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ADMITTED IN NV, WA & OR
ADMITTED IN NV

THE URBAN
LAW FIRM
A PROFESSIONAL CORPORATION

FILE NO. :

November 9, 2020

Via Email

Mr. Richard J. Williams
Nevada State Apprenticeship Director
c/o Office of Workforce Innovation
NVApprenticeship@gov.nv.gov

Re: Southern Nevada Carpenters and Affiliated JATC Application for New Apprenticeship Program encompassing Floor Layer

Dear Mr. Williams:

This firm has been retained to represent the Floor Coverers - International Union of Painters and Allied Trades District Council 16 Joint Apprenticeship Training Committee ("District Council 16"). Your October 8, 2020, letters to District Council 16 c/o Floorcoverers JATC regarding proposed new occupations of "Floor Layer" by the Southwest Carpenters and Affiliated Trades JATC ("Carpenters JATC") has been referred to this office to prepare a written reply to the Nevada State Apprenticeship Council ("NSAC") for its upcoming meeting on November 19, 2020.

District Council 16 objects to the Carpenters JATC's proposed new occupation of "Floor Layer" as well as the expansion of the Carpenter program as it interferes with the District Council 16's established agreements recognized work jurisdiction. The proposed new occupation of "Floor Layer" as well as the expanded Carpenter program encompasses work that has been recognized as being within the jurisdiction of District Council 16 for decades. *See Plan for the Settlement of Jurisdictional Disputes in the Construction Industry Including Procedural Rules and Regulations Covering the U.S. and Canada June 1984 as Amended through May 2011: Decision Rendered by Peter Eller, National Referee in Dispute Over Asphalt and Rubber Tile, Roll and Sheet Linoleum (July 6, 1942) 147 - 147*, Eller's decision is attached hereto as Attachment A. The overwhelming majority of the employers have performed this work are already signatory to collective bargaining agreements with District Council 16 sister organizations for floor covering. The Carpenters JATC's proposal will not only negatively impact District Council 16 members who have been performing this work, see attachment B, but will also negatively impact employers, see attachment C, and is nothing more than an attempt to cloud this previously recognized work through an unconventional method rather than through traditional organizing in the construction industry. Approval of this proposed competing program would upset the balance that has been established

between the building trade crafts over the last several decades and flies in the face of the *Eller* decision.

The Carpenters JATC's proposal seeks to throw out the decades of recognized assignment of work to District Council 16 which has done this work for decades and promises to create a new era of jurisdictional disputes, labor unrest, grievances, arbitrations, NLRB charges and litigation. These events will compound the untold construction delays, cost overruns and millions of dollars in expense on Nevada construction sites that the industry is already experiencing due to COVID-19.

Section 610.020 of the Nevada Revised Statutes ("NRS") describes the purposes of the NSAC. One of these purposes is to "regulate the supply of skilled workers in relation to the demand for skilled workers." The NSAC is to carry out the purposes designated by NRS 610.020, by taking such actions as are necessary and by approving or rejecting programs or standards for apprenticeship programs as required to fulfill those purposes (NRS 610.095).

The Carpenters JATC's proposal shows no reason or basis for the addition of a "Floor Layer" classification and expansion of the Carpenter program. Instead, it will unnecessarily dilute the supply of skilled workers performing these duties leading to downward pressure on pay. The Carpenters JATC should not be allowed to do this by circumventing normal organizing requirements. Hopefully the NSAC will reject the Carpenters JATC's proposal in the interest of work preservation and the protection of labor peace.

Included in the NRS descriptions of the NSAC is the duty to protect Nevada workers. If the Carpenters JATC's proposal were approved, the affected workers and their employers could also be injured. In addition to the negative impact to wages, union members performing the work in question could be faced with demands to join two unions. They also would run the risk of reduced work hours leading to the loss of health and welfare and pension benefits. Furthermore, employers could face the risk of dual or competing claims for fringe benefit contributions, or the obligation to pay double contributions to Taft-Hartley trust funds. The obligation to make double contributions has been required where there is competing language in collective bargaining agreements or two unions are claiming the same work. See *Maxwell v. Lucky Construction Co.*, 710 F.2d 1395 (9th Cir. 1983) and *Trustees v. Glass Masters, Ltd.*, 2004 U.S. App LEXIS 7649 (7th Cir. 2004). In *Lucky Construction*, an employer of an employee who was a member of two unions was required to pay double fringe benefit contributions because the employee performed some work covered by each of the collective bargaining agreements. In *Glass Masters, Ltd.*, an employer had to pay contributions to two trust funds for the same employee hours where two unions were both claiming the same work as their own. The Carpenters JATC's proposal could result in the same actions in Nevada.

The Carpenters JATC should not be permitted to upset decades of recognized work jurisdiction accepted as being that of District Council 16. The NSAC should make every effort to require compliance with the Nevada Revised Statutes, preserve the agreed work jurisdiction, preserve labor peace and protect Nevada workers from needless disputes and litigation as well as potential lost wages and benefits. District Council 16 urges the NSAC to reject the Carpenters JATC's proposal.

Should you have any questions or comments, please do not hesitate to contact me.

Very truly yours,

Paul D. Cotsonis

cc: Mr. Alex Betran
Mr. Jason Lanberth
Mr. Robert J. Williams II

ATTACHMENT A

Plan for the Settlement of Jurisdictional Disputes in the Construction Industry Including Procedural Rules and Regulations



**AGREEMENTS AND
DECISIONS RENDERED
AFFECTING THE
BUILDING INDUSTRY**

**COVERING the U.S. and
CANADA**

Approved by the Building and
Construction Trades Department, AFL-
CIO

June 1984 As Amended Through
May 2011

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down in this decision and he suggests that on the basis of this decision, provision be made that any dispute over its application be referred for interpretation to the Referee or some other impartial agency.

Jurisdiction Over the Assembling and Erection of Certain Meal Bins, Grit Bins and Grain Bins in the Eichler Brewery, New York City.

October 31, 1938

THE DECISION

The decision of the Building Trades Employers' Association of the City of New York, granting jurisdiction over the erection of grain storage bins in the Eichler Brewery to the International Association of Bridge, Structural and Ornamental Iron Workers is overruled and the dispute is declared to be one which must be submitted to arbitration according to the provisions of Section 7 of the agreement between the International Brotherhood of Boiler Makers, Iron Ship Builders and Helpers and the International Association of Bridge, Structural and Ornamental Iron Workers.

(Signed) JOHN A. LAPP, *Referee*.

DECISION RENDERED BY PETER ELLER, NATIONAL REFEREE IN DISPUTE OVER ASPHALT AND RUBBER TILE, ROLL AND SHEET LINOLEUM.

July 6, 1942.

United Brotherhood of Carpenters and Joiners of America.

Brotherhood of Painters, Decorators and Paper Hangers.

United Slate, Tile, and Composition Roofers, Damp and Waterproof Workers' Association.

Bricklayers, Masons and Plasterers' International Union.

Operative Plasterers and Cement Finishers' International Union.

In addition, briefs setting forth the claims of the respective organizations were also sent to the Referee.

After due and careful consideration, it is the decision of the Referee that the jurisdiction of the work in question be divided between the United Brotherhood of Carpenters and Joiners, and the Brotherhood of Painters on the following basis:

To the Brotherhood of Painters, Kansas City, Missouri and all territory to the Westward.

To the United Brotherhood of Carpenters and Joiners, all territory East of Kansas City.

In connection with the decision above stated, the following recommendations are made:

1. That members of the Tile Setters affiliated with the B. M. P. I. U., and the Cement Finishers affiliated with the O. P. C. F. I. A. capable of doing this work be taken into either or both the organizations above mentioned without payment of initiation fee and without losing their membership in their own organizations, somewhat on the basis of the agreement now existing between O. P. C. F. I. A. and B. M. P. I. U. relative to the exchange of cards in connection with plastering.
2. On account of the prolonged controversy over the work in question, it is suggested that this decision

be not made effective for three (3) months so as to permit of any necessary adjustments on existing contracts.

