

DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director

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**WIC Advisory Committee
- MINUTES OF MEETING
Monday, June 26, 2023
Via Tele/Video-Conference**

In Attendance:

DIR Staff

Katie Hagen, Director
Deanna Ping, DIR Chief Deputy Director
Sulma Guzman, Deputy Director of
Legislation and Regulatory Affairs
Eric Rood, Chief, Division of Apprenticeship
Standards
Kumani Armstrong, Special Counsel
Teresa Bichsel, Labor Commissioner's Office
Eva Dimenstein, Cal-OSHA

Committee Members:

Lily Harvey, Civil Rights Department
Kara Brodfuehrer, Civil Rights Department
Meg Vasey, Executive Director, Trades
Women, Inc.
Sheri Learmonth, CEO, Marina Mechanical,
CAC EEO Chair
Ashley Matthews, Special Projects Manager,
Fresno Regional Workforce Dev. Board
Beth Sachnof, Director of Adult Programs,
Rising Sun Center for Opportunity
Donna Rehrmann, CFO, Stomper Company,
Co-Chair of the Labors Craft Committee For
United Contractors
Mona Gocan, 77 Electrical Services
Meg Ann Pryer, Apprenticeship Coordinator,
Local 3 Operating Engineers
Mary Teichert, President, Teichert, Inc.
Casey Bowden, Pencil Self Construction
Company, President of Y-OP
Jerri Champlin, Executive Director, National
Electric Contractors Association Monterey
Bay Chapter

I. Welcome and Introductions

Sulma Guzman, DIR Deputy Director of Legislation and Regulatory Affairs

- A. Opening Remarks from Katie Hagen
- B. Bagley Keene Open Meeting Act Overview, Kumani Armstrong

Multi-member bodies created by statute must publicize their meeting dates and agendas, accept public testimony, and conduct their meetings in public unless specifically authorized otherwise. Quorum and serial meetings to that effect are not allowed outside the context of the public meetings. Temporarily allows for teleconference. Kumani Armstrong encouraged a broad interpretation of the restrictions.

- Various people had questions and concerns about difficulties separating the nature of their outside tasks, issues covered under advisory committee agenda items. How can they continue their regular coordination and other committees without violating the act?
- Eric Rood clarified that in his opinion, it shouldn't be an issue at least regarding participation on other public meetings covered by the Bagley Keene Act.

II. Women in Construction – Purpose of this Committee

Sulma Guzman, DIR Deputy Director of Legislation and Regulatory Affairs

- A. As expressed in, Labor Code 107.7.1, the Legislature wanted DIR's director to convene an advisory committee of various stakeholders (nonprofits, employers, unions, related agencies, etc.) to support women and nonbinary individuals working in construction.
 - Question about time-tables. Tentative answer was quarterly, but highly subject to change.

III. Presentation about the Equal Representation in Construction Apprenticeship (ERiCA) Grant Overview

Eric Rood, DIR Chief of DAS

IV. Presentation by CAC Equal Opportunity in Apprenticeship Subcommittees

- A. Women in active CAC apprenticeship programs rose dramatically between 2018 and 2019, then dipped during Covid, and as of 2022 sat at 2485. Women have a higher rate of cancelled apprenticeships than men, especially in 2019. In total, as of 2022, Women represent 3.47% of CAC apprentices.
 - Question about cancellation: Answer is "Unknown." Netti then went on

about how in Washington state, the programs report cancellation reasons.

- Recommendation that an outside agency be used to gather this data, especially for reasons of cancellation.

V. Discussion

- A. Suggestion that the committee language be shifted away from “construction” to “trades,” to make it clear that this is not primarily focused on white-collar off field work.
- B. Mona Gocan discouraged use of a formal survey to obtain the reason for failure to complete apprenticeship programs, saying that women (in her experience) may not feel comfortable standing up for themselves. Contrasted her program’s alternate solution, involving an informal “happy hour,” to talk about challenges as a group.
- C. Deanna Ping endorsed the idea of compiling existing data on women in apprenticeships, and use it to identify gaps in that existing knowledge.
- D. Comment that before we ask qualitative answers about why women do not complete apprenticeship programs, we need to shore up the more basic quantitative data. Jerri responded that her organization does national surveys
- E. Mary Teichert expressed interest in positive case studies.
- F. Comment that it would be beneficial to seek input from contractors.
- G. Question about whether apprenticeship programs are spread out or concentrated near high population areas, and whether contractors are just using apprentices for public works as demanded. There was no immediate answer, but it may be a prompt for further inquiry by the committee.
- H. “Process question” about length of committee and deliverables. Deanna Ping responded that there was no action plan yet, and that the purpose of this committee was to provide recommendations to the legislature, and discuss impact of existing grants regarding Women in Construction (i.e. ERICA grant)

VI. Public Comment

- I. No public comments

VII. Conclusion and adjournment

- J. Next meeting not scheduled yet. When DIR is ready, it will reach out to the members regarding the date. Meeting adjourned 5:00 pm.