

Idaho Falls Electrical Board Meeting

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1 Wing: All right. Let's look. We've got everybody signed
2 in, so we'll go ahead, and, uh, we'll go ahead and
3 start. My name's Warren Wing, and I'm the Electrical
4 Program Manager for the Division of Occupational and
5 Professional Licensing, formerly known DBS. And we,
6 uh, in- -- invited everybody out today because we want
7 to hear from you, okay? This is not -- this is not us
8 presenting anything to you more than -- Tim Frost,
9 here, will talk about -- will talk about some ZBR,
10 Zero Based Rules and what that entails. But -- and
11 then once he's done that, we want to hear from you as
12 we work through this Zero Based Rules process and your
13 concerns and -- and what you are interested in seeing
14 the rules look like and the industry look like and --
15 and your concerns, okay?

16
17 Um, just real quick for introductions, like I said,
18 I'm Warren Wing. I'm the Electrical Program Manager.
19 Michelle Byrd (ph) is the Bureau Chief for -- for our
20 section and Tim Frost -- he -- his title is, like, 10
21 words long, and I'll let him explain what that is.
22 And he'll be explaining, uh, ZBR and how that works.
23 And, uh, after he does that, um, we're going to start
24 with the elephant in the room, and we're going to talk
25 about apprenticeship ratio. It's been -- it's been a

1 hot button the last couple of years. We want to -- we
2 want to discuss that and get your thoughts on that and
3 -- and go over that. We're not going to spend the
4 entire time doing that. Like I said, I understand
5 it's a hot button, but we're going to keep that down
6 to -- to, um, just minimal necessary feedback that we
7 need to hear from you guys that. We don't want to
8 spend the entire time doing that.

9
10 We've heard a lot of things on -- on the, uh,
11 apprenticeship ratios, and we've heard -- we've heard
12 from -- "Get rid of them completely, we don't need any
13 ratios" to "let's go back to a 1:1, or a 1:2 ratio,"
14 to "let's got to a 1:1 ratio," to weighted ratios.
15 And if you've got comments about any of those, we want
16 to hear it. We want -- we want to hear the different
17 ideas on -- on what that would look like. Um, with
18 that, Tim, if you want to kind of talk about the ZBR.

19 Frost: Sure. Again, Tim Frost. I'm Bureau Chief at the
20 Division of Occupation and Professional Licences. Um,
21 Zero Based Regulation is -- came from an executive
22 order from Governor Little. It was an executive order
23 2020-01. It actually applies to every single agency
24 in the State of Idaho. And what it does is, it puts
25 every agency and every board on a review schedule from

1 the years of 2021 to 2025. And so, every board will
2 go through a process by which they do a complete
3 repeal and replace of their rule chapter.
4

5 Now, this isn't a scenario of -- of worry of all the
6 rules are going away and nothing's coming back where
7 we're not going to have any oversight over the
8 profession. What it simply is, is what you see in a
9 lot of other states where it's a review cycle process
10 that you have to do an analysis of your rules of the
11 cost benefit. In other words, we have to, uh, review
12 our rules from the perspective of, um, is this
13 accomplishing what the board intended to accomplish
14 when they put this rule in place? Uh, what's the cost
15 to benefit analysis of it? Um, is the benefits --
16 intended benefits of this rule outweighing the costs
17 from an economic standpoint? Um, has this rule worked
18 over time? In other words, if we've had it in place
19 for the last 10 years, let's evaluate it. Has it
20 worked? Is it meeting the intended goals and, uh, the
21 intended outcomes of what we're looking for?
22

23 So a number of it is kind of an internal, not an
24 external -- internal, our division, and our boards,
25 work to do a retrospective, or I should say a



1 prospective analysis on those rules. Um, so the goal
2 for -- for these hearings and -- both today and as we
3 go around the state, is to gather input. As the board
4 goes through Zero Based Regulation next year in 2022,
5 we're gathering this information on the front end.
6 And so, this is not a scenario where we're going to
7 immediately take this information, and the rules are
8 going to be changed in the next three months or
9 something like that. In fact, they're actually is
10 required by the administrative procedures act, more
11 public hearings next year when we go through this
12 process.

13
14 The goal for this is to get ideas, to get your
15 feedback on the profession. It could be anything
16 related to ratio to permitting to inspections to code
17 to -- anything is open on the table of, um, what are
18 the areas that the board should be taking a look at
19 to, uh, reduce the burden on you as the professional
20 or areas that we can, um, you know, save consumer
21 dollars, um, um, and balance the safety of -- of the
22 board's intention in the first place. And so, uh,
23 we're certainly to all and any of your feedback, and
24 what we'd ask is, um, as we open the public hearing
25 that, you know, you come to the front and just state



1 your name, um, whether or not you're a licensee and
2 who you represent, and, um, the podium will be yours
3 to just give the comment on -- on -- on what you feel
4 and, uh, what ideas that you would like the board to
5 consider as we start to think through this process.

6
7 And again, uh, the ZBR process for the electrical
8 board will happen throughout the entirety of 2022. So
9 we're gathering this information early, and we'll
10 continue this conversation all throughout next year,
11 as well. Um, we want it to be an iterative process,
12 but we want you all, as a profession, to be involved
13 and have your thoughts heard and, uh, be able to hear
14 this ideas on the front end, not the back end. So,
15 I'd be happy to take any questions about the ZBR
16 process or that executive order? Yeah?

17 Male: So less burden the process. Why -- why even open it
18 up. I mean, just let people talking about it or --
19 what -- what created this whole thing of wanting to
20 open up the -- the box and see what's going on inside?

21 Frost: Appreciate the question. Uh, Zero Based Regulation
22 came directly from the governor. It applied to all
23 agencies. If you're asking what spurred it, I think
24 it's, uh, there's quite a few -- there's quite a bit
25 of pressure on the federal level for agencies to do



1 cost benefit analysis and reviews of the rule-making.
2 You know, I think a lot of it started at the tail end
3 of the Obama administration and crossed over into the
4 Trump administration. Um, and I think we've seen from
5 then, both bi- -- bipartisan republican democrat in a
6 number of different states start to implement review
7 processes on both a statute level for our boards and
8 on a rule-making level. So each state has went about
9 it a little bit differently.

10
11 Some states have had this type of thing in place, like
12 a repeal-replace process every five years, like,
13 Colorado has had that in place since the 70s. Uh,
14 Texas started it, I would say, in, like, the early
15 90s. If anything, Idaho is kind of a lagging state.
16 But, uh, the goal, um, when we've talked to the
17 legislature and talked to the governor's office is for
18 it to be a bipartisan process by which we're
19 preventing the bureaucratic inertia that can happen in
20 any state of "set it and forget it," and 15 years
21 later everybody's asking themselves, "Where did this
22 come from? Why is this in place, and is this
23 actually, you know, the intended benefits."

24
25 And so the goal is not to say that everything we've



1 done for the past 20 years, 30 years, 60 years is
2 completely wrong. The goal is to have a conversation
3 of, "Hey, as we look at the next 10, 20, 30, are there
4 any tweaks and adjustments we need to make based off
5 of what's going on based off of the economy of what's
6 happening in Idaho? For your particular profession,
7 what are the things we need to look out for, and, um,
8 how should -- what should the board be considering
9 when it comes to rule-making?"

10
11 And, you know, sometimes that means adding
12 protections. Sometimes that means removing
13 protections, and it all can vary. But I think that's
14 the goal here for you to let us know your thoughts.
15 Yeah, go ahead.

16 Male: And what assurances do you suppose we have that if we
17 go through all this effort, everybody participates in
18 these public hearings, you gather all this
19 information, you get the -- the repeal to replace
20 rules in place next year, and then what assurances are
21 we that the legislative process doesn't just torpedo
22 or sabotage all the work that your division is doing
23 right now?

24 Frost: I think it's a good question. Uh, I -- I think I'm
25 going to politically answer that question. I mean,



1 the reality is there's -- we -- we certainly have a
2 unique legislature at this time. And we, as -- as a
3 board, as a division, we want to partner as much as we
4 can.

5
6 Um, you know, often times when going to the
7 legislature, the way things get torpedoed is when, um,
8 people don't feel like their voice has been heard,
9 whether it's on the legislative side or on the
10 profession side. There hasn't been a thorough
11 process, there hasn't been multiple meetings, there
12 hasn't been documentation of those meeting minutes.
13 It's, uh, it's much harder to -- it's much harder to
14 refute something or it get torpedoed when it's been an
15 iterative process. We've involved people throughout
16 the state.

17
18 So, you know, an assurance -- can I assure anything's
19 going to happen in the Idaho legislature -- no.
20 Considering they haven't even went sine die for this
21 legislative session, um, I don't think there's
22 anything I can do from that perspective, but what we
23 can do is -- I can assure you that we're going to have
24 an open process. We're going to follow the
25 administrative procedures act. Uh, we'll hold more

1 hearings than we're required to by law to get that
2 feedback. Um, and it's probably the best we can do at
3 this point, and, um, hopefully have good conversations
4 on -- on bipartisan with legislature of, "Here's what
5 we did, here's what the profession has said. Here's
6 what the board has said. Here's what we'd like you to
7 consider as you do the review of these rules."

8 Male: How does this play into the negotiated rule-making
9 process? How -- how -- what does this meeting -- the
10 relationship between the two? How do those go
11 together?

12 Frost: So negotiated rule process, you know, there's some
13 complexity of this because of omnibus rule-making and
14 the fact that the legislature hasn't passed concurrent
15 resolution every year for the past three years. Uh,
16 but generally Zero Based rule-making, any board that
17 goes through that process, whether it's 2021 to 2025,
18 it will be a negotiated rule-making process when going
19 through that. So proper forms will be submitted next
20 year in 2022.

