

Alberta Apprenticeship and Industry Training Board Meeting

Friday, November 29, 2019

Alberta Room, Government House

12845 – 102 Avenue, Edmonton, AB

Board Members

| | |
|-----------------------|--------------------------------------------|
| j'Amey Bevan | Chair |
| Blaine Boutin | Employee Representative (Trades) |
| Delaine Coleman | Employee Representative (Trades) |
| Gursewak Mann | Employee Representative (Trades) |
| Brian Dort | Employee Representative (Trades) |
| Craig Mathes | Employer Representative (Trades) - regrets |
| Simone Schendel Reese | Employer Representative (Trades) |
| Mike Yorke | Employer Representative (Trades) |
| Joerg John | Employer Representative (Trades) |
| Delanee Daviau | Employee Representative (Non-Trades) |
| Freeman Willerton | Employee Representative (Non-Trades) |
| Jordan Jolicoeur | Employer Representative (Non-Trades) |

Institutional Advisors to the Board

| | |
|-----------------|---------------------------------------------------------|
| Malcolm Haines | Northern Alberta Institute of Technology Representative |
| Jim Szautner | Southern Alberta Institute of Technology Representative |
| Dennis Beaudoin | Heads of Trades Representative |

Guests

| | |
|------------------|-----------------------------------------------------------------------------|
| Lyle Norman | Presiding Officer, Boilermaker PAC |
| Courtney MacLeod | Member, Metal Fabricator (Fitter) PAC |
| Tanner Taniguchi | Presiding Officer, Auto Body Technician PAC |
| Paul Salmon | Presiding Officer, Residential Construction Site Manager OC |
| Tedi Wiegand | Member, Parts Technician PAC |
| Maria Osetsky | Presiding Officer, Sprinkler Systems Installer PAC |
| Kerry Ferguson | Acting Dean, School of Trades and Heavy Industrial Division, Keyano College |
| Kathy Kimpton | President and CEO, Women Building Futures |

Administration

| | |
|-----------------|-------------------------------------------------------|
| Andy Weiler | ADM, Apprenticeship and Student Aid |
| Carla Corbett | Executive Director, Policy and Standards |
| John St. Arnaud | Executive Director, Operations and Client Connections |
| John Brosda | Director, Industry Programs and Standards |
| Brian Frevel | Director, Board and Intergovernmental Connections |

1. OPENING

1.1 Call to Order and Safety Orientation

The meeting was called to order at 9:00 AM. A brief orientation on the facility and safety instruction was provided.

1.2 Introductions of Guests / Presenters

The chair welcomed everyone and had attendees introduce themselves.

1.3 Review of the Agenda

No changes.

1.4 Accept Minutes of the September 27, 2019 Board Meeting

Motion 2019-11-38

The board accepts the minutes of the September 27, 2019 board meeting as presented.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

1.5 2020 Alberta Apprenticeship and Industry Training Board Tentative Schedules of Meetings

The calendar has no changes to meetings so was provided as information only.

2. BORD AND EXECUTIVE REPORT

2.1 Advanced Education, Apprenticeship and Student Aid Update – Andy Weiler

The Assistant Deputy Minister provided an update on the 2019/2020 budget, introduced in late October. This update included changes to the tuition fee regulation, budget pressures facing the system, and the overall fiscal constraint of government.

2.2 Board Chair's Report

The board chair reported on the industry and government events and meetings she has attended since the last board meeting.

2.3 Board Members' Reports

Board members reported that they participated in industry events and meetings since the last board meeting including board standing committee meetings and a number of PAC/OC meetings as Board Liaisons.

Board members were also asked to give an update on their industries. Most industries are looking at new work and an improvement to the employment rate. Some, however, still struggle.

