

**CALIFORNIA APPRENTICESHIP COUNCIL**

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**CALIFORNIA APPRENTICESHIP COUNCIL  
2019 FOURTH QUARTERLY MEETING**

Lighthouse Hotel  
105 Rockaway Beach Avenue  
Pacifica, CA 94044

**Minutes**

**Thursday, November 7, 2019**

9:00 A.M.

**I. CONVENE QUARTERLY CAC MEETING**

A. Pledge of Allegiance

B. Roll Call

Present: Chip Martin, Susan Anderson, Jack Buckhorn, Richard Harris, Jim Hussey, Nick Esquivel, Chris Christophersen, Derrick Kualapai, Dick Zampa, Larry Hopkins, Louis Ontiveros, Yvonne de la Peña, Frank Quintero,

Absent: Paul Von Berg, Scott Gordon, Chip Martin, Frank Schetter

C. Executive Session

No executive session was held during the quarter.

D. Approval of minutes of previous meeting

A motion and a second for approval of the July 25, 2019 meeting minutes. All approved. The motion carried.

E. Announcements

Jack Buckhorn assigned a committee to make recommendations for the next CAC Chair. The committee consists of Dick Zampa and Jim Hussey.

A request to appoint a working group to ask for information on a possible rule package and further define substantial similar and substantial overlap of work processes.

## F. Communications

Chief Eric Rood discussed the following communication that were received during the quarter.

- Danial Terry, Chairperson of the California Firefighter Joint Apprenticeship Committee sent a letter to appoint Kaitlin Conrad as designee on the California Apprenticeship Council pursuant to AB 235 Section 3070.

## III. BUSINESS SESSION

### A. Legal Matters - Deputy Attorney General Lucy Wang

Deputy Attorney General Lucy Wang stated that there are no legal matters at this time. Lucy introduced Hutchison Meltzer who is the Deputy Attorney General from the Los Angeles office and will now be representing the CAC.

### B. Apprenticeship Complaint Findings / Decisions by the Administrator of Apprenticeship

1. Roy M. Arce v. Pipe Trades JATC of Santa Clara & San Benito Counties, DAS Case No. 2017-35  
*Hearing was held and the decision was made to uphold JATC decision to cancel the apprenticeship agreement.*

### C. Notice of Appeals during the Quarter

1. Roy M. Arce v. Pipe Trades JATC of Santa Clara & San Benito Counties, DAS Case No. 2017-35  
*Jack Buckhorn appointed Susan Anderson, Richard Harris and Larry Hopkins to an appeal committee to hear this case.*

### D. CAC Appeal Panel Decisions

Nothing to Report

### F. Chief's Report – DAS Chief Eric Rood

(Please see the attached)

Discussed the National Association of State and Territorial Apprenticeship Directors (NASTAD). Discussed possible bylaws changed to include the Chairs of the various apprenticeship councils.

## G. Old Business

- SB56 Regulations

A motion and a second for approval of the SB56 rule package as received back from OAL. All approved. The motion carried.

- Consent Hearings

- Central Valley Maintenance Apprenticeship Committee

The Council heard from the ad hoc committees. Comments and questions were made from the public.

The full CAC voted and all commissioners voted with the recommendation to deny consent. Nick Esquivel for the Chancellor's office and DAS Chief Rood abstained from the vote.

- Hawthorne Machinery Co. Technician Apprenticeship Program

The Council heard from the ad hoc committees. Comments and questions were made from the public.

The full CAC voted and all commissioners voted with the recommendation to deny consent. Nick Esquivel for the Chancellor's office and DAS Chief Rood abstained from the vote.

- California Rural Water Association

The Council heard from the ad hoc committees. Comments and questions were made from the public.

The full CAC voted and all commissioners voted with the recommendation to deny consent. Nick Esquivel for the Chancellor's office, Commissioner Larry Hopkins and DAS Chief Rood abstained from the vote.

- Westside Works Apprenticeship Program

Comments and questions were made from the public.

The Council heard from the ad hoc committees and all four programs were denied consent to move forward. The full CAC voted and all commissioners voted with the recommendation to deny consent. Nick Esquivel for the Chancellor's office and DIR abstained from the vote. The following programs were denied to proceed pursuant to Labor Code section 3075(g) process.

- UC San Diego Skilled Crafts Apprenticeship

Discussion also took place on the UC San Diego Skilled Crafts Apprenticeship program. The applicant requested that the meeting be cancelled to allow for the program to work out any differences between the Teamsters and Carpenters' union.

A discussion was held that any future cancellation of the consent hearings would not be rescheduled unless there were extraordinary circumstances.