3. This decision deals solely with the material mentioned above when used on floors and characterized as “resilient floors” or “resilient floor coverings.” It does not cover roofing nor the application of these materials to walls.

P. W. ELLER,
National Referee.

ATTACHMENT B

Date 10/02/20

Dear State Apprenticeship Committee,

My name is Martin, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the TAPE Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Martin Gonzalez

Date 10/13/2020

Dear State Apprenticeship Committee,

My name is Edgardo Rico, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing trade Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Edgardo E Rico

Date 10/13/2020

Dear State Apprenticeship Committee,

My name is Scott Mathison, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing trade Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

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In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10/13/2020

Dear State Apprenticeship Committee,

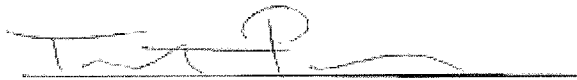
My name is TRINITY PRESLEY, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing trade Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "Trinity Presley", written over a horizontal line.

Date 10-13-2020

Dear State Apprenticeship Committee,

My name is Rolando Muroz, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing trade Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-13-20

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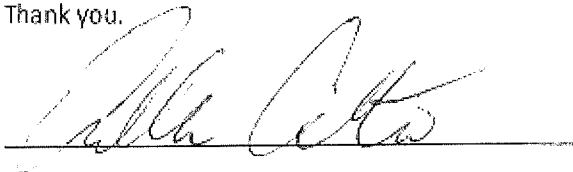
My name is Anthony Castro, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in cursive script, appearing to read "Anthony Castro", is written over a horizontal line.

Date 10/13/20

Dear State Apprenticeship Committee,

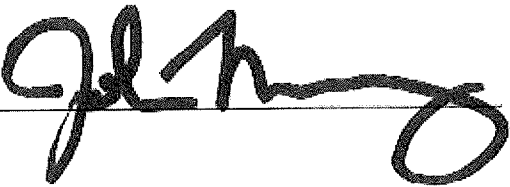
My name is John Muschone, and I am currently a registered Apprentice in the Glaziers JATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



Date 10-13-20

Dear State Apprenticeship Committee,

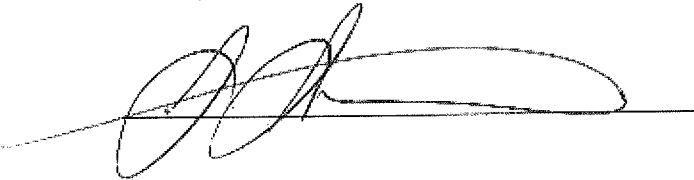
My name is Jacob Stephenson, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read 'Jacob Stephenson', written over a horizontal line.

Date 10-13-20

Dear State Apprenticeship Committee,

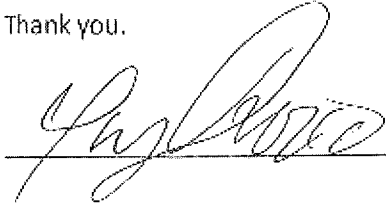
My name is Hugo Overco, and I am currently a registered Apprentice in the Floorcoverers JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



Date 10/13/20

Dear State Apprenticeship Committee,

My name is Julian DeLeon, and I am currently a registered Apprentice in the Floorcoverers JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

J. DeLeon

Date 10-14-20

Dear State Apprenticeship Committee,

My name is Michael (Scott) Christian and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "Michael (Scott) Christian", is written over a horizontal line. The signature is stylized and cursive.

Date 10-14-20

Dear State Apprenticeship Committee,

My name is Michael (Scott) Christian, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Architectural NV003720001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

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Date 10-14-20

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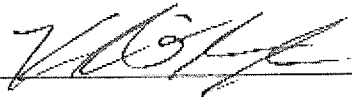
My name is Keith Olson Jr. and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Architectural NV003720001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

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Date 10-14-20

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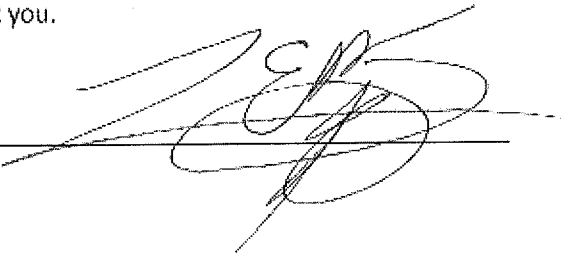
My name is ENRIQUE D.F. and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

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In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "ENRIQUE D.F.", written over a horizontal line. The signature is stylized and somewhat cursive.

Date 10-14-2020

Dear State Apprenticeship Committee,

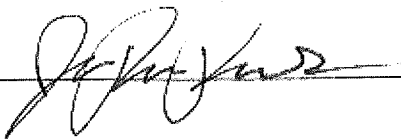
My name is Juan Jose Ramos II and I am currently a registered Apprentice in the Glaziers JATC Architectural NV003720001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 1 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



Date 10-14-2020

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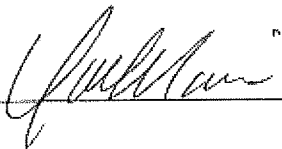
My name is Joel Marin, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10.14.20

Dear State Apprenticeship Committee,

My name is Brian Glicker, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Architectural NV003720001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Brian Glicker

Date 10.14.20

Dear State Apprenticeship Committee,

My name is Brian Glicker, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

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In closing, please consider these issues and the Industries this could impact.

Thank you.

Brian Glicker

Date 10-14-2020

Dear State Apprenticeship Committee,

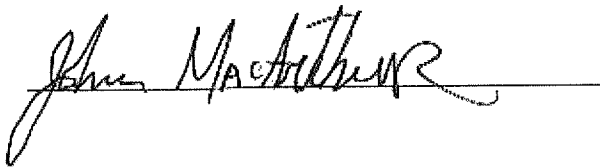
My name is JOHN MACARTHUR and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

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In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in cursive script that reads "John MacArthur". The signature is written in black ink and is positioned above a horizontal line that extends across the width of the signature.

Date 10-14-2020

Dear State Apprenticeship Committee,

My name is JOHN MACARTHUR, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Architectural NV003720001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

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In closing, please consider these issues and the Industries this could impact.

Thank you.

John MacArthur

Date 10-14.2020

Dear State Apprenticeship Committee,

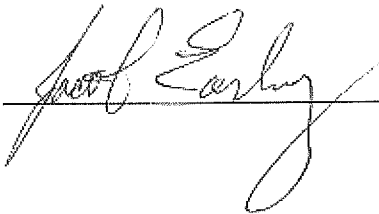
My name is Jacob S. Easley, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

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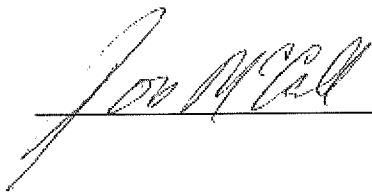
My name is JOE McCALL, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-14-20

Dear State Apprenticeship Committee,

My name is Keith Olson Jr and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-14-20

Dear State Apprenticeship Committee,


My name is John Colbert and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



A handwritten signature in cursive script, appearing to read 'John Colbert', is written over a horizontal line.

Date 10-14-20

Dear State Apprenticeship Committee,

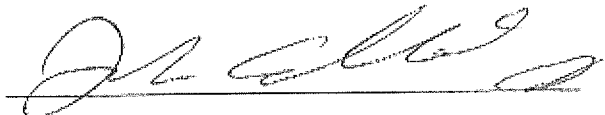
My name is John Colbert Jr, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Architectural NV003720001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



A handwritten signature in cursive script, appearing to read "John Colbert Jr", written over a horizontal line.