21
22 Um, administrative procedures act requires a public
23 hearing. We're starting that process to have those
24 hearings now. We'll also have some hearings in, um,
25 2022, as well, and so, uh, that means you're --

1 putting it out there, the board reviews it, the board
2 votes on it. But then it goes to the public for a
3 public comment, so you -- we'll have hearings where
4 you can verbally comment. We take written comments,
5 as well, during that public hearing process, and then
6 the board has to go back and review that and evaluate
7 whether or not, um, you know, they believe, based on
8 their expertise, that, uh, in -- in the profession,
9 that those comments are relevant to safety and
10 relevant to the board's mission, and that they
11 narrowly tailored whatever they're working on in ZBR.

12 Male: I've got a question. Why is DBS being swallowed up by
13 Occupational Safety? What's the benefits we're going
14 to see from doing that?

15 Frost: Certainly a complex question that might take this
16 whole hour and so I don't -- I don't want to take all
17 of that. But, uh, broader -- the, uh, the governor's
18 office and the legislature both moved on taking 11
19 different agencies, formerly self-governing agencies.
20 That includes the Division of Building Safety, the
21 Bureau of Occupational Licenses, um, a number of our
22 independent health boards of, uh, pharmacy, medicine,
23 dentistry, accountancy, real estate commission, and he
24 brought them under -- together under an umbrella
25 board. Uh, his goal is to create consistency, one

1 licensing system. Uh, efficiencies across how we go
2 about licensing, permitting, inspections, all those
3 types of processes. And so the goal is making it
4 easier on the professional on the consumer end. How
5 we get there, that's a complex conversation, so I'd be
6 happy to talk to you after about that.

7 Male: I want to make sure that all the details that's in
8 this that comes out of this meeting will move on.

9 Frost: Yep.

10 Male: Is it being recorded? Somebody taking --

11 Frost: We, uh, we are -- we're recording the meeting, and
12 then we'll have it transcribed and those meeting
13 minutes posted.

14 Male: (Inaudible - 00:12:28). Is this part of the reason
15 why they're combining all the agencies into one
16 umbrella so that they can, uh, get more of a cost
17 benefit, save some money for the government? If so,
18 why don't we just raise the permit and the licensing
19 fees to cover those increasing costs?

20 Frost: Uh, cost benefit of -- if we're talking about the
21 creation of the division, I mean, they're certainly
22 looking to decrease the costs, moving people to one
23 location, moving people to one licensing system. That
24 ultimately lowers the cost on you as the professional.
25 So our agency is all dedicated funds, so it's not --



1 the general fund would be tax -- tax dollars. Um,
2 dedicated funds is the permit fees and the license or
3 registration fees of the particular individuals of
4 that profession. That's what funds, um, all of our
5 division at this time. And so, to the extent we can
6 decrease our costs as a division, that, uh, the goal
7 there is to pass that decreased cost down to you as
8 the professional.

9 Male: So how's the department for the electrical and other
10 ones, have they been self-sufficient?

11 Frost: Yeah, all of our boards are self-sufficient boards.
12 We wouldn't be able to exist if we didn't have the
13 proper fee structure set up to make sure that our day-
14 to-day operations are set up. And so the goal with
15 this division is to make sure that 1) We continue
16 that, and 2) Where can we find additional efficiencies
17 to decrease that cost to you all?

18 Male: How do they make sure that the funds stay in the
19 division and not go to other, um, areas of the
20 occupational?

21 Frost: Yep, good question. So, uh, this is all related to
22 the cost accounting structures that our boards -- each
23 of our boards have to follow. It's a state, uh, the
24 State Comptroller's office has a system called
25 "Stars." It's going to soon transition to "Luma."

1 Each board has to track -- each division has to track,
2 um, their finances on the board level down to the
3 licensee level and keep that completely separate. And
4 so what you'll continue to see, even as we transition
5 this division, is a, um, quarterly budget report going
6 to each board to show the cost allocation of what
7 their board cost is and what they're, uh, amount of
8 money that they're bringing in versus what they've
9 spent to keep all of that separate. That's a
10 requirement of the state. That doesn't change.

11
12 I guess I would say, you know, in the 30 minutes after
13 as we're transitioning to the next piece, I'd happy to
14 take more questions about the division, and I guess
15 with that, Warren, I'll turn it back to you.

16 Wing: Okay. With that in mind and the kind of considering
17 how ZBR works, I'd like to open it up -- open the
18 floor up to any of your comments, ideas, you know,
19 concerns about licensing, our -- our rules, the way
20 we're, you know, the way we're doing things. If we
21 can do them better, all those suggestions. As you
22 come up, if you'll state your name, um, if you're a
23 license holder or not a license holder, that'd be some
24 good information to have also, and if you want to tell
25 us who you're affiliated with, if you're a contractor

1 or, you know, a worker for a city or something, that'd
2 be useful also. So at this time, I'll open the floor
3 up for, uh, any comments.

4 James: Good morning, everybody. My name's Rodney James (ph).
5 I am a, uh, journeyman electrician. I've been in the
6 electrical industry for 26 years. I've got a couple
7 of issues or a couple of things that, uh, are a
8 concern to me as we see the electrical industry, uh,
9 growing. Um, the ratio, um, right now, uh, I -- I
10 really think that we need to leave that in the hands
11 of the industry, and with the electrical board, uh, I
12 -- I would love to see it at a 1:1. I know that that
13 brings a lot of other issues into play, uh, but we --
14 we can't get -- I -- I -- I believe we shouldn't be,
15 um, moving past the 1:2.

16
17 Uh, the electrical industry's a pretty dangerous
18 industry to be in, and, uh, by having, you know,
19 loading up journeymen or jobs with apprentices, uh,
20 it's just not the -- the way to, uh, create a good
21 career path. We've already got a lot of licenses
22 electric -- or licensed apprentices that -- that will
23 never make it as a career electrician because of -- of
24 how we had our licensing structure in the past. So,
25 uh, I think there's little things that we can do with

1 that.

2

3 The other -- some of the issues I see with, uh, uh,
4 enforcement and compliance. We've got to be able to
5 figure out another method to increase our enforcement
6 compliance because we've got a bunch of issues. We
7 can have all of these rules, uh, doing with, you know,
8 the -- the, uh, apprentice ratios, but if we don't
9 have anybody out there enforcing anything, um, and --
10 and, uh, uh, you know, keeping everybody in
11 compliance, it really doesn't make any -- any
12 difference.

13

14 So my concerns are the ratio. I would like to see us
15 stay at at least the 1:2, and, uh, let's keep that in
16 the, uh, in the hands of the electrical board.

17 Miller: I'm Jed Miller. I'm a licensed journeyman
18 electrician. I'm a third generation electrician, so
19 I've been in this industry all my life. Watched my
20 dad go through it. Never knew my grandfather who
21 started the business that my dad worked for. But I
22 also agree the electrical industry needs proper
23 training and proper, uh, management of the
24 apprenticeships. When you start talking about having
25 a journeyman trying to manage and over see more than



1 two apprentices, it just can't be done.

2

3 The other thing I've noticed over the years is
4 apprentices that come into the industry now, don't
5 have near the common sense and background and
6 construction aptitude that they once had, and it's --
7 it's no fault of their own. It's just the way the
8 world has gone. But when -- when -- when I first
9 became an apprentice, I was around other apprentices
10 who could walk in, watch what a journeyman was doing,
11 and just start doing it. And they -- they could look
12 at it and they understood what the concept was. They
13 didn't need to ask why you needed a REAM conduit. It
14 was obvious, and they understood it, and we don't see
15 those kinds of people anymore. They need far more
16 training, far more oversight than we've ever
17 experienced before.

18

19 So any move to try and reduce that oversight or try
20 and get rid of licensing altogether is a move in the
21 wrong direction. And ultimately you will see a
22 denigration of the process. Um, general contractors,
23 construction managers won't like it because they're
24 jobs won't be done properly. It will take longer.
25 They will be overscheduled. It's not a good move to



1 make. Uh, if anything, we need to make it harder to
2 become an electrical contractor in the State of Idaho,
3 not easier. Um, we have too many electrical
4 contractors that get in. They're immediately on the
5 road to bankruptcy. I've been estimating since 1997.
6 It's a hard job to estimate when you're constantly
7 competing against people who are on the 10-year road
8 to bankruptcy, and as soon as they go bankrupt,
9 there's two more that take their place.

10
11 And for the people that are trying to make a living,
12 the journeyman electrician that want to make a decent
13 wage and they have to compete against people who are
14 working for those kinds of contractors who are paying
15 \$5 to \$10 to \$15 dollars an hour less, you're just
16 killing their wages when you do that. These things
17 have implications broadly throughout the industry. So
18 I would say we need to keep the licensing requirements
19 we have, keep the apprentice ratios that we have. Uh,
20 I wouldn't be opposed to having it 1:1 either.

21
22 Part of the reason I think we're in this situation is
23 because people have been pushing college education
24 that all -- it's like you can't make a living the
25 trades? I've made a great living in the trades. I've

1 made a lot of money, had a good life, you know, and I
2 know a lot of college-educated people who have
3 struggled to find a job. I've never struggled to find
4 a job. So maybe we need to push the trades more, get
5 qualified people in there, get the training up, and --
6 and maintain what we have and enhance it, not get rid
7 of it. Those are my thoughts.