2.4 Executive Director's Report

Policy and Standards

- The Executive Director provided an update on the platform commitments, an update from the recent Canadian Council of Directors of Apprenticeship meeting (CCDA) and an update on ESDC initiatives.
- The Executive Director provided more specifics to changes within Ontario as they were provided in jurisdictional update to CCDA. OCOT (Ontario College of Trades) closing in Fall 2020 -. Still plan to align with harmonization, but not sure how that will look.
- Executive Director will provide three pieces of information to Board members
 - Video of Premier Kenney's speech on the skilled trades at the Skills Canada Alberta funding media event
 - Ontario CCDA update on changes to Ontario Skilled Trades legislation
 - News release announcing the National Advisory Committee for Apprenticeship Promotion

Operations and Client Connections

- Year to date registrations for all apprentices
 - 46,109 registrations in the last year; down 8% from previous year
 - 11,076 new registrations in the last year; down 16% from previous year
 - 6,669 completions in the last year; down 15% from previous year
 - 10,492 cancellations in the last year; same as in previous year
- 2019 Compliance stats
 - Total compliance orders services is 637
- There are about 5000 dormant apprentices in the system. Staff are incrementally working to address these. Cancelling about 400 per month to clean up the system.
- The new certificates and wallet cards were presented for information. The changes implemented will reduce the amount of time spent on each file by approximately 20 minutes.
- A new employer interface tool is currently being developed and should be introduced in the new year.

2.5 Executive Director's Status Report on Authorizations

A status report on authorizations was provided for information.

2.6 Institutional Reports

Reports from the institutions were tabled as information.

Northern Alberta Institute of Technology

Malcolm Haines tabled his report as information.

Southern Alberta Institute of Technology

Jim Szautner tabled his report as information.

Heads of Trades Representative

Dennis Beaudoin presented the highlights on behalf of the institutions.

3. INDUSTRY NETWORK BUSINESS

3.1 Provincial Apprenticeship Committee Reports

(a) Boilermaker Apprenticeship Program Update

Lyle Norman reported on the recent activities of the PAC and presented the minutes of the meeting held on January 25, 2019 as information. j'Amey Bevan tabled her Board Liaison Report as information.

(b) Metal Fabricator (Fitter) Apprenticeship Program Update

Courtney MacLeod reported on the recent activities of the PAC and presented the minutes of the meeting held on February 8, 2019 as information. Delaine Coleman tabled her Board Liaison Report as information.

(c) Auto Body Technician Apprenticeship Program Update

Tanner Taniguchi reported on the recent activities of the PAC and presented the minutes of the meeting held on February 8, 2019 as information. Freeman Willerton tabled his Board Liaison Report as information.

(d) Residential Construction Site Manager Occupational Program Update

Paul Salmon reported on the recent activities of the OC and presented the minutes of the meeting held on February 22, 2019 as information. Joerg John tabled his Board Liaison Report as information.

(e) Parts Technician Apprenticeship Program Update

Tedi Wiegand reported on the recent activities of the PAC and presented the minutes of the meeting held on February 26, 2019 as information. Blaine Boutin tabled his Board Liaison Report as information.

(f) Sprinkler Systems Installer Apprenticeship Program Update

Maria Osetsky reported on the recent activities of the PAC and presented the minutes of the meeting held on March 7, 2019 as information. Brian Dort tabled his Board Liaison Report as information. There was no report received.

It was noted that the Calgary Fire Department has charged a number of companies and individuals with safety infractions related to fire suppression systems.

4. BOARD BUSINESS

4.1 Industry Network Committee Report

Gursewak Mann tabled a report on the November 15, 2019 meeting of the Industry Network Committee (INC).

- **Resignations/Rescissions**

All resignations and rescissions presented were reviewed and are recommended for approval by the board (see attached).

Motion 2019-11-39

The board terminates the appointments as submitted on the Resignations and Rescissions Summary for November 29, 2019.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- **Provincial Apprenticeship Committee Appointments**

All PAC appointments presented were reviewed and are recommended for approval by the board (see attached).

Motion 2019-11-40

The board approves the appointments as submitted on the Provincial Apprenticeship Membership and Application Summary for November 29, 2019.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- **Local Apprenticeship Committee Appointments**

All LAC appointments were reviewed and are recommended for approval by the board (see attached).

Motion 2019-11-41

The board approves the appointments as submitted on the Local Apprenticeship Membership and Application Summary for November 29, 2019.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- **Occupational Committee Appointments**

All Occupational Committee appointments were reviewed and are recommended for approval by the board (see attached).

Motion 2019-11-42

The board approves the appointments as submitted on the Occupational Committee Membership and Application Summary for November 29, 2019.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- **Provisional Committee Appointments**

All Provisional Committee appointments were reviewed and are recommended for approval by the board (see attached).