Date 10.14.2020

Dear State Apprenticeship Committee,

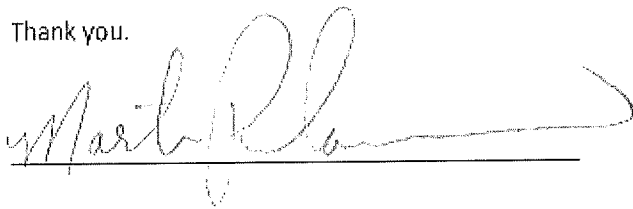
My name is Martin Placencic and I am currently a registered Apprentice in the Glaziers JATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



Date 10-14-20

Dear State Apprenticeship Committee,

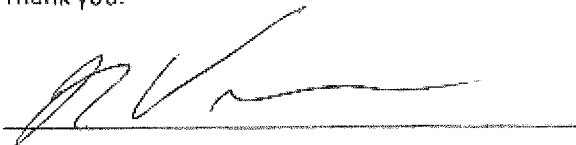
My name is Nick Verjan and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



A handwritten signature in black ink, appearing to read 'Nick Verjan', is written over a horizontal line.

Date 10-15-2020

Dear State Apprenticeship Committee,

My name is Torric Cash, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-15-2020

Dear State Apprenticeship Committee,

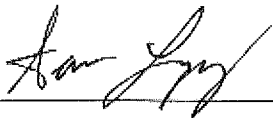
My name is Aaron Lopez, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10/15/2020

Dear State Apprenticeship Committee,

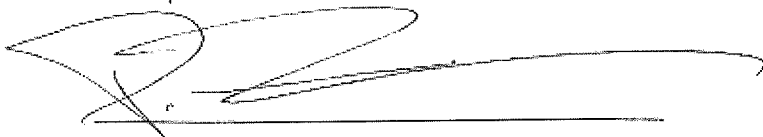
My name is Paul Myro, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "Paul Myro", written over a horizontal line. The signature is stylized with a large loop at the beginning and a long, sweeping tail.

Date 10/16/20

Dear State Apprenticeship Committee,

My name is Justin, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Justin

Date 10-16-2020

Dear State Apprenticeship Committee,

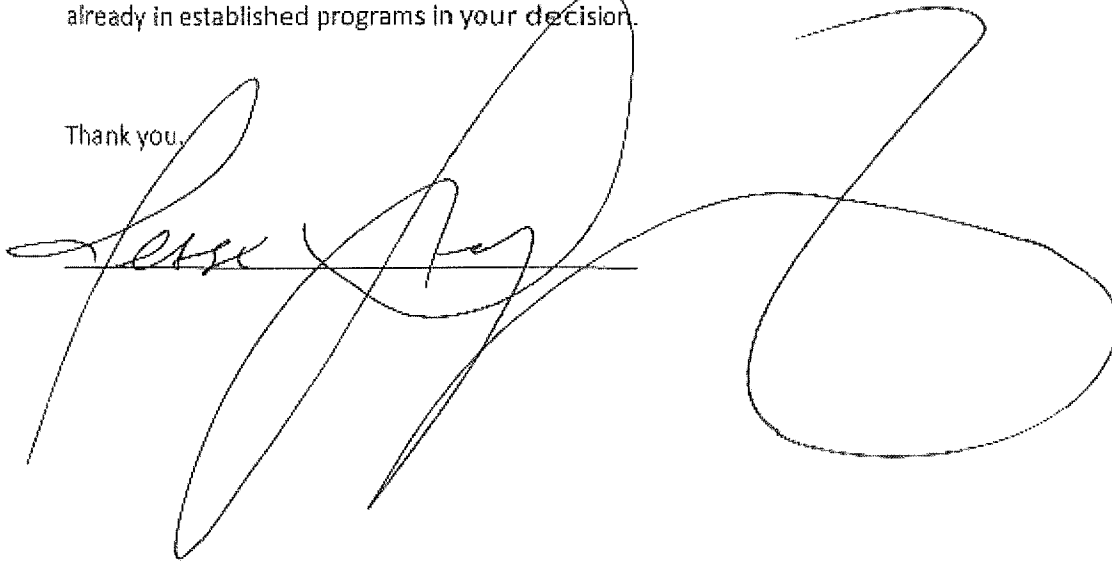
My name is Jesse Vogel, and I am currently a registered Apprentice in the Drywall Finishing JATC NVO03144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

A large, stylized handwritten signature in black ink, appearing to read "Jesse Vogel". The signature is written over a horizontal line and extends across most of the width of the page.

Date 10/21/20

Dear State Apprenticeship Committee,

My name is Keith L. Collins and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-22-20

Dear State Apprenticeship Committee,

My name is Alfredo Lopez and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Alfredo Lopez

Date 10-22-2020

Dear State Apprenticeship/Committee,

My name is Bernard Conner and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

BR

Date 10.22.20

Dear State Apprenticeship Committee,

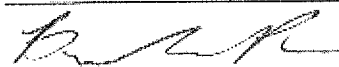
My name is Brandon Pavo, and I am currently a registered Apprentice in the Drywall Finishing JATC NVO03144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

Brandon Pavo


Date 10/22/20

Dear State Apprenticeship Committee,

My name is Luis Manzano, and I am currently a registered Apprentice in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

Luis Manzano

Date 10-22-2020

Dear State Apprenticeship Committee,

My name is Vicente Alvarez, and I am currently a registered Apprentice in the Drywall Finishing JATC NVO03144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

Vicente A.

Date 10-22-2020

Dear State Apprenticeship Committee,

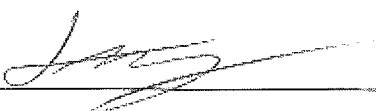
My name is Luis Diaz, and I am currently a registered Apprentice in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 3 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



Date 10-22-2020

Dear State Apprenticeship Committee,

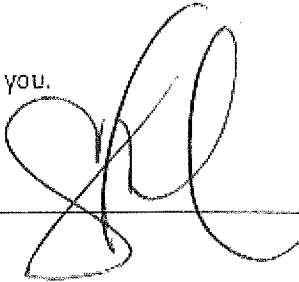
My name is SHANE WILSON, and I am currently a registered Apprentice in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



Date 10-22-20

Dear State Apprenticeship Committee,

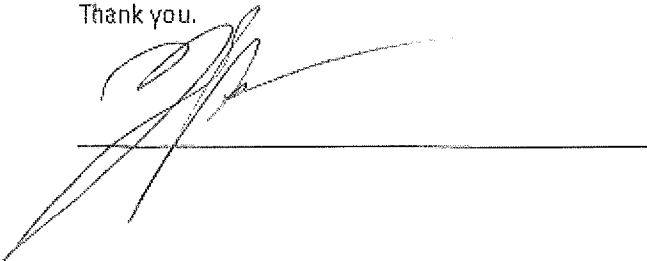
My name is Francisco Urena, and I am currently a registered Apprentice in the Drywall Finishing JATC NVO03144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 1 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



A handwritten signature in black ink, appearing to read 'Francisco Urena', is written over a horizontal line. The signature is stylized and extends above and below the line.

Date 10/22/20

Dear State Apprenticeship Committee,

My name is Luis Jimenez and I am currently a registered Apprentice in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

Luis A J S Jimenez

Date 10-22-20

Dear State Apprenticeship Committee,

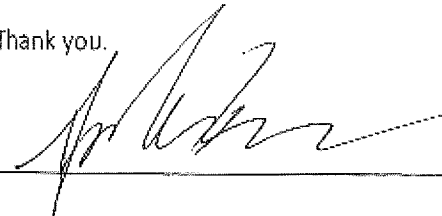
My name is Arden Forman, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the industries this could impact.

Thank you.



Date 10/22/20

Dear State Apprenticeship Committee,

My name is Guillermo Hintz, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Guillermo Hintz

Date 10/22/20

Dear State Apprenticeship Committee,

My name is Estevan Garcia, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Estevan Garcia

Date 10/02.

