

# **WELCOME TO ESAC 2019**

## *75th Anniversary*

### *“Apprenticeship: Your Maine Investment”*

**Westin Hotel, Portland, Maine**  
**Monday, May 20 - Friday, May 24, 2019**

## **CONFERENCE SCHEDULE**

### **Monday, May 20, 2019**

For Our Golfers We Recommend Riverside Golf Course @ <https://www.riversidegolfcourseme.com/>

3:00pm - 5:00pm	CONFERENCE REGISTRATION	Lobby
3:00pm - 5:00pm	EXHIBITS & SET-UP	Ballroom
6:00pm - 8:30pm	RECEPTION - LOBSTER BAKE <i>Sponsored in part by: The United Association of Plumbers &amp; Pipefitters Local 716 &amp; NEMCA along with the Maine Lobstering Union IM Local 207</i>	Mechanics Hall (5 min. walk)

### **Tuesday, May 21, 2019**

7:00am - 8:15am	BREAKFAST <i>Sponsored by: Ironworker Management Progressive Action Cooperative Trust</i>	Pre-Function
7:00am - 2:00pm	CONFERENCE REGISTRATION	Lobby

..... The Following programs take place in the Eastland Grand Ballroom.....

7:00am - 3:30pm	EXHIBITS
8:15am - 9:00am	OPENING SESSION

**Presentation of the Colors • Penobscot JobCorp Color Guard**  
**Pledge of Allegiance • William Macchione *ESAC President***  
**Maine State Song • Anna Power-Rowkowski**  
**National Anthem • Anna Power-Rowkowski**  
**Blessing (Non-Denominational) • Reverend Christina Sillari**  
**Welcome • William Macchione and Award Recipient**  
**Guests Speakers • President of the Maine State Building Trades John Napolitano, Mayor of Portland Ethan Strimling**

**9:15am - 9:45am**

**KEYNOTE SPEAKER**

**Laura Fortman** - *Maine Department of Labor Commissioner*

**9:45am - 10:15am**

**OFFICE OF APPRENTICESHIP**

**James Foti** - *Regional Director, USDOL Office of Apprenticeship*

**10:15am - 11:30am**

**STATE OF THE STATE**

**Moderator: David Wallace**, *ESAC Conference Advisor*

Directors from the State Apprenticeship Agencies and Office of Apprenticeship will provide reports and answer questions from the audience regarding the state of the apprenticeship programs in their states.

**11:30am - 12:00pm**

**BREAK**

**12:00pm - 1:00pm**

**AWARDS LUNCHEON - DON BERRY**

**Co-Sponsored By: ULLICO and ESAC Standing Committee**

**1:00pm - 1:45pm**

**INSURANCE LANDSCAPE FOR JATCS**

**Presenters: Maimuna Jallow** *Manager Marketing UCG*, **Maria Ceballos** *Senior Underwriter UCG*

Joint Apprenticeship Training Funds have insurance needs that are different from those of Pension and Health & Welfare funds. Their roles include both training and providing benefits to apprentices, consequently making their insurance needs unique. JATC leaders and trustees should review with their insurance representative to ensure that correct coverage is in place.

**1:45pm - 2:30pm**

**APPRENTICESHIP & TRAINING FUND FIDUCIARIES - HOW CAN I PROTECT MYSELF?**

**Moderator: William Macchione** *ESAC President*

**Presenters: James Cole** *Principal Groom Law Group*

After reviewing some of the common issues that come up during Department of Labor investigations, the session focuses on steps that an apprenticeship and training fund fiduciary can take to mitigate his or her potential liability under the Employee Retirement Income Security Act of 1974. The session will focus on preventative practices that can work to avoid potential liability, as well as the role of fiduciary insurance and indemnification of fiduciaries.

**2:30pm - 2:45pm**

**BREAK**

**2:45pm - 3:45pm**

**INCLUSION BEGINS WITH "I": DIVERSITY FROM ANOTHER PERSPECTIVE**

**Facilitators: Lauren M. Smith** *State Director, USDOL Office of Apprenticeship-NH, and*

**Shawn Barry** *Refugee Program Specialist, NH DHHS, Office of Health Equity*

Let's talk about diversity and inclusion. What does it mean? Why is it important? How do I feel about it? What's in it for me? During our time together, we are going to explore these topics. Before implementing the new Apprenticeship Equal Employment Opportunity policy, it is important to know the underlying foundations of diversity in the workplace. To do that, we must first evaluate our own understandings, perceptions, views, and value systems. Today we are going to begin this work.

