

455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102
Tel: (415) 703-4920
Fax: (415) 703-5477



ADDRESS REPLY TO:
California Apprenticeship Council
P. O. Box 420603
San Francisco, CA 94142-0603

EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE MEETING

MINUTES

Wednesday – October 29, 2014 9:30 A.M.

I. Call To Order/ Roll Call

Commissioner Susan Anderson called the meeting to order at 9:33 a.m.

Members present: Susan Anderson, John Dunn standing in for Van Ton-Quinlivan, Yvonne de la Peña, Barbara Blake, Hector Velez, Jack Buckhorn, and DAS Chief Diane Ravnik

A quorum was met.

Members absent: Frank Quintero, Christopher Christophersen,

Review and approval of July 30, 2014 minutes

Commissioner Barbara Blake noted that she was in attendance at the July meeting. A motion and second were made to approve the July 30, 2014 minutes with the revision of Commissioner Barbara Blake being present. All were in favor. The motion carried.

II. Apprentice to Instructor – Lissette Cruz

Commissioner Anderson introduced Ms. Cruz as a carpenter instructor with Southwest Carpenters Training Fund. She has been a carpenter for 23 years. First generation American born in New York and bilingual. Her parents are from the rain forest in Puerto Rico. Her mothers' inspiration on coming to America came from the movie *West Side Story* with dreams of becoming an American. Lissette was born in the U.S.A., raised in Chicago. She was recruited to take a woodshop class in the 8th grade and through that she knew she wanted to become a carpenter. Difficulties along the way found her in a welding trade school, building maintenance apprenticeship, and finally she entered a carpenter's apprenticeship.

Ms. Cruz began stating that when she was approached in August to make her presentation she had just become an instructor and expressed what an honor it is to speak with everyone about her experience. She began her apprenticeship in Orange County – Santa Ana in a non-union program and is now an instructor.

Her path wasn't easy as a woman. Even after given an "A" on an essay in an English class it was recommended to her that perhaps she should take a different career path. So she continued pursuing her dream of being a carpenter. Her work history has taken her to the Hollywood and Highland Center from the ground up to the Metro Red Line, to the most recent Foothill Transit project as well as a bridge worker along I5, SR55, & SR57. She gave accolades to her coworkers Jamie Robison, Tom Rooney for giving

her the recognition of speaking today on behalf of their union. She strongly believes in ensuring that apprentices get the right information and education to be successful. She also stated that part of the workforce that needs to be represented is getting more women in the trades – “we are smart, we are hard workers, we’re dedicated”. During her career path she has been asked if she came from a family of carpenters. She said she watched her mother and grandmother work really hard. She took this ethic and took the opportunities that it offered her. She is now a teacher of young men.

Comments from the public:

Were there any specific challenges as a woman or did it make a difference? She overcame her challenges by using her strengths. She used the analogy of “you can’t touch me” to mean that no one can take away what is inside of her – her goal is much bigger than the circumstance. She still sees that there is a lot of work to be done in accepting women out in the field and how they should be treated.

Have you seen any changes in all the years you have been working in a male dominated industry? From her perspective she sees that there are fewer women, with respect to minorities, there are more Latinos and a lack of representation of African Americans. She stated that the stigma of workers on how they are out in the field needs to be broken. She feels that education and training need to be accessible to everyone. She was asked who her mentor was. She said that it was her woodshop teacher but mainly it was her grandmother. She watched the strength and hard work of her grandmother and women in the family and used that as a foundation. She also recognized her work partners for their encouragement during classes when she had a tough time. She spoke on the older workers that although she saw them slow she said they were smart. She has learned from all aspects of the trade.

She was asked what the apprenticeship community could change or do differently. She mentioned a focus on ROTC, military, Boys and Girls Clubs. These organizations teach discipline, organizational skill and strength. You need to be physically strong on many jobs in order to do the job right. You can run a crew if you are organized.

She was also asked what some of the reasons for the continued resistance of men of having women on the job site. Ms. Cruz stated that it is lack of exposure. It takes only one bad experience for men to hold onto and use it to represent the mass; therefore she understands that she, as one person, represents women when she leaves the job site.

III. Discussions – Pre-Apprenticeship

Chief Ravnik stated that the State Workforce Investment board recently funded six regional pre-apprenticeship programs throughout the state. They utilize the National Building Trades MC3 curriculum. Understanding that the programs have an obligation to file reports and collect data and information on the effectiveness of the programs. She requested that perhaps DAS could gather some of their data to find if these programs had an impact in increasing the numbers of women and veterans into their programs. Kathleen Barber, Training Director IBEW Local 617 stated that as a recipient of the Prop 39 grant she did not see an issue with sharing any data across lines for the purpose of making changes to a programs standards to allow a way to focus on women and veterans.

After listening to Ms. Cruz’s presentation, Jesse Duran, Training Director W.I.N.T.E.R. expressed his gratitude to her for knowing that he is saying the right things to his pre-apprentices. He reiterated her commitment to teaching students that mental health and physical health go hand in hand in order to get the job done right.

John Dunn, CCCCCO stated that the Chancellor's office has submitted apprenticeship completion information into their system with EDD wage information and have found that the wages for apprentices in 2 – 5 years after completion were much higher than in recent past.

Chairperson Susan Anderson asked the attendees to contact her if they know of anyone that would come forward to give a presentation.

IV. Adjournment

A motion and a second were made to adjourn the meeting. All were in favor. The motion carried.
The meeting adjourned at 10:30 a.m.