8 Smith: James Smith (ph), uh, second generation journeyman
9 electrician in the State of Idaho. Um, 16-year
10 license-holder in the state, currently manage
11 electrical apprenticeship school. First off, I'd like
12 to talk about the future of the industry, right? I
13 get to talk to, you know, roughly 10,000 people during
14 career fairs trying to promote what we hold near and
15 dear to us and that's the electrical industry.
16 Anywhere from 6th graders all the way up through, you
17 know, adults. Not quite as much as in the adult
18 world, but when I'm talking to high school, you know,
19 freshman, junior high, elementary school students, uh,
20 the first thing that their parents are wondering is,
21 "Hey, this looks like a great avenue. It looks like a
22 great trade. You know, I've talked to a lot of people
23 that like being an electrician, but is my son or
24 daughter going to be safe?" They ask, "You know, "We
25 know the inherent dangers. We don't know exactly, you

1 know, all of them, but I'd like my daughter or son to,
2 you know, entertain the notion of becoming and
3 electrician, and I want to know that they're going to
4 be safe and taught well, you know."

5
6 And I think in -- in this time in the current economy
7 in the State of Idaho, I think we should be
8 capitalizing on is a -- is a trade in -- as, um,
9 electricians. You know, we've got a lot of people
10 moving into the state, and, uh, we're going to have a
11 lot of work coming up, and I think we should promote
12 that this -- this trade is, uh, well sought after and
13 something that can -- people can, you know, look
14 forward to making a career out of.

15
16 And it's not just a job for the summer pulling wire
17 or, you know, drilling holes through studs and houses.
18 So, I mean, this is where I'm going to be for the rest
19 of my life. It put food on the table when I was a
20 little kid, and I definitely want to point my 4-year-
21 old to it if that's what he chose -- chooses to do.
22 You know, and I want to know that he's going to be
23 safe working for any one of you guys or, you know,
24 future upcoming, you know, generations of electricians
25 in Idaho. So, thank you for your time, you guys.

1 Wheeler: I'm Josh Wheeler, representing Wheeler Electric. I'm
2 a third generation owner. I'm not a licensed
3 journeyman. I'm a college-degree holder who had to
4 get into this industry to find a job. I agree with
5 Jed's point that we need to not push the college path
6 as hard as we've pushed it for the past three decades,
7 and we need to encourage and incentivize our middle
8 schools and our high schools to make students more
9 aware of the trades as a whole, and especially the
10 electrical trade. I'm biased there, right? But that
11 -- that's really the solution that we need, not to
12 dilute our licensing process or, uh, diminish our
13 apprenticeship ratios. That's not a solution that
14 gives us a healthier, long-term electrical industry.

15
16 The solution that gives us a healthier long term is to
17 bring more people into the industry by encouraging
18 our, uh, you know, public education and our school
19 counselors and parents like James has referenced by
20 encouraging them to get their kids into the industry.
21 You know, bring back shop class, you know, is what I
22 would like to see.

23
24 But to the -- to the points that, uh, Mr. Wing has
25 asked us to address, I -- I would like very much for

1 the apprenticeship ratios to stay as they are. At
2 lease, uh, I agree with the point that both Jed and
3 Rodney made, uh, that a 1:1 would -- would also be
4 acceptable, but, you know, bare minimum let's keep it
5 at the 1:2 that it has been.

6
7 And let's not dilute the -- the licensing
8 requirements. I would ask that we either maintain or
9 -- or increase the licensing requirements. I think
10 that if we eliminate or diminish the licensing
11 requirements, it'll dilute the efficacy of electrical
12 training throughout the state. I mean, it also opens
13 us up to have a harder time, uh, having, uh,
14 reciprocal licensing with neighboring states, and we
15 know that our people often times need to go work in
16 Wyoming or Montana or Utah, you know. So we need --
17 we need to also keep that mind that it -- it -- it
18 hurts our potential with, um, reciprocity.

19
20 And the effect of diluting the on-the-job training by
21 having lowered, uh, apprenticeship ratios is that, uh,
22 and I think Jed referenced it really well. But in
23 five to ten years, we have a less healthy electrical
24 industry because unfortunately you don't -- you don't
25 snap your fingers and create a supervising

1 electrician, a foreman, and estimator, you know,
2 eventually a project manager. You don't create those
3 people just out of whole cloth. You've got to give
4 them appropriate mentorship and the -- the
5 apprenticeship is such a strong way to give them that
6 correct and proper education. I -- I'm hear to tell
7 you, I've only audited apprenticeship classes, but
8 it's as hard, it's as challenging, it's as important
9 as a college degree. So that's -- that's my feelings
10 on those points, and I appreciate the, uh, division
11 making this effort to gather this information early
12 and often, so thanks.

13 Kistner: Hi, I'm Tony Kistner. I've been electrician for 30
14 years. I'm currently a master electrician. I've also
15 been teaching apprentices for 20 years between Boise
16 State and The College of Eastern Idaho. Um, I'm all
17 for keeping bare minimum 2 -- 2:1 ratio, 1:1 would be
18 even better in my opinion because we have to keep our
19 standards right.

20
21 You know, what it, uh, Idaho's current pass first-time
22 journeyman rate, the basic journeyman test to say you
23 can pass that have gone through four years of school,
24 four years apprentice, been mentored by one to
25 journeyman to two apprentices, were 75% to 80%. Am I

1 not correct? It's nationwide, 30%, right? So you can
2 see what happens if Idaho drops standards. We're
3 going to go almost 50% less in quality of work right
4 from the get-go.

5
6 What will your homeowner insurance do if your houses
7 are wired by non-trained people? Our rules are set in
8 (inaudible - 00:27:50) for more than just protecting
9 our wages, protecting our trade. It's for protecting
10 the people, and that's very important.

11
12 Um, safety. OSHA says electrical is to be done by
13 qualified personnel, am I not correct? What is a
14 qualified personnel? Is it someone that doesn't have
15 to do licensing? Is a qualified person that's been,
16 you know, supervised by one journeyman that has 10, 15
17 apprentices? That's not a qualified personnel. You
18 know, so it means OSHA problems, so we have to pay
19 attention. And, you know, the more the weaken the
20 trade isn't going to help the problem of the
21 journeyman shortage right now. Ten years from now
22 it's going to be worse. Last year CEI had 80 first-
23 year apprentices.

24 Male: 82.

25 Kistner: 82. So in four years, there's going to be about 50

1 journeymen because some wash. This year, how many
2 have we already signed up a month before?

3 Male: Right now we have almost 100 in my electrical program.
4 Electricians are notorious for waiting to the last
5 minute to sign up, so I -- I expect, uh, we expect
6 over 400 students, uh, half of those will be
7 electricians.

8 Kistner: They ought to tell you guys to get signed up. But the
9 rules we have is good for everybody. If you lessen
10 the rules, it's going to make it worse for us. It'll
11 be worse 10 years now -- we'll be worse off than we
12 are right now.

13
14 You know, I'm not union. You know, I'm desperate for
15 guys just like everybody else is, but I want well-
16 trained guys. I want a journeyman I can send into
17 someone's home to replace a paddle fan and know it's
18 done right. That's the type of work we do. That's
19 what I want. I, I mean, show of hands. Who thinks we
20 should stay where we are or maybe go 1:1? Who thinks
21 we should have 1:1? Who thinks 1:2? Who thinks 1:4?
22 1:10? Anybody higher? That's the trade speaking.

23
24 And it's not just protecting our wages. Sure, we all
25 want to protect our wages. It's making sure people

1 can afford to ensure these homes they're going in.
2 Making sure people are safe. Making sure -- an
3 electrician knows what to do on a live panel in a
4 little residential home. That can kill you. So they
5 have to have this training. We're not talking about
6 big -- big shops, we're talking the little jobs, too.
7 That's all I've got to say.

8 Mitchell: Uh, I'm Jerry Mitchell (ph). I'm a second generation
9 electrician. I've been a licensed electrician for 31
10 years. I've been through every aspect of the
11 electrical industry, starting out as an
12 apprenticeship, journeyman, foreman, GF, currently a
13 project manager. And the licensing and the
14 apprenticeship is what made me be able to get to where
15 I am today.

16
17 As an apprenticeship, I went through on-the-job
18 training by a qualified journeyman at a 1:1 ratio, so
19 I had the time and effort spent with me to make sure
20 that I knew how to install things, uh, safely,
21 workman-like, and as -- also during that time, I also
22 went to night school and learned how to read and
23 understand the code, understand electrical theory and
24 all that so that I had the training and the knowledge
25 so that maybe when I became a journeyman that I could



1 share that same knowledge with my apprentices at the
2 1:1 ratio. So, for me, I believe the 1:1 ratio is the
3 perfect ratio. You can have the time and effort to
4 spend the time with those apprentices, make sure they
5 are doing things right and safely.

6
7 And the other thing that really concerns me is the
8 licensing. If we get rid of our licensing, we have no
9 qualified journeymen teaching these apprentices, and
10 then we're just going to have a windfall. It might
11 sound good, but we could have a guy that's flipping
12 hamburgers one day wire your house the next day and
13 then him teaching your apprentices how to do it, and
14 before you know it, all of our knowledge is gone. So
15 I'd like to keep the 1:1 ratio and keep the licensing
16 how it is. Thank you.

17 Latham: My name is Brandon Latham (ph). I am not an
18 electrician. I'm a HVAC licensed journeyman for, uh,
19 I think 26 years -- since 2005 when we started doing
20 licensing. I was doing it back in the 90s.

21
22 I hear a lot of talk about the apprentice ratios and
23 stuff like that. You guys are very fortunate as an
24 industry to have that ratio. We do not have that on
25 HVAC. The way it is right now, if you can get a hold

1 of them by telephone, they're - they're supervised.
2 It doesn't work that way.

3
4 I've been a part of our apprenticeship program for the
5 last 15 years, um, recruiting, training, auditing, the
6 whole -- everything on there. There's not a single
7 person in this room that learned this trade by reading
8 it through a book. It's all by supervision, it's by
9 learning from someone else, someone older than you
10 that know the old ways, four, five, six, seven, ten
11 different people.