Through a video and interactive exercise, we are going to explore diversity and inclusion from a different perspective. In one hour, we can do little to make change. We can, however, begin to understand ourselves and our role in an ever-changing workforce. Are we prepared intellectually and emotionally to become a catalyst for change? Each participant will come away from this discussion with an action step to become part of the change in their own organization.

**3:45pm - 4:45pm CONNECTING APPRENTICESHIP TO WORKFORCE FUNDING**

**Moderator: Joan Dolan** *Maine Director of Apprenticeship*

**Panelists: Ginny Carroll** *Director of the Division of Policy and Evaluation, Maine Department of Labor (MDOL), Betsy Hopkins* *Technical Assistance and Training Manager, National Disability Institute*

**Peter Diplock** *Assistant Director of the Division for the Blind and Visually Impaired, MDOL,*

**Judy Pelletier** *Trade Adjustment Assistance, Rapid Response and ME JobLink Program Manager, MDOL*

Federal workforce programs can be used to support apprenticeship. Learn how the Workforce Innovation and Opportunity Act (WIOA), Vocational Rehabilitation and Trade Adjustment Assistance can benefit apprentices and apprenticeship programs. Joan Dolan, Director of Apprenticeship and Strategic Partnerships for the Maine Department of Labor will moderate the panel.

**5:30pm - 8:00pm**

**RECEPTION IN HOTEL**

**Top of the East**

***Sponsored By: IUPAT FTI***

**Wednesday, May 22, 2019**

**7:00am - 8:15am**

**BREAKFAST**

**Pre-Function**

***Co-Sponsored By: Local 37 Ironworkers and Robert C. Byrd Institute***

**7:00am - 2:00pm**

**CONFERENCE REGISTRATION**

**Lobby**

**7:00am - 3:30pm**

**EXHIBITS**

**Ballroom**

**7:15am - 8:15am**

**LABORERS' HEALTH FAIR**

**Pre-Function Ballroom Space**

**11:45am - 1:15pm**

***Sponsored by: NE Laborers Health and Safety Fund***

**..... The Following programs take place in the Eastland Grand Ballroom.....**

**8:15am - 9:00am**

**MAINE'S LABOR HISTORY**

**Moderator: John Napolitano,** *Maine State Building Trades President*

**Presenter: Herb Adams** *Author, State House Representative and Historian*

Representative Herb Adams will discuss Maine's role in the history of the labor movement and the evolution of apprenticeship as a means to ensure a skilled and sustainable workforce.

**9:00am - 10:15am**

**BEST PRACTICES TO SUPPORT WOMEN IN APPRENTICESHIP**

**Moderator: Jennifer McKenna** *Chairwoman of the Maine Apprenticeship Council*

**Panelists: Thomas J. Kriger, PhD** *Director of Research, at North America's Building Trades Unions*

**Susan Moir, ScD** *Director of Research, PGTI: The Policy Group on Tradeswomen's Issues*

**Allan Shepard** *Training Director, IBEW (electricians Union) Local 567*

**Leah Rambo** *JAC Administrator, SMART Local 28 Training Center*

Our panel will discuss pioneering ways to engage, train and retain women in non-traditional occupations and apprenticeship career paths. On the panel are registered apprenticeship programs, pre-apprenticeship programs, and other partner organizations that serve women in occupations in which women are underrepresented.

If you run an apprenticeship program, are an employer, are a training provider, or a workforce practitioner, this session is for you! You will hear from successful professionals who have examined best practices to retain women in the trades and who are resourcefully and successfully employing these best practices. A Q&A session for attendees will follow the panel presentation.

**10:15am - 11:30am VETERANS IN APPRENTICESHIP, VETERAN SUPPORT SYSTEMS WITH PROVEN SUCCESS STRATEGIES**

**Moderator: Auta Main** *Maine Department of Labor Veteran's Program Manager*

**Panelists: Chaplain/COL Andrew Gibson** *Director of Deployment Cycle Support, Maine Army National Guard*

**Steven Roy** *Maine Hire-A-Vet Campaign Coordinator*

**Jade Graczyk** *Veterans Representative, Maine Department of Labor*

**Matt Leonard** *CEO Military Talent Source*

**Randall Liberty** *Commissioner, Maine Department of Corrections*

Panelists representing organizations who engage with veterans will share best practices in successfully engaging Veterans in apprenticeship.

