



# ON THE LEVEL

THE NEWSLETTER OF THE ABC SAN DIEGO TRAINING TRUST

## 2008 Craft Championships - San Juan, PR - San Diego Wins!



Lance Zangger competing in Puerto Rico

**The results are in:  
San Diego is a winner!**

Lance Zangger has brought home the Silver Medal in Sheet Metal from the ABC National Craft Championship competition in San Juan, Puerto Rico! The competition pits appren-

tices and trainees from across the nation against one another in 13 trades: Carpentry, Metal Building, Electrical, Millwright, Fire Sprinkler, Pipefitting, HVAC, Plumbing, Instrumentation Fitting, Sheet metal, Insulation, Pipe Welding, Masonry, and Structural Welding. Each competition includes a written exam and practical performance testing.

Medals and cash prizes are then awarded to the top finishers within each competition. On December, 1, 2007, Associated Builders and Contractors, San Diego Training Trust, selected three Craft Champions to represent them at the ABC National Craft Championships. They were Chris Gillogly (Electrical), Jesse Emerick (Plumbing), and Lance Zangger (Sheet Metal.) All three local winners received

cash, tools and an all expenses paid trip for two to the national competition. ABC San Diego considers all three local competitors winners, as each produced excellent projects. Thank you for representing San Diego in a professional manner and demonstrating what quality training is all about.

In 1987, National ABC launched a nationwide construction crafts compe-

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## Rules and Regs Reminder-OJT still due on the 20th

The California Division of Apprenticeship Standards requires that apprentices submit a detailed record of their On-The-Job Training hours. OJT hours are due on or before the 20th of every month. There is no grace period.

All months must be accounted for in your OJT record. You cannot skip turning in OJT hours for any month because it appears in the database as a missing month. **TURN IN ZERO HOURS IF YOU HAVE NO HOURS.**

With Spring Break coming up soon, March 17th thru the 21st, it is important to remember that you **MUST** turn in your OJT either early or during the break by the 20th. There are no classes during Spring Break, but that does not preclude apprentices from turning in OJT! You can fax it, bring it in, or send it by carrier pigeon, but it has to be here by the 20th EVERY MONTH.

The OJT hours serve as your documentation for your upgrade to the next level of apprenticeship for pay and promotion pur-

poses. They also serve as proof of the actual training you have received. Please do not enter hours for OJT you have not actually had.

Being delinquent with your OJT hours can result in penalties, not the least of which is being called before your committee or being terminated from the program.

Please ask questions about OJT and speak up if there is any confusion. Call Ann Baay, Student Services Administrator, at ext 214 with any questions or concerns.

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## March - April Instructor Profile: CHRIS SHIPP



**Chris Shipp at the 2006 Local Craft Championship**

Every now and then, an instructor shows up that really connects with his students. Chris Shipp is that way in his classroom, and he really likes teaching. "Helping someone turn that light on, in a manner of speaking, that's my favorite part," he says. "I like seeing my students make that connection and put it all together."

Chris has been a teacher for ABC only since last September, and still works as a foreman for BergElectric. He attended the Apprenticeship program with us here at ABC and completed it in February of 2007. But prior to finishing up with ABC as a student, he managed to win a **gold medal in Electrical at the 2007 National Craft Championships in Nash-**

ville, Tennessee. Not bad for a guy who was working in a restaurant when he was "discovered" by a contractor.

Eight years ago, his first job was in the Bay Area, and he was approached by a contractor who frequented the Sports Bar where he worked. The man showed him all he

needed to know and taught him along the way. Then when he moved to San Diego, he joined the apprenticeship program here and worked for a few different contractors.

"I like apprenticeship over other types of education for a lot of reasons," Shipp stated. "Mostly, it's great because it's not the same every day, you're not shoved behind a desk, and you get to work outside. But also, with apprenticeship, you get out of it what you put into it. So, if you are making a huge effort and really working hard, it will pay off really well for you!"

I asked if he had any ideas on union vs. non-union work. His only comment was that when one works side by side with another worker, he or

she may not be putting forth the same amount of effort and work, but you are still getting paid the same thing. "It seems unfair to be paid the same as someone who is not working as hard as you are," said Chris.

Chris is recently married and has a few athletic hobbies, including basketball and paintballing. Evidently, he's pretty good too! He and his wife Laura will be leaving San Diego in June to move to Colorado to "...spread my wings..." he stated. "It's time, and we want to be somewhere that can offer us some growth."

On behalf of all of us in the Training Trust, we wish Chris and Laura the best of everything. It has been a pleasure watching you grow and learn, and an honor to have you as one of our instructors. Keep in touch with us.



Chris and Laura Shipp at the 2007 ABC National Convention in Nashville

## Apprentice Advisory Committees Work for You!

Did you know that the Apprentice Advisory Committees are elected by the apprentices and meet with the training committees on a quarterly basis to talk about your issues?

It's true, so if you have anything you need passed along, talk to the representative you elected.

