

DEPARTMENT OF INDUSTRIAL RELATIONS
CALIFORNIA APPRENTICESHIP COUNCIL
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**EQUAL OPPORTUNITY IN APPRENTICESHIP
COMMITTEE MEETING
Minutes**

Wednesday, February 7, 2024

1. Call to Order/Roll Call
2. Chairperson Learmonth called the meeting to order at 3:18 p.m. Deputy Chief Adele Burnes did the roll call.
 - a. Members present: Sheri Learmonth, Earl Restine, Larry Hopkins, Jack Buckhorn and Deputy Chief Adele Burnes.

Members Absent: Chip Martin, Frank Quintero

3. Review/approval of Previous Minutes

A motion to approve the minutes from the past meeting. The motion was seconded, and minutes were approved.

4. Update on Erica Grants, Vanessa Soto and Deputy Chief Burnes gave an up date on the current status, Vanessa who introduced herself and reported on some highlights on progress to report from the period from September first, of 2023 to December 31, 2023, noting that they are trying to reach 14,000 students, community members, apprentices and preapprentices. She highlighted a few of the programs and their progress.
5. Additional Discussion

A former apprentice and now a journeyperson in the mentioned industry for 11 reported on the issues of discrimination, bullying and hazing of women and minorities. A question was asked "do you know if any of these individuals that you're speaking up have personally filed with the department of employment and housing about any of these". The response was "I mean, these are these are things. These are numerous burdens you're putting on people who are being like criminally bullied. And they're not really given notification of their rights when they come in." She was informed that this should have been taken to the California Civil Rights Department.. A lengthy discussion ensued on ideas to resolve the issue of getting and retaining women and minorities in the building and construction trades and how to make programs more responsible to make sure this does not happen. It was also noted

that the Council had just approved rulemaking on AB 2358 concerning the Equal Opportunity in Apprenticeship for the Building and Construction trades. Meg Vasey commented that "the oversight of the or at least the coordination with the California Apprenticeship Council. There is a direct responsibility of this body to take direct oversight action to consider an audit of that of those programs where you have reason to suspect. or, as a general principle, just a regular audit of complaints and issues of discrimination and harassment, as well as for the companies that may be involved in such complaints and history and practice of harassment, it is not correct to say that the DAS refers everything to the DFE, which is now the Commission on Civil Rights. There is a responsibility of this body to oversee these kinds of complaints directly when they seem to be endemic in any way in an apprenticeship program. It was noted that there are other grants out there that can be used to help increase the number of women and construction. Veronica Godinez reported, But one of the trade that that you know they have the majority of a male population, and I've been in this for over 30 years. So, I do understand what the frustration comes. Have things changed a lot. No, they've actually stayed pretty persistent. What has changed is some of our male counterparts' perceptions of the women's ability as well as we have had a male counterparts that have stood alongside of their female counterparts, and when something was said, the male counterparts stood up and back them up so as far as like wanting someone to you know, to be there, to have their back to speak on their behalf. It is needed. But it also, it's needed on the higher levels because, no things haven't changed much. We just have women that are, you know, willing to work past it, we it, which is really not the best way to do it. But we but I have had it where I had an apprentice speak up, and when it reached my desk, I then had to make calls, and it had to ripple down all the way down to the contractor and my legal team. So, although things haven't changed much, we need to also see the support from the higher levels this way, even though it may be happening. We at least know that if it does, we have someone to turn that will that will speak on our behalf.

It was noted that there will not be a meeting at the next quarte because of the CCA

6. Adjournment

The meeting adjourned at 4:15 p.m.