**11:30am - 12:00pm BREAK**

**12:00pm - 1:00pm LUNCH Ballroom**  
**Sponsored by: Carpenter Contractor Alliance of Metropolitan New York**

**1:00pm - 2:15pm NON-TRADITIONAL OCCUPATIONS APPRENTICESHIP PANEL**

**Panelists: Jennifer Boynton, MSN, RN-BC** *Manager of Resource Management and Professional Development, Maine General Medical Center*

**Lucinda Curry** *Director of Workforce Development and Apprenticeship Works at the Robert C. Byrd Institute at Marshall University*

**Jonathan DaSilva** *Regional Learning Center Manager at CVS Health*

Joan Dolan, Maine's Director of Apprenticeship and Strategic Partnerships will moderate a panel discussion on the benefits, challenges and best practices in developing apprenticeship program in healthcare and manufacturing.

**2:15pm - 2:30pm BREAK**

**2:30pm - 3:45pm PARTNERSHIPS FOR SUCCESS**

**Moderator: Terry Hayes** *Director of Workforce Development for Hospitality Maine*

**Panelists: Steve Hewins** *HospitalityMaine, President and CEO,*

**Todd Berch** *State Apprenticeship Director, Connecticut,*

**Charlie Collins** *Maine Community College System, Deputy Director of Workforce Training,*

**Heather Babcock** *Workforce Development Manager, Penobscot Job Corp*

Apprenticeship is the vital link between employers, educators, and apprentices. As work evolves, so to must the training and options for education. This panel will showcase how educators and businesses are working together to meet the need for skilled workers.

**3:45pm - 5:00pm APPRENTICESHIP SHOWCASE**

**Moderator: Eileen Miazga** *Maine Department of Labor Apprenticeship Program Specialist*

**Panelists: Jon Mason** *Director, Human Resources Services, General Dynamics, Bath Iron Works,*

**Peggy McRae MSN, RN, CENP** *Maine Medical Partners, Assoc. Vice President, Ambulatory Patient Care Services*

**Jennifer McKenna** *Training Director for Plumbers, HVACR and Pipefitters Apprenticeship*

Hear from the people who make apprenticeship work every day. Apprenticeship Sponsors, Training Directors and Registered Apprentices talk about how apprenticeship positively impacts their world.

**5:30pm - 7:30pm RECEPTION IN HOTEL Longfellow Ballroom**  
**Co-Sponsored By: Laborers' Local 91 Niagara Falls, New York State LECET and The New England Laborers' Labor Management Cooperation Trust**

7:30pm

**"MAINE BREW BUS" TOUR (Optional Activity - Separate registration)**

**Thursday, May 23, 2019**

7:00am - 8:15am

**BREAKFAST**

**Pre-Function**

***Co-Sponsored by: NECA Boston Chapter and Zenith American Solutions***

7:00am - 1:00pm

**CONFERENCE REGISTRATION**

**Lobby**

7:00am - 3:30pm

**EXHIBITS**

**Ballroom**

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**LABORERS' HEALTH FAIR**

**Pre-Function Ballroom Space**

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***Sponsored by: NE Laborers Health and Safety Fund***

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**8:15am - 9:15am**

**ESAC YESTERDAY, TODAY, & TOMORROW**

**Moderator: Spencer W. Viner Esq.** *General Counsel Emeritus*

**Panelists: William Macchione** *President* **Paul Costello** *Secretary/Treasurer*

**Randy Palladino Esq.** *General Counsel* **David Wallace** *Conference Advisor*

The presenters will provide an overview of the ESAC Conference. The goal of this session is to discuss and hear from the conferees themselves as to what they would like to see in the future. It will be an open discussion for opinions and for questions. This is your chance to make this conference even better in the future.