12
13 So, um, kind of an outsider looking in, I would do
14 everything I could to protect apprentice ratio on
15 there. In my opinion, we need to work on it on our
16 HVAC, and we are working on that with our board and
17 stuff like that. It's going to be a long struggle
18 uphill. As everybody knows, you start diluting those
19 ratios, you dilute that training. Everybody here that
20 has a kid in class, you know, they go to school.
21 They're, uh, 1 teacher to 20 students. Is there
22 anybody in this room that thinks 1 teacher to 40
23 students is better? It's the same type of deal. But,
24 yet you're going into people's houses wiring stuff,
25 doing everything else. Yeah, I hear it a lot, you

1 know, oh, yeah, something happens that trips a
2 breaker. That's if it's wired correctly. If not, it
3 could kill you. So there's always that aspect on
4 everything on there.

5
6 And the other side of it is, is this is the Division
7 of Building Safety. That's a whole part of it is this
8 is the public safety on here, so by diluting training,
9 diluting ratios, stuff like that, I just don't see the
10 upside of it. Thank you.

11 Anderson: Can I say one thing? Can I come up?

12 Wing: Yeah, just, I just want to say. We've heard a lot of
13 -- a lot of people standing up here has asked the
14 question, you know, does anybody think that going
15 above a 1:1 or 1:2 ratio is -- would it be helpful, or
16 would be okay. Um, after you, I'd like -- if there's
17 anybody in the room that thinks there's other ways to
18 do it, let's -- let's hear from them, too.

19 Anderson: Good morning, gentleman. Robert Anderson (ph) from
20 Local 38, International Union of Elevator
21 Constructors, 25 years in the trade doing elevators.
22 Now, business manager for Local 38, of course. Our
23 issue is we -- is we work 1:1 for a safety factor.
24 You know, the only time we ever have more apprentices
25 on the job, if we're unloading a truck. Um, other

1 than -- or moving material on the job site. We don't
2 let anybody else get on our hoistways. We always work
3 1:1 for safety. You start diluting that, you're going
4 to have issues.

5
6 My main reason for coming up here is that we don't do
7 electrical work. We do for our -- our controllers and
8 stuff. We're - we're licensed under your guys'
9 license. We're the only state around Idaho that's
10 licensed under the electrical licensing. Every other
11 state we have our own licensing. Utah, Colorado,
12 every state around you guys, we have our own
13 licensing. Um, and so we're trying to get out your
14 guys' licensing. We work on a hoistway, we don't do
15 your guys' work outside the hoistway. We have
16 electricians do it.

17
18 So the reason why we're up here, and we're going to
19 sit in every meeting is because we don't feel that our
20 licensing should be under your NEC. I mean, we don't
21 do your guys' work. We never will do your work. We
22 do elevator work. If we need to have power brought
23 into our controllers, we have an electrician bring the
24 power into our controllers. We may do the wiring
25 inside from our controllers into the hoistway, um, but

1 we don't bring any high voltage or anything like that.
2 We don't bend your guys' pipe, we do our won work. We
3 bend our pipe in a hoistway, or we run flex.

4
5 So, us as electricians and the companies feel the same
6 way that we need to be under our own licensing and not
7 under -- your -- doing your NEC tests. We all go
8 through the same program. We have four-and-a-half to
9 five years of schooling that we do at the union hall.
10 Um, everybody's required to do it. We're strict on
11 our schooling. If the apprentices don't follow our
12 rules and don't go to school, we kick them out. We --
13 there's no slackers. I'm sure you guys are the same
14 way. We don't want to dilute the trades, either the
15 electrical trade nor the elevator trade. So, thanks
16 for your time.

17 Lamp: Morning, everybody. Uh, my name is Kelly Lamp. I'm a
18 master electrician license holder in the State of
19 Idaho. I currently work for, uh, National Electrical
20 Contractors Association. I represent Idaho
21 contractors in that national association. Um, I've
22 been in the industry for 26 years, and I just want to
23 -- first of all, just emulate everything that's been
24 said here today about the important of -- importance
25 of apprenticeship, education, training, especially



1 safety of young men and women getting into the trade,
2 working with something you can't see, smell or hear,
3 and it will kill you. And, unfortunately, some of us
4 have actually seen the results of that happen, and
5 that's to say exactly why we emphasize the importance
6 of the training and education that's received and
7 constant, on-the-job supervision my qualified people.

8
9 I want to thank, you know, Warren and -- and Tim and
10 Michelle for the forum and around the state. I know
11 it's not easy to travel the state to do this.
12 Definitely want to thank them for that.

13
14 There's some things that have come up, uh, I just
15 wanted to address 'cause we're really dealing with the
16 rules, and in some case, I think policies of how to we
17 make this easier and better? And in this case
18 scenario, uh, there's been some recent violations that
19 have come up to electrical board about license
20 renewals and the ability of journeymen and apprentices
21 to either get an apprentice registration or renew
22 their licenses. And, you know, as easy as everything
23 is to -- to buy your laundry detergent via Amazon
24 today, I think there's some definite, uh, assets to be
25 had when we create an online license renewal system or

1 apprenticeship registration renewal or even
2 application system online. Because when you -- we
3 have -- or, I'm sorry, DBS has -- DOPL has offices in
4 Blackfoot and in Meridian and in Coeur d'Alene, and if
5 you live in Sam and if you live in Lewiston. If you
6 live in some outlying areas, you know, do you have to
7 go physically to those offices to get licenses? And
8 we look at that and a contractor needs somebody to
9 start with them today, and they say, "Well, fill out
10 this form, sent it in, and in a week you'll get your
11 apprentice registration, and don't be on the job until
12 you get that registration."

13
14 And so I'm not overly familiar with if DBS has a
15 method of getting people those registrations or
16 renewals on a daily basis because honestly sometimes
17 we find out the day the inspector shows up, "Oh, by
18 the way, your license is expired." Now, you're either
19 getting a warning or a citation. So I would ask that
20 that be reviewed and an online registration renewal
21 system happen to make it very easy and convenient, uh,
22 to progress in this industry.

23
24 One other question that I have when we start talking
25 about the ZBR and the renewal of every five years of

1 these rules is we have a five-year review of, uh, the
2 rules, and in those rules it basically adopts the NEC,
3 uh, as the code to be used in the State of Idaho.
4 Well, if we go through an every five-year process, we
5 know the code renews every three years.

6
7 And so I would hope that the Department -- that DOPL
8 will look at that, say, instead of basically reviewing
9 the NEC requirements every five years, that we -- we
10 have a public hearing where we get public input on
11 exemptions that may need to be needed in the NEC and
12 have a little bit more review period to that versus
13 every five years. Because the NEC reviewing every
14 three, you could see that with that staggered renewal,
15 there was going to be some issues where we may
16 actually see two years trying to be adopted, uh, two
17 code cycles to do that with. So I just kind of want
18 to throw those out as two potential options that I
19 think might make it a little bit easier and better to
20 run through as we move forward. Thank you.

21 Stone: Morning. My name is Mike Stone (ph), and I represent
22 NEMA, the National Electrical Manufacturers
23 Association, and, uh, I'm not licensed in Idaho, but I
24 am a 40-year journeyman wireman. But, uh, but I -- I
25 want to follow up a little bit on what Kelly just

1 mentioned. I participated in all the, uh,
2 collaborative committee meetings this year. There was
3 three of them, and I was also at the electrical board
4 meeting a couple weeks ago in Meridian. And I just
5 want to speak in, uh, in favor of adoption of the 2020
6 NEC. That's going on right now and, uh, there's a lot
7 of really good reasons why, uh, folks should adopt the
8 2020 NEC

9
10 The NEC in general, but the 2020 edition has some
11 really great provisions for electrical worker safety,
12 and I know some of you mentioned electrical workers'
13 safety. There's some real good advances in that as
14 well as first responder safety and, of course, the NEC
15 addressed new technology, in particular PV, and, uh,
16 energy storage systems. There's some new stuff in
17 there that recognizes current technology. And a lot
18 of times the -- the, uh, codes, in general, get a bad
19 rap for just saying, "Well, it's just more regulation.
20 It's going to cost us more to do our work." And
21 that's not necessarily so.

22
23 There's, uh, with LED lighting and, uh, the, uh, load
24 calculation provisions in the code have dropped
25 dramatically. And the lighting load tables -- if you

1 guys are familiar with the lighting load tables, they
2 drop by about 75%, which means when you build a, uh,
3 say a new office building or a new commercial
4 building, you're going to be able to reduce your
5 service size. And you're probably going to be able to
6 save tens of thousands of dollars depending on the
7 size of the building. And if you don't adopt it, you
8 won't be able to take advantage of those provisions.

9
10 So a lot of really good reasons to stay current on the
11 code. Like, Kelly was saying, it's every three years,
12 uh, and so I would really -- I'm -- anyway, I'm
13 speaking in support of that. And I really appreciate
14 being able to participate in the collaborative
15 committee. Thanks, Kelly.

16 Knickerbocker: My name is Jean-Michel Knickerbocker. I run a
17 small electrical contracting company. I've been an
18 electrician for -- since high school. I had, uh,
19 Skills USA competitions that I was able to participate
20 in, which I highly recommend encouraging the shop
21 class or whatever they call that to be encouraged more
22 in our high schools. It's kind of like VICA, or, uh,
23 FFA, which is huge around here, but for the trades.
24 If we pushed that, that would be good.

25

1 The two other -- two or three things. I am kind of --
2 I am for the 1:4 on residential. If it's just brand
3 new residential, a house, I think that's reasonable.
4 Houses are easy. They are a good way to get a kid
5 used to and excited about the idea of lightening up a
6 room, turning on a light.

