

# AB 547 Training Advisory Committee

**October 15, 2020**  
10:30am to 12:30pm



State of California  
Gavin Newsom  
Governor

# Agenda

## **I. Welcome and Call to Order**

- Video/audio conference platform introductions
- Roll call
- Training Advisory Committee member introductions

## **II. Overview**

- Background
- Role of AB 547 Training Advisory Committee

## **III. Discussion**

- Workplan to establish list of qualified organizations
- Discuss meeting frequency
- General discussion
- Additional items not on the agenda

## **IV. Public Comment (Limited to 3 minutes per comment)**

## **V. Adjournment**

# Welcome and Call to Order

- Video/audio conference platform introduction
- Roll call
- Training Advisory Committee member introductions

# Overview

# Background

- AB 1978 Property Service Workers Protection Act:
  - Required DLSE, by January 1, 2019, to establish a biennial in-person sexual violence and harassment prevention training requirement for covered workers and employers with the assistance of a prescribed advisory committee convened by the Director of DIR.
  - Effective July 15, 2020, DLSE promulgated regulations establishing the sexual violence and harassment prevention requirement, including the minimum required content and qualifications for trainers (Title 8, sections 13820-13822).
- Current legislation, AB 547:
  - Refines the training requirements of AB 1978 and requires DIR to convene a new training advisory committee to assist in compiling a list of qualified organizations that will provide the qualified peer trainers that employers will be required to use to provide training to nonsupervisors. AB 547 also sets forth statutory criteria for the qualified organizations and the peer trainers.
  - By January 1, 2021, the department shall make available on its internet website the list of qualified organizations.

# Role of the Training Advisory Committee

Labor Code section 1429.5(c) states:

- To assist in compiling a list of qualified organizations that shall provide to employers the qualified peer trainers that employers shall use to provide the required training to nonsupervisors

# Requirements for Qualified Organizations

Labor Code section 1429.5(f) states:

- Must be a 501(c) nonprofit organization
- Have and maintain at least 30 qualified peer trainers
- Have access to local and regional sexual violence-related trauma services
- Be committed to ongoing education and development as documented by a minimum of 10 hours of professional development each year
- Have seven years of demonstrated experience in the janitorial industry, including seven years working with immigrant low-wage workers
- A qualified organization may work with a training partner
  - “Training partner” means a nonprofit, worker center, or labor organization with at least two years of demonstrated experience in addressing workplace sexual abuse, immigrants’ rights advocacy, and worker rights advocacy (section 1429.5(j)).

# Qualifications of a Peer Trainer

Labor Code section 1429.5(g) states:

- At least a cumulative 40 hours of sexual assault advocate training in the following areas:
  - Survivor-centered and trauma-informed principles and techniques.
  - The long-term effects of sexual trauma and the intersection of discrimination, oppression, and sexual violence.
  - The availability of local, state, and national resources for survivors of sexual violence.
  - Interactive teaching strategies that engage across multiple literacy levels.
  - Conducting discrimination, retaliation, and sexual harassment prevention training.
  - Responding to sexual harassment complaints or other discrimination complaints.
  - Employer responsibility to conduct investigations of sexual harassment complaints.
  - Advising covered workers regarding discrimination, retaliation, and sexual harassment prevention.



# Qualifications of a Peer Trainer (continued)

- Have two years of nonsupervisory work experience in the janitorial or property service industry
- Be culturally competent and fluent in the language or languages that the relevant covered workers understand

## Labor Code section 1429.5(k) states:

- If there is no qualified peer trainer available to provide training in a specific county, OR if none of the qualified trainers are available to meet an employer's training needs:
  - An employer may use a trainer as prescribed by the Department of Fair Employment and Housing with respect to sexual harassment training and education to provide training to covered workers working in that specific county

# Discussion

# Work Plan Discussion: Potential Questions for Consideration

- How can the “in-person” training requirement be achieved during the COVID-19 pandemic?
- How to ensure geographic diversity of training providers to reach workers across the state?
- How can the January 1, 2021, requirement be met?
- What process should be used to confirm qualifications and approval of potential training organizations?
- Any other questions?

# Next Steps

- Your input is welcome
  - Feedback on discussion/issues
  - Send to the [AB 547 Email Address](mailto:AB547@dir.ca.gov): AB547@dir.ca.gov
- Additional items not on the Agenda
- Scheduling the next meeting

# Public Comment

**Adjournment**

**Thank you for  
participating!**