**9:15am - 10:15am**

**USDOL JOB CORPS PROGRAM**

**Presenter: Dr. Tracey Cooley, PhD** *Center Director*

This session will cover the US Department of Labor's Job Corps program—Careers Begin Here Job Corps is a national education and training, residential program serving youth ages 16-24. Job Corps is an untapped resource for employers. An overview of the Job Corps program, locations of Centers and related trade offerings will be covered. Dr. Cooley will discuss how the Penobscot Job Corps Center (PJCC), based in Bangor, Maine, has served as a sponsor of apprenticeship and will highlight her work with Northern Light Health's Acadia Hospital to prepare youth for careers in behavioral health. The use of pre-apprenticeship at PJCC will also be covered.

**10:15am - 10:30am**

**BREAK** ***Sponsored by: New England Carpenters Training Fund***

**10:30am - 11:45am**

**COLLEGE PARTNERSHIPS**

**Moderator: Dr. Lisa Larson** *President of Eastern Maine Community College*

**Panelists: Nichole Sawyer** *Dean of Workforce and Prof. Development, Washington County Community College*

**Eric Redding** *Director of Training for the Finishing Trades Institute of New England*

**Liam Tran** *Director of New Program Development at the Wentworth Institute of Technology*

**Emily Zeien** *Apprenticeship NH Grant Manager, Community College System of New Hampshire*

Community colleges often provide the related technical instruction for apprentices. Learn how colleges are successfully partnering with apprenticeship sponsors and in some instances becoming sponsors themselves to provide training programs starting in high school that will help employers meet their long-term workforce needs and help apprentices earn their post-secondary credentials with little to no debt.

**11:45am - 1:00pm**

**LUNCH - (on your own)**

**1:00pm - 2:00pm PRE-APPRENTICESHIP -PIPELINE, PATHWAYS, AND PROGRAMS OH MY!**

**Moderator: Jason Shedlock** *Executive Director, Maine State Building and Construction Trades Council*

**Panelists: Todd Berch** *Program Manager, Connecticut Department of Labor, Office of Apprenticeship*

**Mary Vogel** *Executive Director, Building Pathways*

**Jay Sabitoni** *New England Laborers*

Please join us to hear about programs that work with youth to put them on Apprenticeship pathways. Presenters from Connecticut’s Manufacturing Pipeline, Massachusetts Building Pathways program and the New England Laborers Training Academy will provide information on how their programs work, partnerships involved and the direct connections to employment.

**2:00pm - 2:15pm BREAK Sponsored by: Donna Finnerty/ East Boston Savings Bank**

**2:15pm - 3:30pm CORI (CRIMINAL OFFENDER RECORD INFORMATION) IS NOT MY NAME**

**Moderator: Lee Reynolds** *USDOL/Office of Apprenticeship*

**Presenters: James Hicks** *Apprenticeship Coordinator, Devens Medical Center*

**Randall Liberty** *Commissioner for the Maine Department of Corrections*

**Christine Shockley** *Edna Mahan Women’s Correctional Facility in Nj*

Come hear from three presenters who work to develop and operate Apprenticeship programs within correctional facilities. Presenters from Edna Mahan Women’s correctional facility in NJ, Federal Medical Center, Devens, MA, and representatives from Maine State correctional facilities will discuss Apprenticeship opportunities within their facilities. These presenters will discuss how the program(s) began, partnerships that were created, programs within their facilities as well as the outcomes for participants and why the program works.

**3:30pm - 4:30pm MEMBERS ASSISTANCE PROGRAM (MAP)**

**Moderator: Jennifer McKenna** *Chairwoman of the Maine Apprenticeship Council*

**Presenter: Kyle Zimmer** *LAP-C. IUOE Local 478 Health & Safety Director and Members Assistance Program Director*

Members Assistance Program’s (MAP) are an innovative solution to tackle the current opioid addiction crisis and help union members who are struggling with lifestyle issues. Members Assistance Programs train staff, union members and employers as peer counselors to help members and their families who are in need of assistance. MAP’s success rate is proved to be much higher than the national average of those recovering from substance misuse disorders and behavioral health issues when focusing on relapse rates.

**Friday, May 24, 2019**

**7:30am - 8:30am**

**Breakfast**

**Mezzanine**

**Co-Sponsored by: Roofers & Waterproofers Union Local 33**

**8:30am - 10:30am**

**ESAC STANDING  
COMMITTEE MEETING**

**Marsden Hartley**