7
8 Um, that is -- my reasoning behind that also is ratio
9 of existing journeymen to the work that's here.
10 There's a lot of commercial work. I'm -- I'm for
11 staying with 2:1 on commercial. It gets crazy.
12 There's a lot more variations than in a 2 x 4. So,
13 um, but -- and I don't -- I -- I don't know the
14 numbers, but there's a lot of journeymen, or there's
15 fewer journeymen than apprentices, and if the world is
16 supposed to grow, we've got to have at least double.
17 We can't have it down to a 1:1, or we're all going to
18 die away. That's my point, thanks.

19 Gallup: Uh, Nathan Gallup, master electrician, uh, electrical
20 contractor. Um, I have a lot to say. I'm not good at
21 this public crap, so whatever. Um, I, uh, agree with
22 a lot of what's said, disagree with some of what's
23 said. I -- I -- I do definitely agree with the fact
24 that we don't want to get rid of our licensing
25 program. You know, we do need to keep licenses. We

1 need to keep the, um, that's one of the benefits of
2 being an electrician in the construction trade. We're
3 not just hiring anybody off the street to come --
4 hopefully nobody in here's a sider or a sheet rock or
5 nail up siding or sheet rock because we know what kind
6 of -- anyway, so I'm totally for the licensing. We
7 need to keep the licensing.

8
9 We need to keep that intact. I know there's other
10 states that that kind of stuff just goes away, and
11 they have guys that don't even have licenses that are
12 acting as journeymen and whatever running jobs, and
13 that's not where -- where I'm getting at. And I do
14 kind of agree -- I do agree with maybe the commercial
15 -- the ratio -- as far as the ratio goes, I think
16 there's instances when you can have -- should and can
17 have more than two apprentices to one journeyman. In
18 certain -- in certain circumstances and situations if
19 your journeyman can't handle that, he needs more
20 practice and more expertise.

21
22 And there's also, like, those commercial settings
23 where you need to have 1:1, and I 100% agree with
24 that. So I think there should be some sort of
25 whatever we want to decide where you can have more

1 apprentices to journeymen versus more 1:1 ratio.

2

3 And, Jean-Michel, we worked together for a while. He
4 brought up the 1:1 ratio. If you look at, um,
5 population statistics, they talk about the population
6 growth, and in a situation where there's a 1:1 or
7 where your family only has one kid, eventually that
8 family, that, uh, whatever you want -- that society
9 will disappear. It's a known fact. A certain point
10 it will disappear. So if we're ratio is 1:1, I
11 guarantee you, we'll be back to nothing because you've
12 got to have more than two to make one. It's just --
13 it's just how it works.

14

15 Anyways, but -- so -- but I'm totally for keeping the
16 licensing. We still need to have our licensed
17 journeyman electrician, um, on site working with
18 people. I don't agree with, uh, some of these states
19 that I work in. We work in four different states, um,
20 and some of those states are kind of like the HVAC in
21 Idaho, they just have to be within a phone call of a
22 journeyman on a -- or their apprentices on the job
23 site, and I definitely don't agree with that. That's
24 -- I -- I -- I don't think that we should ever get to
25 that point.



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Um, and then, back with the pushing the whole trade as a lifestyle, I think, is a big thing that we need to do in society. That's not getting done in our schools. Um, we -- we are doing with our little company in our school in Rigby, we're trying to motivate some of these kids, and really the only we can do that is through the FFA program because they do a little hands-on with everything. But, I think that's a huge key. We need to help educate people that trades is not a bad thing. For some reason, people in the world have got this trade thing as, "Oh, you're just a tradesman." A tradesman is just as important as the doctor, in my opinion, if not more important.

Male: Doctors don't work without tradesmen, right?

Gallup: Right, doctors don't work without tradesmen, and I've personally wired a lot of doctors' homes and so I get the 1:1 with their mentality, and it's kind of funny. But, um, we are just as important as those guys, as the lawyers, as the, you know, all those things. If -- if we're not there, they're not there. We can't -- they can't turn their lights in their doctor's office to run. They can't run their x-ray machine without our power. So, you know, we're just as important as



1 those people, and I think that's a huge mindset that
2 we have to teach the upcoming generation because I see
3 it lacking. I know you guys are in the field, and you
4 see it all the time, too, but you're -- this next
5 generation that we have coming up, it's a real
6 struggle. It's a real fight. Some of these kids have
7 never even swung a hammer, and so -- and it's work. A
8 lot of kids don't want to work. They think it's a bad
9 thing, so that's a big education point that I think
10 that we need to -- we need to hit on. But, um, that's
11 all I have to say.

12 Male: (Inaudible - 00:49:25) or not have 1:1?

13 Male: Yeah.

14 Male: Could we explain that to --

15 Male: No, because we're there. I haven't been there for
16 years.

17 Wing: Okay. So I've been asked to kind of explain where
18 we're at right now with ratios. So right now with
19 ratios on a one and two family dwelling unit, it's
20 actually 4:1, and anything else is a 2:1 ratio. But
21 that's where we're at right now. So, um, we have --
22 we have, uh, about half an hour. We have about half
23 an hour left.

24
25 Um, some of other things that have come up that people

1 have been asking me about is the actual cost of
2 permits and fees. There's been some ideas kicked
3 around about what if we can just go to a cost per
4 inspection type-of-thing instead of, you know,
5 examples were, you know, a guy goes out and pays \$65
6 for a permit, and he gets a 10 inspections on it. And
7 we have guys that go out and they pay \$4000 for a
8 permit, and they have 10 inspections on it.

9
10 So the idea of, you know, is there a way to have a
11 single cost, you know, for a permit? That way there's
12 not three pages of fee schedules with calculations and
13 everything else. You just pay a single cost per
14 permit and then a cost per inspection. What that cost
15 would be, we'd have to look at our numbers, but we
16 kind of like, maybe, hear some ideas -- what's your
17 thoughts on that.

18
19 Other things that have come up recently. I'm trying
20 to think of some other things that come up -- that's
21 come up recently that's, like, right on -- right on
22 my, uh, I can't think of anything that's really too --
23 too much more -- that's been talked about more than
24 this -- the -- the ratio on that. So like to hear a
25 little bit about that, and if you guys have anything



1 else, like I said, wanted to keep the ratio thing
2 about half an hour, so that's good. If you guys have
3 anything else, any other concerns with things, ideas,
4 let us know. I mean, this is your time to let us know
5 what this program could possible look like in the
6 future.

7 Male: When you talk about the fees, you talking about
8 inspection fees?

9 Wing: Inspection fees.

10 Male: And people are concerned that they're too high.

11 Wing: Uh, there is concern that -- I haven't heard anyone
12 really say anything about too high, but it's just -- a
13 lot of them aren't fair. Like I said, we've got guys
14 that pull a \$65 permit and there was 10 inspections on
15 them. We had guys pull \$4000 permits, and, you know,
16 they have 10 inspections. Now, we do -- we do have
17 situations where guys do think they're too high. Like
18 we hear a lot of solar. We just had an individual pay
19 \$160,000 for solar permits that he's doing the next
20 year for installations. So there's been -- there's
21 talk about, you know, how do we -- how do we balance
22 that out and make that -- make that more even, you
23 know?

24
25 And so, one of the things that's been talked about,

1 like I said, is just saying, you know, cost per
2 inspection. We don't know what that would be, but
3 that's just something that somebody's, you know, idea
4 is out there. If you have other ideas, like I said,
5 this is your time -- this is your time to let us know
6 if you have other ideas on that subject, you know, let
7 us know. If you have one, come up so everybody can
8 hear you.

9 Male: The 2020 codes, they haven't been adopted. It's so
10 difficult constantly putting it off, putting it off.

11 Wing: Yeah, well I know on the 2020 code, I'm not sure how
12 many of you know it, but there's -- there's been
13 collaborative with the last two year -- collaborative
14 efforts, and, um, the -- we're looking at doing
15 negotiator rule making next year for that. We could
16 do -- we -- we could try to do it this year, but it
17 would be a special meeting. There'd only be one
18 opportunity for a negotiated rule-making, and we would
19 with just the sheer workload that we have this year
20 with everything else going on with ZBR, we just didn't
21 feel that it had -- it would get the necessary
22 attention that it needed for adoption to -- to allow
23 the industry to come in and -- to -- with multiple
24 negotiated rule-making and talk on it. But it is
25 something we're looking at next year for adoption.



1 Male: Well, one of the problems we have -- I'm from Salt
2 Lake -- but I know the problem we have, we've been
3 trying to adopt the 2020 code. The issue we have up
4 in the elevator industry, the electricians want to
5 adopt the 2020 code (inaudible - 00:53:09) the 2020
6 code up, but the problem is, is a lot of the
7 companies, when it comes to phone lines and
8 communications in the elevator, they want to have a
9 camera in the elevator that when you're talking to
10 somebody on the other side, you can see them and they
11 can see you.

12
13 The problem is, is a lot of the companies aren't even
14 up to that code level yet. So until we can get
15 everybody up to that code, it's hard for us to come up
16 to that code also. Of course, the same thing with
17 electrical. You know, you have (inaudible - 00:53:37)
18 to come up to that code, but there's a lot more to it
19 than just bringing the code up.

20 Wing: So does anybody else have anything they'd like to talk
21 about? Come on up.

22 Male: I think the apprentice license thing, um, I don't
23 think there's too many hurdles on getting the, uh,
24 people that are interested in the industry to get a
25 license. It's pretty streamlined already. If you



1 don't have an apprentice license in here, we could
2 probably do a demo real quick and have your license
3 for you by the time you walked out of this room or
4 close to it. So, I mean, maybe streamlining some of
5 that possibly, you know, electronic form wise. You
6 know, maybe an online credit card, you know, where you
7 can go in there, pay for your license instead of
8 calling the person and, you know, scan or email in the
9 Division of Building Safety to get that done. And you
10 know with the one-year renewal, the same thing with
11 renewals. Um, I think it's pretty good that way.