Dear State Apprenticeship Committee,


My name is Salvador Leon and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Salvador Leon 

Date 10-22-20

Dear State Apprenticeship Committee,

My name is Joni Carlos Hester and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-22-20

Dear State Apprenticeship Committee,

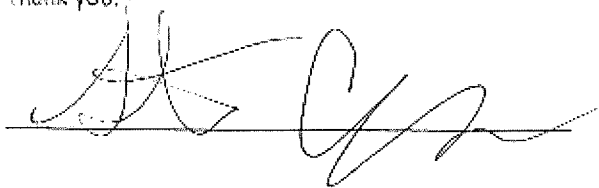
My name is Stalson Jordan, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our industry.

In closing, please consider these issues and the industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "Stalson Jordan", written over a horizontal line.

Date 10-22-2020

Dear State Apprenticeship Committee,


My name is Juan Bucrada, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-22-20

Dear State Apprenticeship Committee,

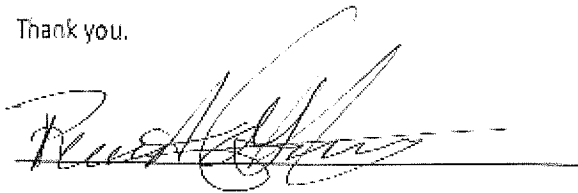
My name is Renato Herrera and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "Renato Herrera", is written over a horizontal line. The signature is fluid and cursive.

Date 10/22/2020

Dear State Apprenticeship Committee,

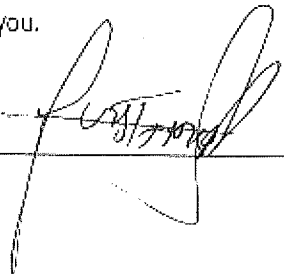
My name is LUIS TIRADO, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-22-20

Dear State Apprenticeship Committee,

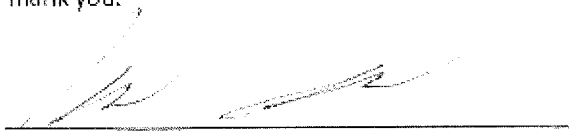
My name is Scott Donahue, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10/22/20

Dear State Apprenticeship Committee,

My name is OSCAR OROZCO, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Oscar Orozco

Date 10-22-2020

Dear State Apprenticeship Committee,

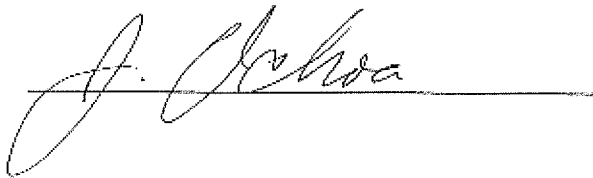
My name is Juan Ochoa, and I am currently a registered Apprentice in the Glaziers
IATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing
Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the
Carpenters program will lower my standard of living by driving down our wages and benefits and make it
harder for me to get my work hours and complete my Apprenticeship program promptly due to the
direct competition. The IUPAT program that I have been in for 1 years, is the leading program in this
area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are
already in established programs in your decision.

Thank you.

A handwritten signature in cursive script, appearing to read "J. Ochoa", is written over a horizontal line.

Date 10/22/2020

Dear State Apprenticeship Committee,

My name is Derek-Mitchell Valdez and I am currently a registered Apprentice in the Glaziers JATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 4 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

Derek Mitchell Valdez

Date 10-22-2020

Dear State Apprenticeship Committee, *SR*

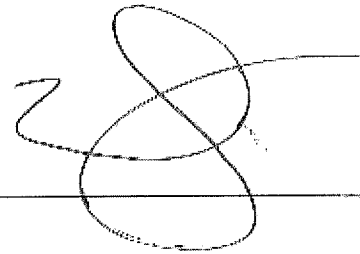
My name is Derek Valdez, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



A handwritten signature in black ink, appearing to be 'Derek Valdez', written over a horizontal line. The signature is stylized and cursive.

Date 10-22-20

Dear State Apprenticeship Committee,


My name is Nicholas Musa, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10 22 20

Dear State Apprenticeship Committee,

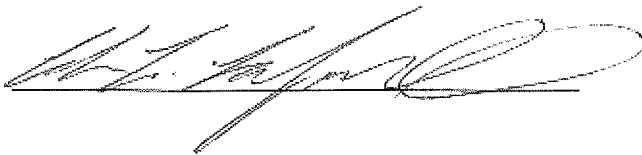
My name is A. M. A. ALFORD and I am currently a registered Apprentice in the Glaziers
JATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing
Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the
Carpenters program will lower my standard of living by driving down our wages and benefits and make it
harder for me to get my work hours and complete my Apprenticeship program promptly due to the
direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this
area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are
already in established programs in your decision.

Thank you.



Date 10/22/20

Dear State Apprenticeship Committee,

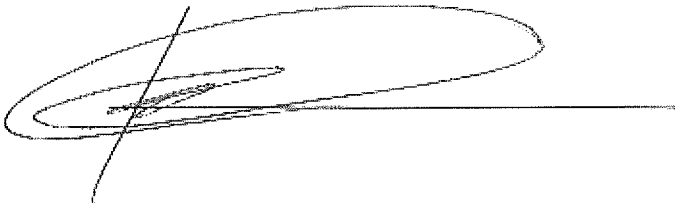
My name is ANTHONY SCARANO, and I am currently a registered Apprentice in the Glaziers JATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

A handwritten signature in black ink, appearing to read 'ANTHONY SCARANO', with a long horizontal line extending to the right.

Date 10/22/20

Dear State Apprenticeship Committee,

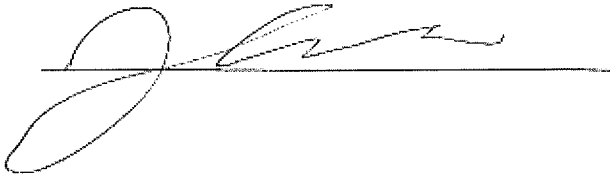
My name is Juanmanuel Avalos and I am currently a registered Apprentice in the Drywall Finishing JATC NV003144861 Trade with ~~the~~ International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

A handwritten signature in black ink, appearing to read 'Juanmanuel Avalos', written over a horizontal line.

Date 10/22/20

Dear State Apprenticeship Committee,

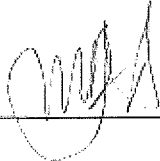
My name is Jose Franco, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003.144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10/22/2020

Dear State Apprenticeship Committee,

My name is Raul Mejorro, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Raul Mejorro

Date 10-22-20

Dear State Apprenticeship Committee,

My name is Luis Medina, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Luis Medina

Date _____

Dear State Apprenticeship Committee,

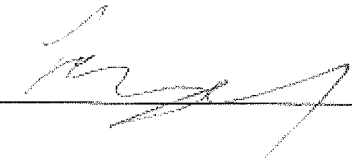
My name is Louis Gaudes and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10/22/2020

Dear State Apprenticeship Committee,

My name is Brandon Kennedy, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-22-20

Dear State Apprenticeship Committee,

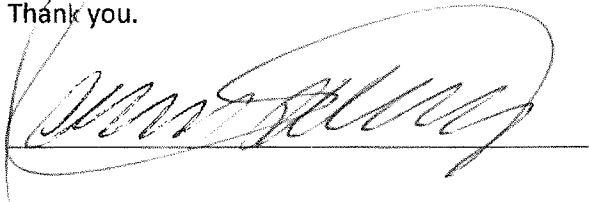
My name is Kevin SPERSKE, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "Kevin Sperske", written over a horizontal line. The signature is fluid and cursive.