Motion 2019-11-43

The board approves the appointments as submitted on the Provisional Committee Membership and Application Summary for November 29, 2019.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- Board members were reminded to contact the new members in their trades as per the discussion at the Standing Committee meeting

4.2 Industry Standards Committee Report

The Director, Industry Programs and Standards provided the following information related to the current fiscal situation:

- Going forward, the work the PAC's are doing will be implemented with an eye on budget and the costs involved to implement any changes.
- The PAC's will continue to be engaged but the recommendations and motions that incur additional costs will need to be reviewed against the budget constraints.
- Program changes that are currently under consideration (e.g. HET harmonization changes) are being paused until the department has the ability to review financial impacts and make recommendations on a path forward.
- It is incumbent upon the Board to ensure Industry is aware of these constraints and that everyone needs to be creative to continue moving forward.

Freeman Willerton tabled a report on the November 15, 2019 meeting of the Industry Standards Committee (ISC) and the following motions:

- **Rig Technician De-designation**

Attendees were provided the background to the de-designation request and in light of the members request for more information regarding the position of the employees working in this industry, this debrief also presented the department's actions in communicating with the registered apprentices since the last ISC meeting. Details of the cancellation strategy were provided with data collected up to the time of this meeting. The department indicated that the response of those who made inquiries were primarily centered on means to achieve certification with very few indicating any concern for the potential end of the program itself. Of the approximately 700 individuals the department attempted to contact, the responses over the month long process numbered to the total of under 20.

Motion 2019-11-44

The Apprenticeship and Industry Training Board recommends that the rig technician trade be de-designated.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

Sprinkler Systems Installer Re-designation - TABLED

- **Sprinkler Systems Installer Course Outline**

The Sprinkler Systems Installer Provincial Apprenticeship Committee (PAC) reviewed and revised its apprenticeship program course outline and ensured that the material is current with industry practices. The new outline includes adoption of the first period technical training common to all other pipe trades apprenticeship programs. The targeted implementation of the classroom instruction according to the revised course outline is August 2020.

Motion 2019-11-45

The Apprenticeship and Industry Training Board approves the revisions to the sprinkler systems installer course outline.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- **Lather (Interior Systems Mechanic) Course Outline**

The Lather (Interior Systems Mechanic) Provincial Apprenticeship Committee reviewed and revised the apprenticeship program course outline and ensured that the material is current with industry practices. The exams and record book are also in the process of being updated. The targeted implementation of the classroom instruction according to the revised course outline is September 2020.

Motion 2019-11-46

The Apprenticeship and Industry Training Board approves the revisions to the lather (interior systems mechanic) course outline.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- **Insulator (Heat and Frost) Course Outline**

The Insulator (Heat and Frost) Provincial Apprenticeship Committee reviewed and revised the apprenticeship program course outline to ensure that the material is current with industry practices. The exams and record book are in the process of being updated. The targeted implementation of the classroom instruction according to the revised course outline is September 2022.

Motion 2019-11-47

The Apprenticeship and Industry Training Board approves the revisions to the insulator (heat and frost) course outline.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- **Hairstylist Duplicate Assessment**

Attendees were informed about the Board's requirement for a practical examination for the hairstylist and welding apprenticeship programs and how this requirement is an anomaly for only these two programs in order to comply with the Red Seal national standards. The Hairstylist PAC had compared the results of the training providers required competency assessments and the examinations administered by the department. The PAC concluded that the assessments were almost identical and the training providers assessment outcomes were similar to the outcomes of the department assessment. Understanding that if the PAC maintains oversight of the training providers assessment, removing the requirement for a second examination would not jeopardize the awarding of the Red Seal endorsement the PAC made the recommendation to the Board to remove the requirement for a practical examination for those apprentices attending technical training.

Motion 2019-11-48

The Apprenticeship and Industry Training Board removes the requirement for the practical examinations in the technical training portion of the hairstylist program.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- **Gas Utility Operator Program Recognition**

NAIT, the only training provider for the gas utility operator occupation program, has stopped offering its recognized training program. The Federation of Gas Co-Operatives, who has provided a training facility to NAIT in the past, has purchased the program from NAIT and is planning on providing it in the future. It will be delivered in the same manner by the same instructor as in the past.