12
13 So maybe just streamline a couple of the things to
14 make it more, you know, uh, user-friendly if
15 somebody's more interested in it, and just have a link
16 on there. If you're looking to buy an apprentice
17 license in the state of Idaho, go to the DBS, here's
18 your new apprentice license form or renewal for
19 journeyman or apprentice license where we only have
20 the one year. So --

21 Frost That's -- that's a great point you bring up. You can
22 -- we -- we could have -- if there was an apprentice
23 in here or someone wanted to become an apprentice, we
24 could have them register before you leave here today.

25 Male: You could register as an apprentice just --

1 Frost: It's 15 --

2 Male: -- without -- without even a job, correct?

3 Frost: It's \$15 and a pulse, right? I mean, it's --

4 Male: Yeah. And -- and, you see, that's something --
5 there's -- there's kind of two kinds of people. I've
6 never had the kind that actually can research
7 something and then call me up and say, "Hey, I'm just
8 registered as an apprentice. Are you guys hiring?"

9

10 The typical people that call Arco Electric, call up
11 and they want you to walk them through the whole
12 process. Well, that was never the kind of person I
13 was, but that's how they are. So, I mean, when they
14 talk about it's difficult to do it, it's not difficult
15 to do it, and you could be registered very quickly.

16 Frost: It -- it is -- and on that point and -- and Michelle
17 might be able to talk to this a little bit more, but
18 with -- with the -- the DOPL merger, they're looking
19 at entire new software, and they're taking into
20 account, you know, the idea of having online
21 registration, online license renewals, all that stuff.

22 Male: Yeah, and then a notification -- if so -- if we have
23 one of your apprentice license -- apprentice license,
24 that's kind of hard to keep track of because our
25 apprentices are working, you know. If I have an



1 apprentice and a year goes by, well, maybe, just need
2 a, "Hey, your license is due in one month."
3 Frost: Yeah, and I know we sent -- and just on that, we do
4 send notifications 30 days before a license or
5 registration expires.
6 Male: Well, in our -- my -- I'm a journeyman --
7 Frost: Yeah.
8 Male: -- but our apprentices don't say anything. I think
9 they just take care of it, but --
10 Frost: Yep, so, um, I think you were here first.
11 James: He was -- he was there first.
12 Male: You arm wrestle for it.
13 James: No way. Uh, just want to -- while we're on that --
14 this subject, I want to make sure we're not losing
15 site of something is well --
16 Wing: Could you -- could you state your name?
17 James: Oh, Rodney James, uh, a 26-year electrician. I'm with
18 the IBEW. Um, I think it's important that we -- we
19 kind of look back on a little bit of history. At
20 least when I was in the trade or -- as an apprentice,
21 every year you had to follow and -- and make sure you
22 hit your certain requirements, right? It used to be
23 making sure you passed your -- your first year school.
24 Had the, uh, the on-the-job, uh, uh, uh, hours, right?
25

1 And then we went to this genius plan of going to a
2 five-year license, uh, for a \$50 fee, which created a
3 huge problem. Now, we're back to a one-year license,
4 but we don't have very many requirements. What are
5 the requirements for, uh, being able to get from one
6 year to the next year?

7 Male: 2000 hours.

8 Frost: The requirements -- the requirements to -- the
9 requirements for renewal for a registration is 24
10 hours of continuing education --

11 James: Right.

12 Frost: -- which is 8 hours of NOK70E or they've got to show
13 that they've done 24 hours of work for each school.
14 SO basically they're in school. Either they're in
15 school or taking 24 hours.

16 James: And they can go to a -- to a Division of Building
17 Safety meeting to get some of that hours, right? So
18 we're taking some of that stuff that's required like
19 it used to be to get your license. Your -- your first
20 year license as, uh, as an apprentice. You had to
21 make sure you passed all your schooling, right? You
22 had to have that certificate of completion. Same
23 thing as the next, you know, to get your second-year
24 license.

25

1 That's what we've got to get back into if we're going
2 to hit all of the milestones and the marks that
3 everybody here, today, has talked about because you're
4 going to create an apprentice or a journeyman at the
5 end of that four years or five years. That's what you
6 have to do. If you're not, all you're going to have
7 is a bunch of career apprentices out there, and -- and
8 we've already seen what that looks like once. Just
9 wanted to make sure we touched on it again.

10 Knickerbocker: I'm Jean-Michel Knickerbocker again. I just --
11 they asked questions about things that could help with
12 the computer system at the state level. I would think
13 it'd be awesome if we could make the, um, logging of
14 hours something that could be done online rather than
15 a paper that gets passed from the journeyman to the
16 apprentice to the floor of the truck and then, "Oh,
17 crap, I've got to do that again." Because we get,
18 like, and that way there -- it would be easier -- I think
19 it would be easier to track at the state level in a
20 computer rather than, um, I think it's actually in a
21 physical file, or it was at one point. So I think
22 that's something that's possible, and it could be done
23 by having -- the journeymen have to have their own
24 login and go in and confirm that, "Yes," rather than
25 the apprentice signing off on his own hours because



1 it's a computer sheet somehow, so that's my thought on
2 that.

3 Bigelow: Richard Bigelow, Building Official for City of
4 Pocatello. Um, I'll put myself up before the firing
5 squad here. Um, you mentioned fees. Let's face it,
6 we all hate buying permits. We all think they're
7 expensive, and they vary due to residential and
8 commercial. Um, not only am I a city building
9 official, but I also was the building official for
10 Gooding County and for Nez Perce County, so I get both
11 worlds. DBS covers counties and small cities.

12
13 You county residential inspectors, um, electricians,
14 if they go to a fee-base per inspection it will be way
15 more money than \$65 for your permit because you're
16 going to have travel time for the employee.

17 Electrical inspectors make about 50% of what you guys
18 make as journeymen. My inspectors, our starting pay
19 is \$22 an hour for the City of Pocatello. I've got an
20 electrical inspector that's going to be retiring next
21 April, so if anybody wants to come to work for me,
22 I'll be accepting applications. But, see you've got
23 travel time, you've got wages, you've got benefits.
24 So with my benefit package for my electrician, he
25 might only bring home \$44,000 a year, but it's about

1 \$70,000, \$80,000 so that's going to go into the
2 account of that base fee, mileage, wear and tear on
3 the vehicle and corrections. So we're also going to
4 bill you when we call you back because, you know, you
5 forgot to tighten the nut on your ground wire or
6 whatever. You know, you missed something. So just be
7 cautious with that. We do have to charge our fees, we
8 do have to cover the cost of our inspectors. But
9 sometimes, the grass isn't greener on the other side.
10 And -- and I'm -- I grew up through the trades.

11
12 My dad and my grandfather were both builders. Um, I
13 got a lot of family up in the Rigby area, Idaho Falls
14 and Pocatello. So -- and we were all -- were brought
15 up from my grandfather being union. I was a union
16 carpenter for a little while and a business owner
17 before I got hurt and became an inspector. But, uh,
18 so I -- I understand where you guys are coming from,
19 but sometimes the grass isn't greener on the fees
20 because we've got to -- we've got to cover stuff, so
21 just wanted to present that.

22
23 And then thank you for what you guys do. Um, I -- I
24 know I've dealt with a couple of you guys down in
25 Pocatello. You guys make my inspectors' jobs very



1 easy because you guys are professionals, and you do
2 have good apprenticeship ratios. I'm sorry HVAC guys,
3 but the, you know, being available by a phone up in
4 Lewiston was really bad because, you know, I was a
5 border state. My guys could work between Washington,
6 Oregon, Idaho and Montana and still be in touch with
7 their boss wherever he was. So electrical guys, you
8 got your stuff together, so keep it going.

9 Likes: Richard Likes. I'm a journeyman electrician. I've
10 been in the trade for 46 years. I ran my business for
11 40 years. I think the apprenticeship ratio is fine.
12 I -- the 4:1 I don't agree with. Residential, I don't
13 know. Your kids are in their houses, you know?
14 What's -- what's more important to you? The building
15 burning down or that -- your house burning down. You
16 know, you've got to think about this.

17
18 You know, I've seen a lot of things over my years, and
19 I've seen the trade go up and down, and I've seen
20 where you don't have any work. You don't, you know,
21 it's all -- and as far as the license requirements, I
22 think they're fine. I mean, I've seen it over 40
23 years. I mean, 46 years I've seen licenses go up and
24 how we started out back then, and a lot of you guys
25 weren't even around then. So it's been a whole



1 different deal all these years, and the one thing I
2 find with license renewals and I find in the CEOUs,
3 when I have to go in, I -- I have to check in and --
4 and go to somebody else to find out those. I don't
5 agree with that. I never thought that was right. The
6 only other thing I have with -- when permits are --
7 are, uh, finalized now, I don't get notice. I have to
8 go back in and find that permit to find out if it got
9 finalized or what -- if there's, uh, if there's a
10 problem, I usually get that notice. You know, if
11 there's -- the (inaudible - 01:04:40) left off or --
12 or a nail plate needed or whatever.

13
14 Um, permit costs, this has been a good system. I
15 mean, it used to be a whole lot different when we did
16 the paper permits and filed them in and all that. I
17 mean, and sent them off to Boise with a check and all
18 that. This has been a whole lot nicer than it was
19 back then, and I think as far as getting the -- those
20 big jobs, the inspectors -- they're a lot longer. You
21 know. That's -- they've got to cost more. In fact,
22 inspectors around this area, I think, are great. I'm
23 really happy with all of them, and so I don't have a
24 problem with the DBS. I -- that's why I'm wondering
25 why we're changing it anyway, because, you know, it's

1 been running pretty good, so, anyway, that's all I've
2 got to say, thanks.