Date 12-22-20

Dear State Apprenticeship Committee,

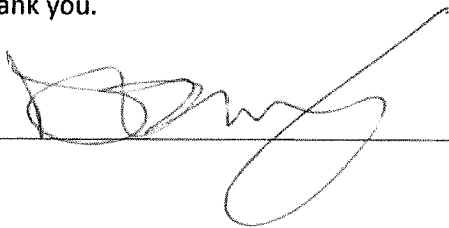
My name is Dustin Balsby, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-22-2020

Dear State Apprenticeship Committee,

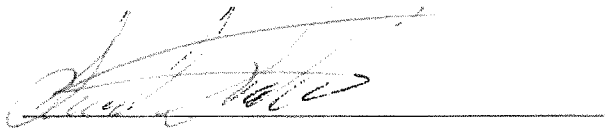
My name is Samuel Salsky, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



A handwritten signature in black ink, appearing to read 'Samuel Salsky', is written over a horizontal line.

Date 10-23-20

Dear State Apprenticeship Committee,

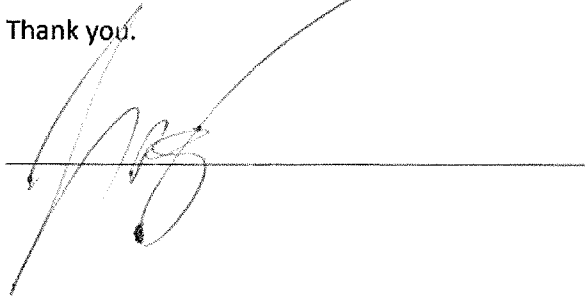
My name is JAMES R. ELY, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "James R. Ely", is written over a horizontal line. The signature is stylized and cursive.

Date 10/23/2020

Dear State Apprenticeship Committee,

My name is Caleb McMahon, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Caleb McMahon

Date 10.23.20

Dear State Apprenticeship Committee,

My name is EDWARD SUBISTI and I am currently a registered Apprentice in the Floorcoverers JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 1 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



Date 10/23/20

Dear State Apprenticeship Committee,

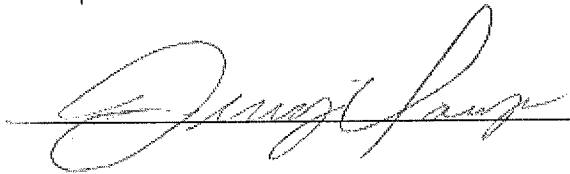
My name is Terry Tanapo, and I am currently a registered Apprentice in the Floorcoverers JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 1 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

A handwritten signature in cursive script, appearing to read "Terry Tanapo", written over a horizontal line.

Date 10/23/2020

Dear State Apprenticeship Committee,

My name is Levi Martinez, and I am currently a registered Apprentice in the Floorcoverers JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 4 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

Levi Martinez

Date 10-23-2020

Dear State Apprenticeship Committee,

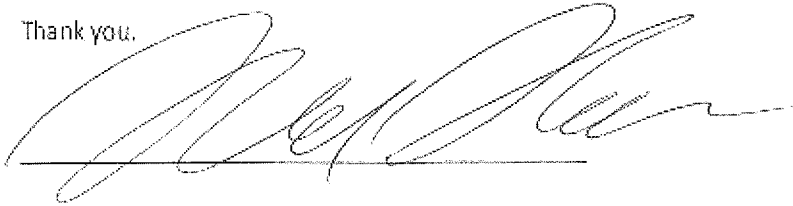
My name is Mancel Mendoza, and I am currently a registered Apprentice in the Floorcoverers JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 7 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



A handwritten signature in black ink, appearing to read 'Mancel Mendoza', is written over a horizontal line. The signature is fluid and cursive.

Date 10-23-20

Dear State Apprenticeship Committee,

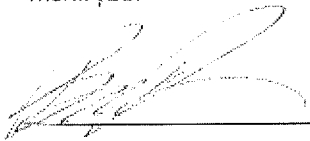
My name is Brian Rodriguez and I am currently a registered Apprentice in the Floorcoverers JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 1 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



Date 10-23-20

Dear State Apprenticeship Committee,

My name is Mario Salazar, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Mario Salazar

Date 10/23/20

Dear State Apprenticeship Committee,

My name is Juan Medrano Aguirre and I am currently a registered Apprentice in the Floorcoverers JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.



Date 10-23-20

Dear State Apprenticeship Committee,

My name is Jason Burkhardt, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 1512 JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "Jason Burkhardt", written over a horizontal line.

Date 10-23-20

Dear State Apprenticeship Committee,

My name is Eric Lopez, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 1512 JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our industry.

In closing, please consider these issues and the industries this could impact.

Thank you.



Date 10 23, 20

Dear State Apprenticeship Committee,

My name is William Alexander, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 1512 JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

William Alexander

Date 10-23-20

Dear State Apprenticeship Committee,

My name is Kawiso MKEKAPU, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-23-2020

Dear State Apprenticeship Committee,

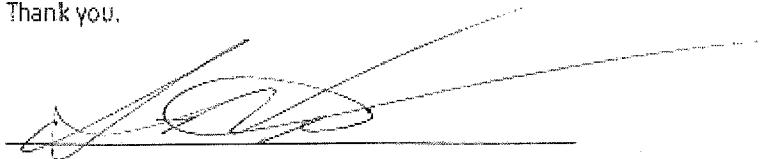
My name is Arturo Vazal and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read 'Arturo Vazal', is written over a horizontal line. The signature is stylized and somewhat cursive.

Date 10/25/20

Dear State Apprenticeship Committee,

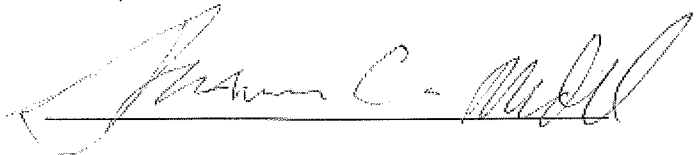
My name is Thomas Chad Wade and I am currently a registered Apprentice in the Glaziers IATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

A handwritten signature in cursive script, appearing to read "Thomas C. Wade", written over a horizontal line.

Date 10/23/2020

Dear State Apprenticeship Committee,

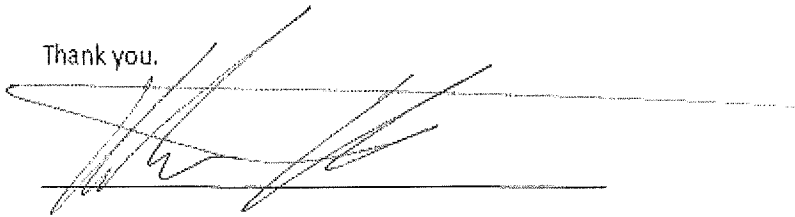
My name is Halim Holt, and I am currently a registered Apprentice in the Glaziers JATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

A handwritten signature in black ink, appearing to read 'Halim Holt', is written over a horizontal line. The signature is stylized and somewhat cursive.

Date 11-23-2020

Dear State Apprenticeship Committee,

My name is Naah Russell, and I am currently a registered Apprentice in the Glaziers
JATC Architectural NV003720001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing
Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the
Carpenters program will lower my standard of living by driving down our wages and benefits and make it
harder for me to get my work hours and complete my Apprenticeship program promptly due to the
direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this
area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are
already in established programs in your decision.

Thank you.



Date 10-23-20

Dear State Apprenticeship Committee,

My name is WADLEY, A. JAMES, and I am currently a registered Apprentice in the Glaziers JATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 4 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

A handwritten signature in black ink, appearing to be "WADLEY, A. JAMES", written over a horizontal line. The signature is somewhat stylized and includes a large loop at the end.