#### H. New Business

DAS Deputy Chief Glen Forman welcomed Kaitlin Conrad.

Jack Buckhorn noted to let the record reflect that commissioner Frank Quintero is in attendance.

DAS Deputy Chief Glen Forman stated that Federal regulation 29 CFR Part 30 - Equal Opportunity in Apprenticeship has been revised. Which means our 205(c) needs to be updated. A DAS staff person will be assigned to assist with the update of this.

A requested was made by Nick Esquivel for the Related Supplemental Instruction subcommittee to meet next quarter.

#### IV. FORUM

##### ***Build California - Jordan Powell from the Associated General Contractors of California***

Only 9 percent of Generation Z is interested in a future in construction.

On September 20<sup>th</sup>, Associated General Contractors of California and the AGC Construction Education Foundation launched Build California, a comprehensive workforce development initiative created to inspire, engage, and activate the next generation of California's construction workforce. Videos are targeted for middle school and high school students

The multi-phased program will begin with a pilot implementation year, targeting three high schools in California for in-school activation, while also launching an online educator portal available for teachers and administrators to begin engagement on-demand. At the completion of the 2019-2020 school year, AGC will review results of the pilot year before launching in additional schools throughout the state.

BuildCalifornia.com is the information hub to drive students, parents, teachers, and jobseekers to actionable information on careers in construction. Visitors to the site can learn about the various construction trades, get connected to apprentice programs across the state, identify college pathways, or find a job on the site's job listing portal. Parents and teachers can access information about the benefits of their students entering the industry and how to engage with the program.

Educators will have access to free tools developed by Build California to use in classrooms, training programs, and events.

Questions and comments were taken from the apprenticeship community.

## V. EDUCATION AGENCIES REPORT

- A. California Community Colleges – Nick Esquivel Coordinator of Apprenticeship Programs, California Community Colleges Chancellor’s Office

Nick Esquivel advised the apprenticeship community that between the January proposed budget and the may revise the chancellor’s office will provide their projections regarding RSI needs. He also discussed the new reporting system Nova.

**For California Department of LEA’s RSI budget is \$35.7 Million.  
The hourly reimbursement rate for Montoya funds is \$6.45.**

Nick stated that The California Community College Chancellor’s Office will be announcing the next RFA soon. He stated that the next RFA will be for a Pre-Apprenticeship Grant Program.

Jack Buckhorn discussed the MITC’s committees.

Recommendation was made for Chris Christophersen to Chair the CAC.

A motion and a second was made for Chris Christophersen to Chair the CAC for next year. All approved. The motion carried.

## VI. CAC STANDING COMMITTEE REPORTS

- A. CAC/CCA Liaison Committee – Report from November 6, 2019–  
CCA Chairperson Alex Beltran

Committee Chair Alex Beltran provided an update after previous minutes were approved. There continues to be a labor dispute at the Hyatt Regency Monterey. The event was scheduled to take place in April 2020; however, additional time was granted to find a new hotel in the Monterey area. Preliminary discussion have taken place at the Hilton Garden Inn Hotel. The committee gave the Chair authority to enter into a new contract in October or November.

- B. Forums – Report from November 6, 2019–  
Chairperson Paul Von Berg

Chair Paul Von Berg was unable to chair. CAC Chair Jack Buckhorn, conducted the meeting for Von Berg. Previous minutes were approved. Forum committee agreed to have Jordan Powell, with the Associated General Contractors of California to present at the full session on Thursday, November

9<sup>th</sup>. The committee also requested a speaker from the Labor Commissioner's office to speak at the 1st quarter 2020 meeting. Other forum topics suggested:

- Chancellor's office Nick to discuss FTEs v. RSI funding
- Rebecca Hanson to share on Non-Traditional Apprenticeship Programs
- A presentation from the Department of Rehabilitation

C. Legislation Committee – Report from November 6, 2019–  
Chairperson Yvonne de la Peña

Yvonne de la Peña was not in attendance. Jack Buckhorn chaired the meeting. Meeting called to order. Minutes were approved. Reviewed IACA/CAC Bills of Interest and also the Governor's Budget for Apprenticeship. Jack stated that agencies are putting their proposals together and the governor will put out his budget proposal January 10, 2020. Nick Esquivel stated that between the January proposed budget and the may revise the chancellor's office will provide their projections regarding RSI needs. He also discussed the new reporting system Nova. Chief Rood discussed DAS and fiscal impact on the department and their recent request for additional positions to help in the efforts of reaching the goal of 500k apprentices by the year 2020.

