2 Redman: Yep. Uh, right now, it's, you know, just like the  
3 death penalty. You've got a one in a million chance  
4 of getting caught, uh, killing somebody, getting  
5 caught, convicted and actually sentenced to death.  
6 It's not a deterrent. Six hundred bucks is not a  
7 deterrent on civil penalties. So I know I'm probably  
8 the most popular guy in the room right now saying  
9 that, but, uh, that's something I think if you  
10 probably -- I don't know how long the civil penalties  
11 have been that much, but if you -- probably if you  
12 factor in inflation, we're probably not even close to  
13 where we should be on the civil penalties or  
14 licensing.

15 Wing: Jeremy, what do you think an appropriate civil penalty  
16 would be for an unlicensed contractor?

17 Redman: Chopping off their hand. Uh, yeah, no, you know, I  
18 don't -- I don't know -- I don't know. I know, like,  
19 I know for example there's a contractor out there that  
20 I see that's still advertising that has been hit with  
21 fine after fine after fine that the guy isn't a  
22 licensed journeyman, the guy doesn't have license  
23 contract -- he's not a licensed electrical contractor  
24 in this state, and he's still at it. So the amount of  
25 fines that he's getting is not enough to deter him

1 from stopping his business, so --

2 Wing: So, I have a question, does he do good work?

3 Redman: Um, I know the guy and I -- I wouldn't say yes, but  
4 obviously, he's still getting hired, so --

5 Male: Does anybody -- has he killed anybody?

6 Redman: No that I'm aware. I did, I got a phone call from  
7 somebody that said, "I'm working with this guy, and it  
8 turns out he doesn't have a license. Who can you get  
9 to come out here and vouch for this so the inspector  
10 will sign off on this installation." So it's not that  
11 he's doing, you know, I don't know that he's doing bad  
12 work or whatever, but, you know, just like everything  
13 else. There's a speed limit. If -- there's a speed  
14 limit. You know you've got to register your car,  
15 you've got to have insurance, you've got to have a  
16 driver's license, right? Even if you're obeying the  
17 laws and you're doing everything right, you're still  
18 breaking the law by not having a license. So, um,  
19 that's what we're going to do.

20 Male: If we got rid of licenses, though, he would be doing  
21 fine --

22 Redman: Sure.

23 Male: -- if the inspector passed him.

24 Redman: Well, no, I think he's doing stuff the fly-by-night  
25 way, so the only time, like I said, the only time I

1           hear anything is when he get's, uh, when he's got to  
2           have inspection. So --

3 Wing:       Reading through the lines here, just kind of I think,  
4           when we're talking civil penalties, it's so we clear  
5           out bad actors or at least have an appropriate  
6           response to an appropriate violation.

7 Redman:     Sure, yeah.

8 Wing:       It would be interesting.

9 Redman:     Yeah.

10 Wing:      Um, one of the things that I think would be helpful,  
11           and we've heard this at a few different public  
12           hearings. If you have thoughts or language where you  
13           feel like this is what would be appropriate and this  
14           is the civil penalties that would generate the  
15           appropriate response in the profession, we'd be open  
16           to seeing that or --

17 Redman:     Sure.

18 Wing:      -- evaluating. I think that's -- we've -- we've heard  
19           it multiple times. Um, when we hear it -- it's  
20           sometimes -- it's hard to tease out, "Well, what is  
21           the right amount of fine, or what is the" --

22 Redman:     Yep.

23 Wing:      And sometimes that means it's revocation of the  
24           license, suspension of the license. Sometimes it's a  
25           fine. You know, it really depends on what we're



1 talking about here, but I think if you have ideas  
2 on -- based on what we currently have in the language  
3 to what it could be, I think we'd be completely open  
4 to it.

5 Redman: Sure. You know, our contractors, if you talk about  
6 five bucks, it's -- you're going to break them, you  
7 know, five bucks. Um, I don't -- I really don't know  
8 what a real good fine would be on that one. Like I  
9 said, I'm sure you could probably look in the statutes  
10 and see when those civil penalties were set at the  
11 rate that they're set at. I just can't see how we're  
12 not due for an increase if it's not -- if it's not a  
13 deterrent then what's it there for, right?

14 Wing: Appreciate your comments, Jeremy. Anybody else?  
15 We've got about two minutes left.

16 Anson: I've got something real quick. I'm just going to help  
17 Jeremy out here a little bit. Eric Anson with Labors.  
18 What was it -- '03 I got a DUI. License suspended for  
19 90 days. Why can't we do something along those lines  
20 for habitual offenders on this kind of deal going on  
21 with no license, you know what I mean? As far as, you  
22 know, the guys that are advertising and keep on doing  
23 this time and time again. I mean, what's stopping  
24 them? What's stopping them from doing it?

25 Wing: You can't suspend his license because he doesn't have

1 a license. But, yeah, I know what you're saying. It's  
2 gross negligence.

3 Anson: You know, the gross negligence, thank you. That's  
4 what I'm looking at but, you now, there's got to be  
5 something that you can do to deter this. It's just --  
6 it -- it bothers me coming from a different place  
7 where -- Oregon was a little bit different. You got  
8 caught without a license they -- you might as well  
9 have got hung, but there was huge fines, huge  
10 penalties, and I don't believe you were able to get a  
11 license with the state after so many violations, so  
12 just throwing that out there.

13 Wing: Appreciate it. All right, folks. Well, that -- that  
14 wraps up our time for the day. I really appreciate  
15 you coming out here. We -- like I said, we're  
16 recording this. We're going to be able to have these  
17 transcribed and go back and look at all the different  
18 thoughts and be able to, you know, hopefully come to a  
19 good conclusion that works for the consumers and for  
20 everybody else out there. If you haven't signed in --  
21 I know some of you showed up a little late. If you  
22 haven't signed in, please sign in over here.  
23 (Inaudible - 01:29:37). John, there's a sign-in sheet  
24 there. And, uh, like I said, again, just really  
25 appreciate you coming out and hope to see you in the

1 future some time. Thank you.

2 Anson: I forgot to add, too, I didn't get another DUI.

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DATED this 23<sup>rd</sup> day of September, 2021.

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