Date 11/24/20

Dear State Apprenticeship Committee,

My name is Ronald Johnson and I am currently a registered Apprentice in the Glaziers JATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

Ronald L. Johnson

Date 10-24-20

Dear State Apprenticeship Committee,

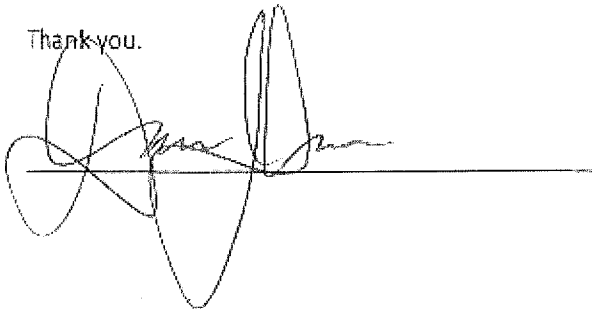
My name is Darrin Johnson, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "Darrin Johnson", is written over a horizontal line. The signature is stylized with large loops and flourishes.

Date

10/24/20

Dear State Apprenticeship Committee,

My name is MARK PEARCE, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Mark Pearce

Date 10-25-20

Dear State Apprenticeship Committee,

My name is Roberto Franco, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Roberto Franco

Date Oct 26 20

Dear State Apprenticeship Committee,

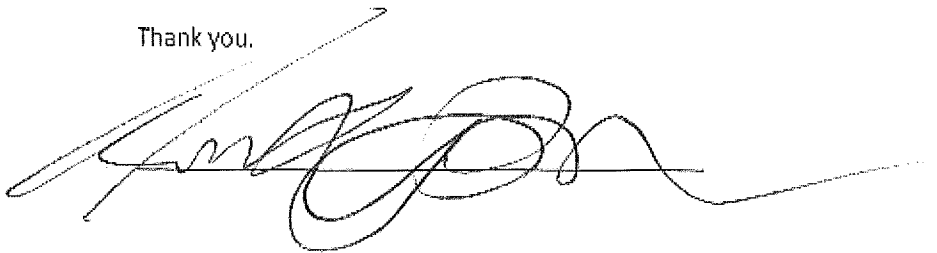
My name is J Scott Cooper, and I am currently a registered Apprentice in the Glaziers
JATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing
Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the
Carpenters program will lower my standard of living by driving down our wages and benefits and make it
harder for me to get my work hours and complete my Apprenticeship program promptly due to the
direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this
area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are
already in established programs in your decision.

Thank you.

A large, stylized handwritten signature in black ink, appearing to read 'J Scott Cooper', written over a horizontal line.

Date 10/26/2020

Dear State Apprenticeship Committee,

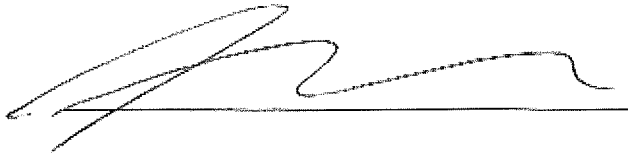
My name is Steven Alvord and I am currently a registered Apprentice in the Glaziers JATC NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for ___ years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

A handwritten signature in black ink, appearing to read 'Steven Alvord', written over a horizontal line.

Date 02-26-20

Dear State Apprenticeship Committee,

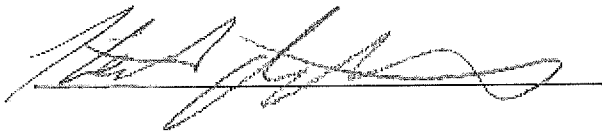
My name is Kent Johnston, and I am currently a registered Apprentice in the Glaziers JATC Architectural NV003720001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal is denied, because of the facts that the Carpenters program will lower my standard of living by driving down our wages and benefits and make it harder for me to get my work hours and complete my Apprenticeship program promptly due to the direct competition. The IUPAT program that I have been in for 2 years, is the leading program in this area and trains us in all aspects of safety and skills needed in my chosen trade.

In closing, please consider these issues and the well being of the current registered Apprentices that are already in established programs in your decision.

Thank you.

A handwritten signature in black ink, appearing to read "Kent Johnston", written over a horizontal line.

Date 10-26-20

Dear State Apprenticeship Committee,

My name is Jesse Monje #, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NVO03090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Jesse Monje #

Date 10-26-2020

Dear State Apprenticeship Committee,

My name is Brian Horvath and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-26-2020

Dear State Apprenticeship Committee,

My name is Bobby Melvin, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Nevada Glaziers JATC Master Glazier NV003090052 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Bobby Melvin

Date 10-26-20

Dear State Apprenticeship Committee,

My name is Tim Fike, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Tim Fike

Date 12-28-20

Dear State Apprenticeship Committee,

My name is Salvador Garcia, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Drywall Finishing JATC NV003144861 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our industry.

In closing, please consider these issues and the industries this could impact.

Thank you.



Date 10-28-20

Dear State Apprenticeship Committee,

My name is Aaron Pittkin, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the Drywall Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10/29/2020

Dear State Apprenticeship Committee,

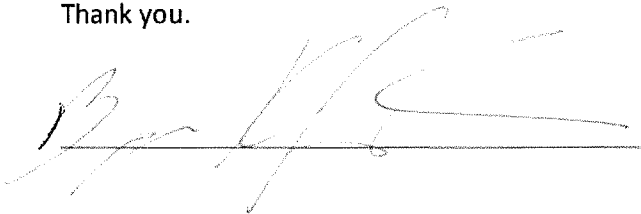
My name is Bryan Kirchgastner and I am currently a Journey person that has graduated from a registered Apprenticeship program in the DRYWALL Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in black ink, appearing to read "Bryan Kirchgastner", written over a horizontal line.

Date 10/25/20

Dear State Apprenticeship Committee,

My name is KEITH SNYDER, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the DRY WALL Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Keith Snyder

Date 10/28/20

Dear State Apprenticeship Committee,

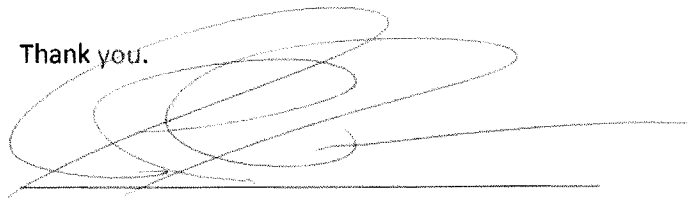
My name is Javonis Johnson, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the Tapers Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A large, stylized handwritten signature in black ink, appearing to read 'Javonis Johnson', is written over a horizontal line.

Date 10/28/2020

Dear State Apprenticeship Committee,

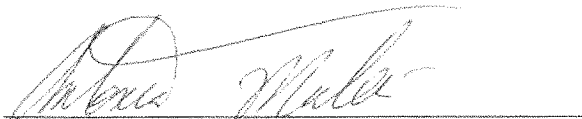
My name is Antonio Mulet, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the drywall Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 10-28-20

Dear State Apprenticeship Committee,

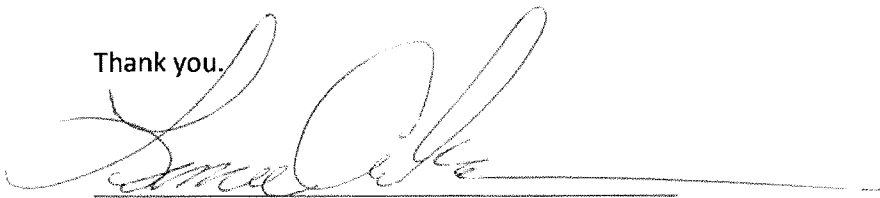
My name is Lance Carlson, and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 567, Local 567, Northern Nevada Painters and Allied Trades Apprenticeship and Training Committee NV002510001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

A handwritten signature in cursive script, appearing to read "Lance Carlson", is written over a horizontal line. The signature is fluid and extends across the width of the line.