The Occupation Committee has validated these facts and recommends that the Board recognize the Co-Operatives program.

Motion 2019-11-49

The Apprenticeship and Industry Training Board recognizes the Federation of Gas Co-Operatives Training Program.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- **Blue Seal – MacEwan University**

MacEwan University has requested recognition of the Leadership Professional Development Certificate program and Management and Supervision Professional Development Certificate program as partial credit programs of study for the Achievement in Business Competencies (Blue Seal) Program.

Motion 2019-11-50

The Apprenticeship and Industry Training Board recognizes the MacEwan University Leadership Professional Development Certificate program for 42 or 49 hours of credit (depending on electives taken) and the Management and Supervision Professional Development Certificate program for 49 hours of credit, effective September 1, 2019 in the Achievement in Business Competencies (Blue Seal) program.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

- **Blue Seal – SAIT**

Southern Alberta Institute of Technology (SAIT) has requested recognition of the Business Administration - Automotive Management Diploma Program as a full credit program of study for the Achievement in Business Competencies (Blue Seal) Program.

Motion 2019-11-51

The Apprenticeship and Industry Training Board recognizes the SAIT Business Administration – Automotive Management Diploma program as a full credit program in the Achievement in Business Competencies (Blue Seal) program.

Motion Carried: 10 In Favour 0 Opposed 0 Abstained

4.3 Labour Market Issues and Board Operations Committee Report

Mike Yorke tabled a report on the November 15, 2019 meeting of the Labour Market Issues and Board Operations Committee (BOC) and the following motions:

- **Mandate and Roles Document**

The changes to update the Mandate and Roles document were presented to the committee members.

Motion 2019-11-52

The board approves the Alberta Apprenticeship and Industry Training Board Mandate and Roles Document.

Motion Carried: 9 In Favour 0 Opposed 0 Abstained

**Note: A board member was absent from the room for the reading of this motion.*

- **Indigenous Advisory Panel**

The Board Chair presented the option of creating an Indigenous Advisory Panel to provide advice and make recommendations to the AIT Board to support Indigenous people entering and progressing through apprenticeship programs towards certification in the designated trades, as well as creating long-term trust in the apprenticeship program amongst Indigenous peoples in Alberta. The committee members agreed this was an excellent opportunity.

A Terms of Reference was distributed to the Board members to review, with all changes due to the Labour Market Issues and Board Operations Committee secretary by end of day, November 21, 2019.

Motion 2019-11-53

The board approves the creation of the Indigenous Advisory Panel as outlined in the Terms of Reference.

Motion Carried: 9 In Favour 0 Opposed 0 Abstained

**Note: A board member was absent from the room for the reading of this motion.*

Any board members interested in the Indigenous Advisory Panel Chair and Vice-Chair positions are to notify the Board Chair of their intent.

4.4 Awards and Scholarships Committee Report

Awards and Scholarships Committee report combined with Labour Market Issues and Board Operations Committee.

Open Forum

The board chair reminded members once again to contact the new members in their trades as discussed at the Industry Network Committee meeting.

5. PRESENTATIONS

5.1 Keyano College Presentation

Kerry Ferguson, Acting Dean, School of Trades and Heavy Industrial Division provided a presentation on activities taking place at Keyano College, via teleconference.

5.2 Women Building Futures Presentation

Kathy Kimpton, President and CEO provided a presentation on initiatives occurring at Women Building Futures.

6. CLOSING

The next meeting is scheduled to take place on February 7, 2020 in the Alberta Room, Government House, in Edmonton, Alberta. The meeting adjourned at 3:00 PM.