3 Miller: Jed Miller. Um, the -- the fee thing kind of takes me
4 a little bit by surprise because it would seem like if
5 somebody has a \$65 permit, and they need 10
6 inspections, that's more of a Department of Building
7 Safety problem that they maybe need to go to the
8 person and say, "Why do we need 10 inspections for a
9 \$65 dollar permit.

10

11 Um, as far as permit fees go for me, they're just part
12 of the bid that I put in, and it's included in the
13 price and those kinds of things don't make any
14 difference to us. We -- we put it in the bid, there
15 it is, it's an expense just like taxes or buying wire.
16 Um, so I think they need to address it in terms of
17 what they need. Uh, if they're sending somebody out
18 too often to -- to do inspections on a job that
19 shouldn't require that much, they need to address that
20 and take it up with that particular contractor on a
21 case-by-case basis.

22

23 Going back to the apprenticeship program, I think it
24 was Rodney that brought it up. You know, you look
25 around you in a building. Electrical workers touch



1 every phase of the building. We have floor boxes in
2 the concrete, wall switches in the walls, receptacles
3 in the walls, light fixtures in the ceilings. We work
4 on the HVAC equipment. We work on the elevator
5 equipment. I always joke with people because of the
6 way they approach us in the construction trade, and
7 I'm talking about other tradesmen and the construction
8 manager and the general contractor always say, "Well,
9 yeah we're supposed -- the electrician's supposed to
10 build the ceiling because we have to put the light
11 fixtures in it and we have to build the wall because
12 where the receptacles and the switches go." And every
13 electrician in here knows that that's -- they look at
14 us, actually, almost with that intent.

15
16 If a painter comes along or a -- a dry-waller and
17 fills our boxes full of mud, they want us to clean it
18 out. If the painter gets paint on our light fixtures
19 or on our panels, they want us to clean the paint off.
20 I don't know why that is, but electrical work covers
21 every aspect of construction, and good electricians --
22 good electrical workers are a very knowledgeable,
23 capable group of people. Bad electrical workers, just
24 kind of a nightmare, and I've been around both. The
25 apprenticeship program is a vital program, and I agree



1 it needs to be taken on a year-by-year basis. They
2 need to set the requirements, and a person needs to
3 pass the first year requirements, which I've always
4 thought they had to have 2000 hours and the schooling,
5 pass it successfully, then they can become a second
6 year apprentice and so on. I think they need to cap
7 that, and I don't know if it would be six years or
8 eight years. I don't think we have room for perennial
9 apprentices that can just go on and on forever.

10
11 I think it needs to be like you are and -- I know in
12 college education in most colleges, once you start
13 down a path in that college, you will meet their
14 criteria, and if you don't, then you're out of that
15 program at that college at that certain point. You
16 might go start at another college and start that
17 program over, but you're done there. And I think the
18 apprenticeship program needs to be the same. You're
19 going to start off in Idaho, you're going to become a
20 first year, second year through third or fourth or
21 fifth year -- whatever it is. I know that the union
22 has five-year program. I think the state's got a
23 four-year program. If you can't finish that program
24 and then pass your journeyman test in six to eight
25 years, then you're just no longer an electrician.



1 We need to adopt those types of standards to ensure
2 that we have high quality workers. High quality
3 workers is what keeps the industry alive and thriving,
4 and you go back and we talk about wages, and people
5 act like maybe protecting your wages is a bad thing.
6 It's not. If you have quality workers who are getting
7 paid a high wage, that attracts more people into the
8 industry, and those people want to come in and when
9 they see they've got to step up their game to even be
10 an electrical worker, they're going to do that, or
11 they're going to go find something else that they want
12 to do that is either less work is isn't as demanding.

13
14 I'm proud to be a journeyman electrician. I -- I -- I
15 grew up working with a group of guys that I admire
16 because of the quality of work they could do and the
17 things they knew and the things they taught me, and I
18 struggle to try and teach the younger kids that we
19 have now those kinds of, um, standards because they
20 don't really seem as interested in figuring it out.
21 Electricity to too many of them is like a magical
22 entity, and electricity is not magical. Once you
23 understand it, it makes perfect sense. Something
24 might happen that doesn't make sense right now, but
25 once you figure it out it makes perfect sense. And



1 that's the type of people we need to attract to the
2 trade, promote through the trade, and keep in the
3 trade. And the only way we do that is taking the
4 structure that we have and enhancing it and making it
5 better, not by getting rid of it, diminishing it,
6 acting like we can just hire anybody we want.

7
8 I mean, if we're going to take that attitude, let's --
9 let's talk about pilots. You can fly a plane, right?
10 Let's us -- everybody will jump on his plane, and he
11 can fly it. Is that going to work out? It's not, and
12 it's not going to work out in the electrical industry
13 to take that attitude either.

14 Gallup: Nathan Gallup again. This is actually more of a
15 question so, what -- what is -- as far as the fees go,
16 what -- is this just now out for -- or is there, like,
17 some ideas that are being discussed already. So,
18 like, what -- what are we -- what are we looking --
19 and I'm fine, I'm really fine with the way they are.

20
21 The only thing I would have to say is, like, on a
22 house, we're buying a permit for unfinished basement,
23 and to me that's kind of immoral charging the
24 homeowner for an unfinished basement, and I get the
25 reasons why they're doing it. But -- but what are we



1 doing -- what -- what's the ideas of the fee thing
2 right now?

3 Wing: Well, I was -- I've been approached by several
4 contractors, and right now it's -- if you look at our
5 fee schedule. I can grab it, it's right here. So if
6 you look at fee scheduled it's actually, like, three
7 pages long and the -- and there's all kinds of --
8 there's identifications for several different types of
9 permits, several different types of inspections. I
10 mean, you've got --

11 Male: That's the current?

12 Wing: This is the current one. You have residential space
13 heating, domestic water pumps, manufactured homes,
14 other installations, new residential, um, what, you
15 know, you guys all know the calculation for other, you
16 know. If it's over a certain percentage, it's this
17 much, or this much or whatever else. Electrical
18 driven irrigation. (Inaudible - 01:12:40) and
19 outlying, request permit, additional -- and they're --
20 and most of those are the same cost. They're all \$65
21 permits, right? You know, the -- the comment comes up
22 about, well, it, you know, it's a DBS issue if a guy's
23 going out there 10 times, right?

24

25 Well, the issue is that there's a lot of people who



1 are allowed to do electrical work without a license.
2 You've got homeowners, you've got (inaudible -
3 01:13:00) accounts, you have different, you know,
4 different places like that where you don't have to
5 have a license to do electrical work, but we have to
6 do the inspection. And if you've ever done an
7 inspection on a homeowner's house, it can get pretty
8 ugly.

9 Male: (Inaudible - 01:13:13).

10 Wing: We can't, we can't, you know. And -- and in -- into
11 the other point, you know, you know, part of -- part
12 of the cost that we -- that we encounter -- I don't
13 know about the other entities, but what they're --
14 what they're encountering is that, uh, you get
15 contractors that like to use inspectors for punch
16 lists, and we eat that cost, you know?

17
18 In my mind and from talking to some of the
19 contractors, if there was a set fee for each -- each
20 time we went out there -- and like I said, I don't
21 know what that would be. I -- I don't -- I don't know
22 what it would be. But if there was a set fee for each
23 time we went out there, that would motivate the guys
24 to get it right the first time so we don't have to go
25 out there and do the punch lists (inaudible -

1 01:13:48).

2 Male: (Inaudible - 01:13:51) dollar per amp?

3 Wing: What's that?

4 Male: (Inaudible - 01:13:53) service is 200 bucks.

5 Wing: What's that?

6 Male: Dollar per amp.

7 Wing: Dollar per amp? Yeah, I don't know. But that -- but
8 that -- that, you know, that's something can be looked
9 at, you know. There, I mean, there is -- because you
10 -- you -- you got your residential stuff here and, you
11 know, it starts up to 1500 square feet, 130, you know.
12 There's -- there's been some conversations, "Well,
13 what if you made it, like, uh, uh, so many cents per
14 square foot or something," right? I mean, there's
15 just different ideas, different things that people are
16 throwing me. I don't know what the answer is.

17 Male: We're literally (inaudible - 01:04:23).

18 Wing: I don't -- I don't know -- I don't know what the
19 answer is. All I -- all I'm doing is I'm getting --
20 I'm getting constant complaints about this is too
21 complicated, there's too many type of inspections. I
22 get complaints with contractors that they don't know
23 -- they're not sure which one to pull, you know, which
24 -- which permit to pull, how much it's going to cost.
25 I mean, heck I got one just the other day. It was a

1 \$490,000 job and do we put taxes in that when it said
2 it has to be the cost of all --- of all final cost to
3 the, uh, "all fees calculated on this schedule must be
4 calculated on a total wiring cost of the job." You
5 know, does the total wiring cost include taxes, you
6 know?

7
8 So that's why I said, this is -- this is our
9 opportunity to hear from you on different ideas
10 because I'm getting them from other people. I don't
11 know what the answer is. You know, could it be
12 simplified? I look at this, I'm going, "Yeah, it
13 could probably be simplified." You know and the idea
14 of, you know, we go out there, we do an inspection,
15 and we -- we know that there's issues, and we come
16 back. If you didn't fix those issues that we can
17 charge \$65, but -- but the fact that we had to go out
18 there the first time and it wasn't right and now we've
19 got to go back, well, you know, we're eating that.
20 We're eating that cost.