Date 10-29-20

Dear State Apprenticeship Committee,

My name is SOKOL MURRIZAJ and I am currently a Journey person that has graduated from the registered Apprenticeship program in the Floorcovers Local 1512 JATC NV001940001 Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the safety, workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Sokol Murrizaj

Date 10/29/20

Dear State Apprenticeship Committee,

My name is William BAXTER and I am currently a Journey person that has graduated from a registered Apprenticeship program in the DRYWALL Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

William Baxter

Date 10-29-20

Dear State Apprenticeship Committee,

My name is Justin Platt, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the Flooring Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Justin Platt

Date 10-27-2020

Dear State Apprenticeship Committee,

My name is Kenneth Wilson, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the Signaling Trade Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Kenneth Wilson

Date 10.29.2020

Dear State Apprenticeship Committee,

My name is DAN BAUDALL, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the DRYWALL Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.



Date 11/2/20

Dear State Apprenticeship Committee,

My name is Antonio Pineda, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the _____ Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Antonio Pineda

Date 11-2-20

Dear State Apprenticeship Committee,

My name is Cain Passi and I am currently a Journey person that has graduated from a registered Apprenticeship program in the Paint & Tap trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Cain Passi

Date 11/2/20

Dear State Apprenticeship Committee,

My name is FARON BROOKS, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the PAINTER Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Faron Brooks

Date 11-4-20

Dear State Apprenticeship Committee,

My name is James Brooks, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the Painter Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

James Brooks

Date 1-4-20

Dear State Apprenticeship Committee,

My name is Gary Berg, and I am currently a Journey person that has graduated from a registered Apprenticeship program in the Painter Trade with the International Union of Painters and Allied Trades.

I am signing this letter to state my concerns that the Carpenters are proposing a competing Apprenticeship program in my area for my chosen Trade.

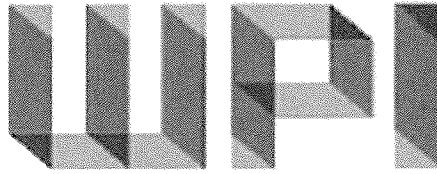
The reasons I am concerned, and I hope that the proposal will be denied, is because the Carpenters program will lower my standard of living by driving down our wages and benefits. Lower the requirements of training that are currently being offered and impact the workmanship, quality, and craftsmanship that is the standard of our Industry.

In closing, please consider these issues and the Industries this could impact.

Thank you.

Gary Berg

ATTACHMENT C



EST. 1972

October 21, 2020

RE: Competing Standards

Dear State Apprenticeship Committee

555 E. Washington Ave., Suite 4900

Las Vegas, NV. 89101,

On behalf of (Western Partitions Inc,) this letter is to appeal the State Apprenticeship standards that were submitted by the Carpenters. They are proposing a competing program in my area.

By proposing a competing program it will lower my business' ability to bid work and cause hardship in trying to compete with a program that lowers the standards. It will lessen the quality of the training that my workers will receive and impact the bottom line of my business.

The IUPAT Apprenticeship program that I have been in for 5 years, is the leading Apprenticeship program in this area and provides a skilled and trained workforce, to deliver a sound and valued product to my customers. This is necessary for me to run my business and therefore I would ask that you deny the competing program.

In closing, please consider these issues and the impact this could have on the Contractors that are already established in your decision.

Thank you.

Albert J. Elto



Quality floors since 1960

October 21, 2020

RE: Competing Standards

Dear State Apprenticeship Committee

555 E. Washington Ave., Suite 4900

Las Vegas, NV. 89101,

On behalf of (Company Name) this letter is to appeal the State Apprenticeship standards that were submitted by the Carpenters. They are proposing a competing program in my area.

By proposing a competing program it will lower my business' ability to bid work and cause hardship in trying to compete with a program that lowers the standards. It will lessen the quality of the training that my workers will receive and impact the bottom line of my business.

The IUPAT Apprenticeship program that I have been in for 55 years, is the leading Flooring program in this area and provides a skilled and trained workforce, to deliver a sound and valued product to my customers. This is necessary for me to run my business and therefore I would ask that you deny the competing program.

In closing, please consider these issues and the impact this could have on the Contractors that are already established in your decision.

Thank you.

A handwritten signature in black ink, appearing to be 'Tom Freeman', is written over a horizontal line.



October 21, 2020

RE: Competing Standards

Dear State Apprenticeship Committee
555 E. Washington Ave., Suite 4900
Las Vegas, NV. 89101,

On behalf of (Company Name) this letter is to appeal the State Apprenticeship standards that were submitted by the Carpenters. They are proposing a competing program in my area.

By proposing a competing program it will lower my business' ability to bid work and cause hardship in trying to compete with a program that lowers the standards. It will lessen the quality of the training that my workers will receive and impact the bottom line of my business.

The IUPAT Apprenticeship program that I have been in for 21 years, is the leading finish trade apprenticeship program in this area and provides a skilled and trained workforce, to deliver a sound and valued product to my customers. This is necessary for me to run my business and therefore I would ask that you deny the competing program.

In closing, please consider these issues and the impact this could have on the Contractors that are already established in your decision.

Thank you.

A handwritten signature in black ink, appearing to read 'Troy Flemino', is written over a circular stamp or mark.

Troy Flemino

Vergith Contracting

Vice president of field operations

**F
C
S**

LICENSE #0049766

**Flooring, Inc.
6455 Dean Martin Drive. #D
Las Vegas, NV. 89118**

**702-597-9997 Office
702-597-9911 Fax**

October 21, 2020

RE: Competing Standards

Dear State Apprenticeship Committee
555 E. Washington Ave., Suite 4900
Las Vegas, NV. 89101

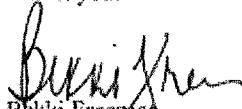
On behalf of FCS Flooring, Inc., this letter is to appeal the State Apprenticeship standards that were submitted by the Carpenters. They are proposing a competing program in my area.

By proposing a competing program it will lower my business' ability to bid work and cause hardship in trying to compete with a program that lowers the standards. It will lessen the quality of the training that my workers will receive and impact the bottom line of my business.

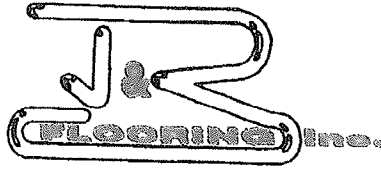
The IUPAT Apprenticeship program that I have been in for 21 years, is the leading floorcovering training program in this area and provides a skilled and trained workforce, to deliver a sound and valued product to my customers. This is necessary for me to run my business and therefore I would ask that you deny the competing program.

In closing, please consider these issues and the impact this could have on the Contractors that are already established in your decision.

Thank you.



Bekki Freeman
FCS Flooring, Inc.
6455 Dean Martin Drive, Suite D
Las Vegas, NV 89118



J. Picini Flooring, Inc.
Cont. Lic. #56768 & #56769

October 21, 2020

RE: Competing Standards

State Apprenticeship Committee
555 E. Washington Ave., Suite 4900
Las Vegas, NV. 89101,

Dear Committee Members:

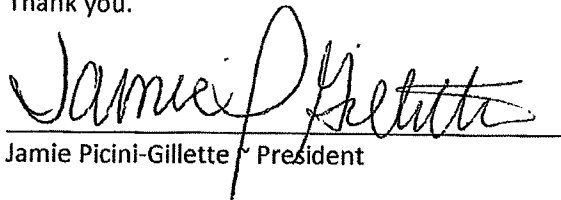
On behalf of J&R Flooring Inc., dba J Picini Flooring this letter is to appeal the State Apprenticeship standards that were submitted by the Carpenters. They are proposing a competing program in my area.

By proposing a competing program it will lower my business' ability to bid work and cause hardship in trying to compete with a program that lowers the standards. It will lessen the quality of the training that my workers will receive and impact the bottom line of my business.