Apprentice Advisory Committee Members for 2008 are as follows:

**Plumbing: Bret Wagner, James Bowerman, and Edward Jackson.**

**Electrical: Bryon Sparks, Stephan Morris, Benjamin Kirby, Carl Morris, and Chris Gillogly.**

**EST: Jack Dillender and Derek Johnson**

## Training Foundations--Apprenticeship Basics

Apprenticeship is a time honored tradition dating back more than 4,000 years. Throughout the centuries, apprenticeship has flourished as a system of training crafts or trades. One of the reasons it has withstood the test of time is that apprenticeship has adapted and changed with society. No matter what other improvements or additions there have been, the success of apprenticeship has been in its design. There are three constants that must be present to constitute an apprenticeship. They are:

1. The Master (employer)
2. The Apprentice
3. The Contract—often called the indenture

With every apprenticeship there has to be someone who is willing and able to teach a trade and someone who is willing and able to learn that trade. The relationship is governed by a formal agreement. It is a deceptively simple system of passing down trade knowledge. The one thing that is true is that the system

works. The ancient Egyptians trained apprentices. American patriot Paul Revere was a silversmith apprentice and Benjamin Franklin was indentured in 1718 at the age of 12 as a printing apprentice.

Within the past 100 years, three additional components have been added to apprenticeship.

1. Government oversight—State or Federal
2. Advisory committee involvement—Joint, unilateral, or in-house industrial
3. Related instruction—Training institution or facility

These three components add strength to the apprenticeship relationship. Modern apprenticeship programs are still focused on the apprentice and the employer, but now there is an approving agency at either the state or federal level that oversees the contract. The contract spells out the responsibilities of all the parties of the contract.

Most apprenticeships, especially in the construction industry are sponsored by an advisory committee that works closely with the other parties to ensure that the apprentice is being trained

properly and safely. They also make sure that the apprentice is being treated fairly. For many apprentices the committee is the first line of contact if there are questions or concerns

Related instruction is another improvement within the past century. Related instruction is the classroom portion of the apprenticeship. When it is combined with on the job training, classroom instruction becomes a very important part of why apprenticeship works as well today as it did in times past.

No system is perfect, but apprenticeship training really makes a difference. Just ask any of the several million apprentices who have completed their apprenticeship in the United States and other countries, including Germany. You can recognize them by what they have achieved.

Director of Education, ABC Wisconsin  
Wayne Belanger

Our thanks to Wayne for his contribution to this month's newsletter.

### 2008 Craft Championships, Puerto Rico, Cont.



Caribe Hilton, San Juan, PR - Site of the 2008 ABC National Convention

local competitions highlight the important role that craft skills training plays in the construction industry, and both evaluate the contestants' knowledge of the craft as well as their skill and talent.

tion, and encouraged apprentices from around the country to compete against other seasoned apprentices. Both the national and the

San Diego's Craft Championships take place the first Saturday in December every year. Apprentices who are interested in participating in the Craft Championships in December of 2008 can get more information by calling Tracey Barrett at ext 223.

Right: Chris, Lance and Jessee in Puerto Rico, 2008 ABC Convention



Check us out on  
the WEB!

[www.abcsd.org](http://www.abcsd.org)

Associated Builders and Contractors, San Diego, is a non-profit organization and construction industry trade association committed to promoting the merit shop philosophy and protecting the rights of free enterprise in San Diego and Imperial counties. Chartered in September 1976 with only 84 members, the Chapter has grown to include specialty contractors, general building contractors, suppliers, associates to the industry and many others.

ABC offers a network from which to learn, grow, and to make a difference. We accomplish this through extensive and thorough education and craft training. Our apprenticeship programs are among the best in the country, as we offer registered apprenticeship and craft training in electrical, electronic service technician (low-voltage electrical,) plumbing, pipefitting, sheet metal and HVAC. We're currently developing programs in other trades, as well as creating an online delivery system for training.

The ABC San Diego Training Academy and Chapter Headquarters has set a standard in training for merit shop construction. Here is where ABC trains the future merit shop leaders of America! We have the best instructors, contractors and students in our program, so we believe the San Diego chapter membership represents the best our industry has to offer.

For more information about the ABC San Diego Training Trust, please call Nicole N. Piner, Director of Communications and Workforce Development, 858-513-4700, ext. 225.

**QUOTE OF THE MONTH:**

**HARD WORK SPOTLIGHTS THE CHARACTER OF PEOPLE: SOME TURN UP THEIR SLEEVES, SOME TURN UP THEIR NOSES, AND SOME DON'T TURN UP AT ALL! SAM EWIG**

**Rules and Regs Reminder - Make-Up Classes**

As required by the Apprenticeship Committees, all absences, excused and not excused, must be made up. Apprentices in ALL trades are required to make up seat time for each absence, and Electrical apprentices are required to attend a Saturday make-up class. Please discuss any absences and make-up classes with your instructor and make arrangements to sit in on another class. Remember that your instructor needs to sign off a Make-Up Class Form, which they can obtain, in order for you to receive credit. Students enrolled in online instruction are the only ones exempt from this rule.

Make-up classes are mandatory during the semester. It is your responsibility to make up all classes missed. Please make arrangements with your instructor immediately after you have missed a class to avoid receiving a letter or any possible disciplinary action.

Your respective committee shall be the sole determinate of excused absences (absences which do not count towards penalties). Attending a make-up class and completing a make-up assignment does not erase the unexcused absences. All absences remain on the record for the duration of the semester and subsequent absences may be subject to disciplinary action. ALL ABSENCES MUST BE MADE UP PRIOR TO THE END OF THE SEMESTER!!!

For more information or clarification on any of these rules regarding make-up classes, please call Nicole Lieu at ext 216.

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