D. Equal Opportunity in Apprenticeship Committee- Report from November 6, 2019- Chairperson Susan Anderson

Chair Susan Anderson called the meeting to order. The previous minutes were approved. Meg Vasey, Tradeswomen, Inc. stated that there were phenomenal challenges facing women and other under-represented demographic groups. There are a total of 3 .2% women in the trades and .7% women in all apprenticeships. Nettie Dokes stated that there was a need of equity in recruitment, retention, and promotion. Discussion was had on the Canadian Petroleum industry, which requires 25% women on all of its projects. Discussed a variety of incentives to increase diversity.

E. Standards, Rules, Regulations & Operating Procedures Committee – Report from November 6, 2019 Chairperson Jim Hussey

Chair James Hussey called the meeting to order. The previous minutes were approved. The committee would like to develop regulations to further define Labor Code section 3075(c), and 3075(g) substantially similar and substantially number of work process in determining what programs that DAS should approve for all programs. Chief Rood reminded the CAC that the Department has full authority in rulemaking over all IACA programs. The committee voted on and approved a motion to provide the DAS Chief more guidance to the Chief and DAS on what constitutes minimum standards, including wages, wage progression, and other apprenticeship protections for programs outside of the building/construction and firefighting industries.

## VII. REPORT OF ADMINISTRATIVE and COOPERATING AGENCIES

### A. Division of Labor Standards Enforcement (DLSE) Public Works Unit

Johnny Dao report for fiscal year ending September 30, 2019 DLSE was able to exceed \$4,8 million in Penalties for apprenticeship violations \$2.4 million were collected, training funds assessed \$ 461,552.28 and we were able to collect \$241,206.54. Stated that we have been hosting many seminars throughout the state one is focused on public contractors. 4,500 employers have attended events throughout the state.

Chief Eric Rood stated that we are looking for a speaker for the next forum from DLSE regarding public work compliance and investigations.

### B. U.S. Department Of Labor Employment and Training Administration Office of Apprenticeship (USDOL/ETA/OA) Nora L. Carlton, California State Director

Arthur Page, Apprenticeship Training Representative.

National Apprenticeship Week (NAW), now in its fifth year, is a nationwide celebration that gives businesses, communities, and educators the opportunity to showcase their apprenticeship programs and apprentices while providing valuable information to career seekers. NAW 2019 is November 11-17, 2019. Please register your programs and events for National Apprenticeship Week (NAW) on our website.

### C. Tradeswomen Inc. Meg Vasey, Executive Director

Meg introduced two new staff members at Tradeswomen Inc. Jessica Fontenot, Program Coordinator and Salena Durrell, Central Valley Program Coordinator.

Meg stated that 40% of woman in apprenticeship are in the service sector; 37% of women in the government sector (non-firefighter); Tradeswomen Inc. tends to push for women in higher wage apprenticeship. Tradeswomen, Inc. is one of California's first organizations for women in the trades. Their mission is outreach, recruitment, retention and leadership development for women in blue-collar skilled craft jobs.

Meg stated that there has been some gains in a couple of apprenticeship programs where they have gone from 1 to 3% woman. She stated the electricians program has almost 10% women. Meg mentioned the Women In Apprenticeship Training institute. In this event they discussed

- How to facilitate bringing women into the apprenticeship programs.
- Retention of women in the apprenticeship programs.
- Jobsite environment change to retain more women in the trades.
- Policies regarding jobsite environment (sexual harassment, harassment) to facilitate changing the culture on the job.
- Possible actions at the State level to address compliance/non-compliance by companies.

Meg stated Women Build Nations Conference last year they had 2800 attendees, 97% of them were women. Meg mentioned the next Women Build Nations Conference, October 4-6, 2019 in Minneapolis.

D. Women in Non-Traditional Employment (W.I.N.T.E.R)  
Nettie Dokes, Pre-Apprenticeship Instructor

W.I.N.T.E.R graduated their July Cohort they had 13 placements in various trades. She discussed a success story from the July W.I.N.T.E.R program. She stated that math was a real challenge.

Nettie stated that W.I.N.T.E.R recently had its annual gala on October 24, 2019 in Southern California.

E. California Association for the Advancement of Apprenticeship Training (CAAAT) Tracey Barrett, President

(Please see report attached.)

F. California Apprenticeship Coordinators Association (CACA)  
Lupe Corral, President

Lupe Corral reported that their meeting was held yesterday. Minutes were approved and those present gave self-introductions. Minutes and treasury report were approved. Regional reports were given.

## **IX. ADJOURNMENT**

A motion and a second was made to adjourn the meeting. All were in favor. The meeting adjourned.