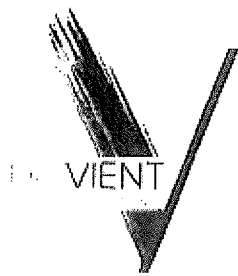
The IUPAT Apprenticeship program that I have been in for 13+ years, is the leading flooring installation program in this area and provides a skilled and trained workforce, to deliver a sound and valued product to my customers. This is necessary for me to run my business and therefore I would ask that you deny the competing program.

In closing, please consider these issues and the impact this could have on the Contractors that are already established in your decision.

Thank you.


Jamie Picini-Gillette President

Nevada State Contractors License 0056768 & 0056769



October 21, 2020

RE: Competing Standards

Dear State Apprenticeship Committee

555 E. Washington Ave., Suite 4900

Las Vegas, NV. 89101,

On behalf of D.C. Vient Inc this letter is to appeal the State Apprenticeship standards that were submitted by the Carpenters. They are proposing a competing program in my area.

By proposing a competing program it will lower my business' ability to bid work and cause hardship in trying to compete with a program that lowers the standards. It will lessen the quality of the training that my workers will receive and impact the bottom line of my business.

The IUPAT Apprenticeship program that I have been in for 66 years, is the leading Painting Apprenticeship program in this area and provides a skilled and trained workforce, to deliver a sound and valued product to my customers. This is necessary for me to run my business and therefore I would ask that you deny the competing program.

In closing, please consider these issues and the impact this could have on the Contractors that are already established in your decision.

Thank you.

A handwritten signature in black ink, appearing to read 'Douglas J. Vient', with a stylized flourish at the end.

Douglas J. Vient | DCVient, Inc.
President

Tel 209-578-1225 | P.O. Box D, Modesto, Ca 95352
Tel 702-388-8386 | 3862 East Post Rd, Las Vegas, Nv
89120

DCVIENT.COM | Est.1954

October 21, 2020

RE: Competing Standards

Dear State Apprenticeship Committee
555 E. Washington Ave., Suite 4900
Las Vegas, NV. 89101

To Whom it May Concern;

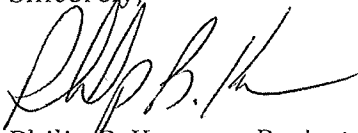
On behalf of ProSpectra Contract Flooring, this letter is to appeal the State Apprenticeship standards that were submitted by the Carpenters. They are proposing a competing program in my area.

By proposing a competing program it will lower my business' ability to bid work and cause hardship in trying to compete with a program that lowers the standards. It will lessen the quality of the training that my workers will receive and impact the bottom line of my business.

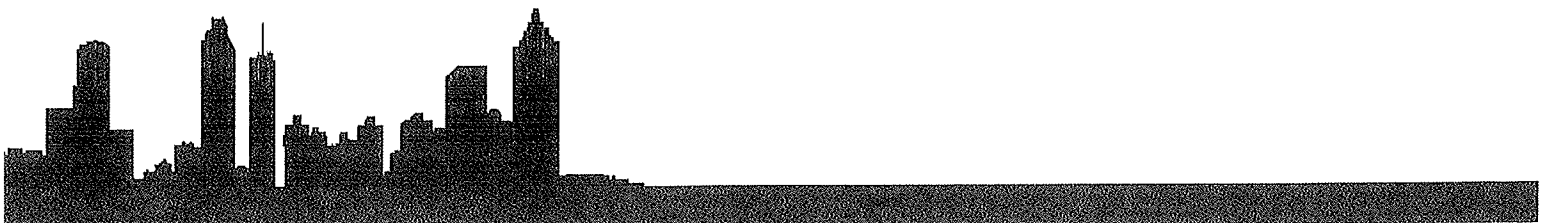
The IUPAT Apprenticeship program that I have been in for 15 years, is the leading commercial flooring training program in this area and provides a skilled and trained workforce, to deliver a sound and valued product to my customers. This is necessary for me to run my business and therefore I would ask that you deny the competing program.

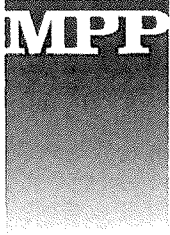
In closing, please consider these issues and the impact this could have on the Contractors that are already established in your decision.

Sincerely;



Philip B. Keever – Project Manager
ProSpectra Contract Flooring
7015 Corporate Plaza Dr.; Ste #130
Las Vegas, NV 89118





October 27, 2020

State Apprenticeship Committee
555 E. Washington Ave., Suite 4900
Las Vegas, NV. 89101

RE: Competing Standards

To Whom It May Concern:

On behalf of Midwest Pro Painting, Inc. located at 5008 Cecile Avenue, Las Vegas, Nevada, we submit this letter to appeal the State Apprenticeship standards that were submitted by the Carpenters. They are proposing a competing program in my area.

By proposing a competing program it will lower my business' ability to bid work and cause hardship in trying to compete with a program that lowers the standards. It will lessen the quality of the training that my workers will receive and impact the bottom line of my business.

The IUPAT Apprenticeship program, which we have been in for 39 years, is the leading Painter's program in this area and provides a skilled and trained workforce, enabling me to deliver a sound and valued product to my customers. This is necessary for me to run my business and therefore I would ask that you deny the competing program.

In closing, please consider these issues, and the impact this could have on the Contractors that are already established, before making your decision.

Thank you,

A handwritten signature in black ink, appearing to read 'J. Hellebrand', is written over a horizontal line. The signature is fluid and cursive, with a long, sweeping underline that extends to the left.

Joseph Hellebrand, Superintendent

Midwest Pro Painting, Inc.



Nevada Contractors License
0039474A, 0044955, 0044954
Bus. (702) 399-2468 Fax (702) 399-9596 Email: berniepf@cox.net

October 29, 2020

Re: Competing Standards

State Apprenticeship Committee
555 E. Washington Ave. Suite 4900
Las Vegas, NV 89101

On behalf of Practical Flooring Inc. this letter is to appeal the State Apprenticeship standards that were submitted by the Carpenters. They are proposing a competing program in my area.

By proposing a competing program it will lower my business' ability to bid work and cause hardship in trying to compete with a program that lowers the standards. It will lessen the quality of the training that my workers will receive and impact the bottom line of my business.

The IUPAT Apprenticeship program that I have been in for 22 years, is the leading program in this area and provides a skilled and trained workforce, to deliver a sound and valued product to my customers. This is necessary for me to run my business and therefore I would ask that you deny the competing program.

In closing, please consider these issues and the impact this could have on the Contractors that are already established in your decision.

Thank you,

Danette Roybal
President
Practical Flooring Inc.



November 3, 2020

State Apprenticeship Committee
555 E Washington Avenue Suite 4900
Las Vegas NV 89101

Re: Competing Standards

Dear Sir/Madam:

On behalf of FSI/ Flooring Solutions of Nevada, Inc., this letter is to appeal the State Apprenticeship Standards that were submitted by the Carpenters. They are proposing a competing program in my area.

By proposing a competing program, it will lower my business' ability to bid work and cause hardship in trying to compete with a program that lowers the standards. It will lessen the quality of the training that my workers will receive and impact the bottom line of my business.

The IUPAT Apprenticeship program that I have been in for 15 years, is the leading flooring program in this area and provides a skilled and trained workforce, to deliver a sound and valued product to my customers. This is necessary for me to run my business and therefore I would ask that you deny the competing program.

In closing, please consider these issues and the impact this could have on the Contractors that are already established in your decision.

Respectfully,

A handwritten signature in black ink, appearing to read "Mary Price". The signature is fluid and cursive, written over the printed name.

Mary Price
President

cc: District Council 16

Distributor and Provider of Specialty Products & Floor Coverings
4275 W. Reno Ave. - Las Vegas, Nevada 89118|Tel: 702-399-9003 Fax: 702-399-9004
Contractor's License #72063|52776|55710|67009|74635 Limit \$2.5 million