FEBRUARY 7, 2020

Date approved by the
Alberta Apprenticeship and
Industry Training Board

ORIGINAL SIGNED

Craig Mathes, Vice-Chair
Alberta Apprenticeship and
Industry Training Board

ORIGINAL SIGNED

Brian Frevel, Director
Board and Intergovernmental
Connections

RESIGNATIONS/RESCISSIONS SUMMARY APPROVED BY THE BOARD ON NOVEMBER 29, 2019

| Full Committee Name | Committee Type | First Name | Last Name | Position | Start Date | End Date | Term | Length of Years |
|----------------------------------------|----------------|------------|-----------|-------------------|-------------------|-------------------|------|-----------------|
| Bricklayer | PAC | Derek | Kowalchuk | Employer | February 01, 2019 | November 29, 2019 | 1 | 3 |
| Carpenter | PAC | Bryan | Armstrong | Employee | May 09, 2017 | November 29, 2019 | 2 | 3 |
| Glazier | PAC | Steven | Grose | Employer | June 28, 2018 | November 29, 2019 | 1 | 3 |
| Instrumentation and Control Technician | PAC | Keith | Matear | Employee | February 09, 2018 | November 29, 2019 | 1 | 3 |
| Machinist | PAC | Darryl | Short | Employer | March 24, 2017 | November 29, 2019 | 2 | 3 |
| Bricklayer (Edmonton) | LAC | Derek | Kowalchuk | Employer | March 23, 2018 | November 29, 2019 | 1 | 3 |
| Bricklayer (Edmonton) | LAC | Jacob | Smith | Presiding Officer | March 24, 2017 | November 29, 2019 | 1 | 3 |
| Carpenter (Red Deer) | LAC | Bryan | Armstrong | Employee | February 12, 2018 | November 29, 2019 | 4 | 2 |
| Machinist (Edmonton) | LAC | Darryl | Short | Employer | March 24, 2017 | November 29, 2019 | 3 | 3 |

PAC MEMBERSHIP APPOINTMENTS APPROVED BY THE BOARD ON NOVEMBER 29, 2019

| Full Committee Name | Committee Type | First Name | Last Name | Position | Start Date | End Date | Term | Length of Years |
|---------------------------------------|----------------|------------|------------|----------|-------------------|-------------------|------|-----------------|
| Agricultural Equipment Technician | PAC | Joshua | Chapman | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Agricultural Equipment Technician | PAC | Gavin | Greenhough | Employee | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Auto Body Technician | PAC | Gregory | Nishiguchi | Employee | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Auto Body Technician | PAC | Paul | Ouellette | Employer | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Automotive Service Technician | PAC | Wesley | Lauder | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Automotive Service Technician | PAC | John | Wooldridge | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Bricklayer | PAC | Lynsey | Jackson | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Bricklayer | PAC | Andrew | Smith | Employer | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Cabinetmaker | PAC | Daniel | Basso | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Carpenter | PAC | Micheal | Speirs | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Carpenter | PAC | Jessica | Sutherland | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Cook | PAC | Madison | Zacharuk | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Crane and Hoisting Equipment Operator | PAC | Jeffery | Kidd | Employer | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Electric Motor Systems Technician | PAC | Kevin | Mazerolle | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Landscape Horticulturist | PAC | Paul | Atkinson | Employer | December 16, 2019 | December 15, 2022 | 2 | 3 |
| Lather (Interior Systems Mechanic) | PAC | Harley | Chorney | Employer | December 16, 2019 | December 15, 2022 | 2 | 3 |
| Machinist | PAC | Jason | Aalders | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |

| | | | | | | | | |
|---------------------------------------|-----|---------|---------|-------------------|-------------------|-------------------|---|---|
| Metal Fabricator (Fitter) | PAC | Kyle | Gould | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Metal Fabricator (Fitter) | PAC | Robert | Liptai | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Metal Fabricator (Fitter) | PAC | Ryan | Miller | Employer | February 10, 2020 | February 09, 2023 | 1 | 3 |
| Outdoor Power Equipment Technician | PAC | Ian | Lechelt | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Plumber | PAC | Kenneth | Roskell | Presiding Officer | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Recreation Vehicle Service Technician | PAC | Richard | Knight | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Sheet Metal Worker | PAC | David | Braun | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Welder | PAC | Brayden | DeMan | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |

LAC MEMBERSHIP APPOINTMENTS APPROVED BY THE BOARD ON NOVEMBER 29, 2019

| Full Committee Name | Committee Type | First Name | Last Name | Position | Start Date | End Date | Term | Length of Years |
|---------------------------------------------------|----------------|------------|-----------|-------------------|-------------------|-------------------|------|-----------------|
| Bricklayer - Calgary | LAC | Lynsey | Jackson | Employer | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Bricklayer - Edmonton | LAC | Richard | Bliemel | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Carpenter - Bonnyville | LAC | Micheal | Speirs | Presiding Officer | December 16, 2019 | December 15, 2022 | 2 | 3 |
| Crane and Hoisting Equipment Operator - Calgary | LAC | David | Goller | Employer | March 24, 2020 | March 23, 2023 | 2 | 3 |
| Crane and Hoisting Equipment Operator - Edmonton | LAC | Mark | Danderfer | Employer | November 29, 2019 | November 28, 2022 | 3 | 3 |
| Electrician - Calgary | LAC | Jennifer | Horne | Employee | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Electrician - Edmonton | LAC | Michael | Buse | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Electrician - Edmonton | LAC | Michael | Shanlly | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Electrician - Fort McMurray | LAC | James | Wall | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Electrician - Grande Prairie | LAC | Michael | Jones | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Electrician - Medicine Hat | LAC | Deekyn | Brown | Employer | December 16, 2019 | December 15, 2022 | 2 | 3 |
| Electrician - Medicine Hat | LAC | Stephen | Muggridge | Employee | December 16, 2019 | December 15, 2022 | 3 | 3 |
| Electrician - Red Deer | LAC | Cashish | Prediger | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Gasfitter - Edmonton | LAC | Darryl | Dziwenko | Employer | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Hairstylist - Grande Prairie | LAC | Danielle | Cherewyk | Employer | December 13, 2019 | December 12, 2022 | 2 | 3 |
| Hairstylist - Grande Prairie | LAC | Devon | Morgan | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Hairstylist - Lethbridge | LAC | Danni | McKenzie | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Heavy Equipment Technician - Edmonton | LAC | Mathew | Kratchmer | Employee | December 18, 2019 | December 17, 2022 | 3 | 3 |
| Instrumentation and Control Technician - Edmonton | LAC | Blair | Boone | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |

| | | | | | | | | |
|-------------------------------------------------------|-----|---------|----------|----------|-------------------|-------------------|---|---|
| Instrumentation and Control Technician - Edmonton | LAC | Mark | Roberts | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Machinist - Edmonton | LAC | Jason | Aalders | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Recreation Vehicle Service Technician - Calgary | LAC | Kevin | Urban | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Recreation Vehicle Service Technician - Edmonton | LAC | Richard | Knight | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Refrigeration and Air Conditioning Mechanic - Calgary | LAC | Warren | Johnston | Employer | December 11, 2019 | December 10, 2022 | 1 | 3 |
| Sheet Metal Worker - Calgary | LAC | Mark | Desveaux | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Sheet Metal Worker - Calgary | LAC | Dakota | Walkey | Employee | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Welder - Hinton | LAC | Megan | Conlon | Employer | November 29, 2019 | November 28, 2022 | 1 | 3 |
| Welder - Medicine Hat | LAC | Brayden | DeMan | Employee | December 16, 2019 | December 15, 2022 | 2 | 3 |

OCCUPATIONAL COMMITTEE MEMBERSHIP APPOINTMENTS APPROVED BY THE BOARD ON NOVEMBER 29, 2019

| Full Committee Name | Committee Type | First Name | Last Name | Position | Start Date | End Date | Term | Length of Years |
|--------------------------------|----------------|------------|-----------|-------------------|-------------------|-------------------|------|-----------------|
| Cathodic Protection Technician | OCC | Paul | Murray | Employee | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Gas Utility Operator | OCC | Scott | Bagshaw | Presiding Officer | November 29, 2019 | November 28, 2020 | 5 | 1 |

PROVISIONAL COMMITTEE MEMBERSHIP APPOINTMENTS APPROVED BY THE BOARD ON NOVEMBER 29, 2019

| Full Committee Name | Committee Type | First Name | Last Name | Position | Start Date | End Date | Term | Length of Years |
|-----------------------|----------------|------------|-----------|-------------------|-------------------|-------------------|------|-----------------|
| Architectural Cladder | PRV | Jeffrey | Helm | Employee | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Architectural Cladder | PRV | John | Weran | Employee | November 29, 2019 | November 28, 2022 | 2 | 3 |
| Architectural Cladder | PRV | Jason | Wright | Presiding Officer | November 29, 2019 | November 28, 2022 | 2 | 3 |