21
22 And people are using to an -- to their advantage, you
23 know? Where good contractors, you know, they're going
24 to pay \$4000 for a permit and they may get 10
25 inspections, you know, and another one may pay \$65 for

1 a permit, and he may get 10 inspections. So you guys
2 are -- so the complaint I'm getting is that -- is that
3 this part of the industry is supplementing this part
4 of the industry, so my take is, "Well, then, you guys
5 tell us how to fix it."

6 Male: With that said, though, Warren, I've been through a
7 lot of different fees, analyses --

8 Wing: Yeah.

9 Male: -- or analyses, yeah.

10 Wing: Yep.

11 Stoddard: Brett Stoddard, City of Rexburg. I wasn't going to
12 get up just mainly for the sake of you guys. This is
13 -- this is about you guys. This is about the
14 contractors. This is about you guys giving input, and
15 I appreciate it just like Warren, I appreciate every
16 one of you here.

17
18 Um, as far as the fees go, I've been through several
19 different fee, um, analyses and everything and
20 whatever you call it, with our CFO and the city and
21 things like that. Really, to start out and to try to
22 get a good take on what the fee should be, first
23 you've got to figure out what the cost is. How many
24 inspections -- and we do this -- we do this regularly
25 in the city. We've done it -- we've done it with the

1 county, we've done with -- with several, um,
2 organizations. You figure out how many inspections
3 you have. You figure what the cost is. You've --
4 you've -- you've got to start with that, and then you
5 go from there because we've -- we've tried to throw
6 out numbers, you know, like the 200 amp or, like, the,
7 you know, there's several ways of doing it. When you
8 start grouping it, though, the problem is you start
9 grasping for straws. You don't know what that is.
10 You guys know what costs are. You guys know what your
11 revenue is. You know what -- all that goes into it.
12 You've got to start with that to get a good fee
13 schedule. I'm not saying your fee schedule's bad,
14 good, or indifferent. I'm just simply saying get your
15 costs, and then let's have that conversation of what
16 the cost is.

17
18 I'm -- I'm with, uh, some of the comments that have
19 been made. Homeowners, we should probably charge a
20 bunch of different reinspect fees. I mean, we really
21 should. We're out there a lot, and -- and we -- we
22 honestly try to avoid that, um, just because we -- it
23 -- we -- it's -- it's bad PR, and we end up getting
24 dinged for it politically as the enforcement side of
25 it. I would say if we can get that number and the



1 costs, then we can really have a really good
2 conversation.

3
4 Um, going back -- while I'm up here, I'll just kind of
5 rattle it off what I've been thinking about. So, um,
6 as far as the licensing goes, I would say on the
7 enforcement side of it, we appreciate licensing
8 probably as much or more than anyone in this room.
9 Reason being I've done inspections for several
10 different -- I've -- I've done federal, I've done
11 city, I've done building, I've done electrical, and
12 I'm not bragging about what I've done. I'm telling
13 you simply, I've -- I've done inspections in other
14 communities besides electrical, and I will tell you
15 electrical has it together. They are -- you have
16 plumbing, you have HVAC, you have building. They are
17 very admirable. They are admiring what we're doing.

18
19 They want -- plumbers want to be like us. Don't tell
20 them I said that, but they want to be like us in
21 licensing. It's that simple. We -- we have -- we
22 have the ratios, and I'm -- and I'm not going to say
23 1:4 or 1:5, 1:10. I'm not going to speak on that.
24 That's really kind of outside of what I feel like I
25 should be speaking on. But I would say with

1 licensing, we have it together in Idaho. I'll tell
2 you that right now.

3
4 I live here because I love Idaho. I love what it is
5 here. I love licensing, not because I'm bureaucrat or
6 anything else. I'm just telling you, we -- when we go
7 out to do inspections, it is so much easier. You ask
8 any electrical inspector in the state that has done
9 building inspections and electrical or anything else,
10 they will tell you it makes our job so much easier,
11 and we go out a lot less than, like, say building.

12
13 Building, you get a general contractor's license. If
14 you have a dog and a pickup, you're a general
15 contractor. We know that, right? That is the flip
16 side of it. I'm not saying -- like I said, ratios I'm
17 not going to get into that. It's simply put, you have
18 licensing in place, you will have -- ultimately you'll
19 have a better end product. We've proven that on
20 multiple aspects.

21
22 But I will say, keep the licensing at least good, and
23 I would say good is keep -- keep some sort of a tab on
24 it. And -- and -- and all of you in this room plus
25 all of your friends and their friends, they need to be

1 involved with this stuff. We have a lot of
2 contractors, and we go out on the job all the time and
3 they say -- and they -- it's like, uh, I don't know
4 how you say it politically correct, but it's a
5 complaining session. How's that? It's a complaining
6 session of, "Hey, you inspectors, you guys need to
7 push this." We push it, it doesn't look the same as
8 from you guys' perspective.

9
10 You guys talk to your legislature, whoever that is,
11 your -- your senator, your house representative guy,
12 girl, whatever, you tell them what you think. You
13 guys need to reach out and make this happen. It can't
14 be the inspectors. If I -- if as an inspector, I go
15 in and talk to a senator, it does not hold water like
16 what you're guys does. If you guys go out and say
17 something, they will -- they'll listen to you way
18 before us. They -- they don't, right, Warren? I
19 mean, you know this. I mean, they don't listen to us.
20 They think that we're bureaucrats. Um, they think
21 that we're just wanting to create more rules or regs
22 or, you know, pad our pockets or whatever. We need
23 the industry to speak.

24
25 Um, and honestly, um, another thing that I've always

1 thought is, um, I can't remember who made the comment.
2 Somebody made the comment regarding doctors, lawyers,
3 and whatever. They're professionals, we're
4 professionals, right? They're still practicing. We
5 get that. We're not practicing. We're in it for the
6 real long haul, right? So we have to -- we have to
7 step up.

8
9 And I don't even -- I'll be honest with you, and --
10 and this may be, you know, someone may disagree with
11 this. I don't like the term trade. I never have
12 because I feel like trade is trading for something,
13 right? We're professionals? Is everybody in this
14 room a professional? We're all professionals. We
15 need to stop thinking that everyone's going to work
16 for Google, and everyone's going to be doing what
17 they're doing. We need to get out there and say,
18 like, I've even been telling my kids, like, "Listen,
19 an electrician is not a bad gig," right? So we need
20 to act professional, be professional. Act like this
21 is a professional thing.

22
23 I -- I don't love the term trade. I really don't
24 because I feel like it kind of dilutes the intent that
25 we have. We're professionals. I realize it's a



1 trade. I realize what that definition means, but
2 we're professionals as much as we are a trade.

3
4 You never hear anybody that goes to college and gets a
5 four-year degree in something they can't use, you
6 never hear of them talking about a trade, right? You
7 hear of them talking about, "Oh, I'm going to go work
8 for Google because I have a four-year degree in
9 something that's not useful," right? That -- that's
10 my opinion, and -- and there again, you can take it
11 for what it's worth.

12
13 But as enforcement community, we want you guys to come
14 out to these meetings. We cannot say that enough. We
15 want you to come out to these meetings and speak what
16 you -- you guys are seeing this everyday. This is
17 your livelihood, this is our livelihood, right? So
18 speak up when you can. Talk to your senator, talk to
19 your house of representative people. Let's get the
20 word out there and -- and be smart about it. You
21 don't -- you don't want someone to come in and back-
22 door it.

23
24 As far as the new codes, we're -- we're where you guys
25 you are. In fact, in my opinion, I'm with you guys on



1 it. You guys want to get new codes, let's get new
2 codes, right? Let's work in this together. We're all
3 in it together. The inspectors, sometimes they're on
4 the other side of the fence. They feel like they're
5 on the other side of the fence. We're in it with you.
6 Every -- every one of us in it -- is in it with you,
7 and if they're not, then they're working against you,
8 and that's not -- that's not okay in my opinion. So,
9 anyway, it's just a few thoughts.

10 Wing: We've got about two more minutes.

11 Male: Why don't we quit then?

12 Male: Okay. Basically if it's not broke, don't fix it. I
13 agree we've got to keep our standards. And I just
14 wanted to mention the ramifications if we don't. It
15 might be slow if we start experimenting -- lower the
16 -- watering down the apprenticeship, no licensing. If
17 we water that down, it might be slow before we hit it,
18 but we're going to start seeing our qualified
19 electricians going to other states to get the money.
20 The money's going to go down for our wages, but the --
21 if we decide to experiment and try to go back, we're
22 not going to have the experience to teach the new
23 generation, and that's going to be detrimental to our
24 whole trade, so, I just wanted to get that in for the
25 --

1 Wing: All right. Well, I just want to thank everybody for
2 coming. I know there's a been a lot of talk about --
3 about licensing, and there's not a lot we can do with
4 licensing. And we -- there's nothing we really intend
5 to do with licensing. That's all done through
6 statutes. All the licenses really are statutes. The
7 rules for that are, you know, hopefully what you
8 understand that we're discussing today. But there's
9 -- as far I as I know, there's no talk from anyone in
10 DBS to get rid of licensing. And if -- if they did,
11 it would have to be a statute thing, so your
12 legislators would be the ones you'd want to talk to
13 about that.

14
15 I think I handed out all my cards. I'd like to -- if
16 you guys have anything else you didn't get a chance to
17 discuss or any other topics you want -- you want to
18 talk about, send them to me. We're collecting all the
19 emails. I mean, I get phone calls every day. I've
20 got a little folder on my computer that I keep phone
21 calls about all this stuff in. You know if you want
22 to -- if you want to call and, you know, or leave me a
23 message or an email, send it to me. We're going to
24 collect all this information, and we'll -- we'll go
25 through there and once the determination's been made,

1 you know, you'll see that a negotiator will make it
2 happen, uh, when -- when anything happens. So, thanks
3 for coming.

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DATED this 27rd day of September, 2021.

Renee M. Williams

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