

CALIFORNIA APPRENTICESHIP COUNCIL

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CALIFORNIA APPRENTICESHIP COUNCIL 2020 THIRD QUARTERLY MEETING

AGENDA

Thursday, September 17, 2020

9:00 A.M.

I. CONVENE QUARTERLY CAC MEETING

A. Pledge of Allegiance

B. Roll Call

- DAS Chief Eric Rood called the Roll.
- Present: Chip Martin, Chris Christophersen, Jack Buckhorn, Richard Harris, Nick Esquivel, Dick Zampa, Larry Hopkins, Louis Ontiveros, Yvonne de la Peña, Frank Quintero, Paul Von Berg, Frank Schetter, Scott Gordon, Kaitlin Conrad, Jim Hussey and Nick Esquivel
- Absent: Susan Anderson, Derrick Kualapai,

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 3rd quarter 2020 meeting minutes. All approved. The motion carried.

E. Announcements

- DAS Glen Forman stated that Hall of Fame applications are now available. If anyone needs a form for a nomination, please contact Glen directly. Currently the CCA has been postponed and more information regarding this will soon follow.

F. Communications

- No communications

III. BUSINESS SESSION

A. Legal Matters - Deputy Attorney General Hutchison Meltzer/ Andrea Schoor

- Andrea Schoor stated that there are no legal matter to report at this time.

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

- Robert Ingersoll v. U.A. Local 38 JATC of the Plumbing & Pipe Fitting Industry, DAS Case No. 2019-7
 - *Decision by the Administrator of Apprenticeship was to affirmed the decision of the apprenticeship program to terminate.*
- Courtney Caesar v. Los Angeles Electrical J.A. & E.T.C., DAS Case No. 2020-10
 - *Decision by the Administrator of Apprenticeship was to affirmed the decision of the apprenticeship program to terminate.*
- Robert S. Cruz v. Imperial Irrigation District Joint Apprenticeship Committee, DAS Case No. 2017-36
 - *Decision by the Administrator of Apprenticeship was to affirmed the decision of the apprenticeship program to terminate the apprentice*

C. Notice of Appeals during the Quarter

- None

D. CAC Appeal Panel Decisions

- None

E. Chief's Report – DAS Chief Eric Rood

Chief Eric Rood gave a brief report. Please see the report posted on the DAS website attached.

G. Old Business

- Final Rulemaking Package Updates
- Chief Rood stated that they just received the signed 399, which was needed for the SB 56. It was stated that it can now be filed with office of administrative law. We will have an update at our fourth quarterly meeting.
- Chief Eric Rood also discussed the Public Works rule-making package. He stated that this package received a large amount of public comments. The 399 was signed by last year's chair Commissioner Buckhorn and also signed off by Commissioner Hussy as financial officer to allow us to begin the process with office of administrative law. Chief Rood stated that as we were getting ready to file the package with office of administrative law, we were advised that the 399 still needed the Department of Finance signature. It was then elevated to Labor and Workforce Development Agency to specifically to look at the 399. Labor Agency is currently conducting a review.

- This signed package needs to be signed and due by January 2021.

IV. EDUCATION AGENCIES REPORT

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

Nick asked to be moved up in the agenda and he gave a brief report.

- Pre-Apprenticeship RFA is currently in the works.
- Discussed High Road Training Partnerships. The High Road Training Partnerships (H RTP) initiative is a \$10M demonstration project designed to model partnership strategies for the state. Ranging from transportation to health care to hospitality, the H RTP model embodies the sector approach championed by the Board — industry partnerships that deliver equity, sustainability, and job quality. Along with these program investments, the Board is producing a body of policy and principle to guide related undertakings across the workforce system. Indeed, the initiative was designed as a campaign — to advance a field of practice that simultaneously addresses urgent questions of income inequality, economic competitiveness, and climate change through regional skills strategies designed to support economically and environmentally resilient communities across the state. The industry-based, worker-focused training partnerships build skills for California’s “high road” employers — firms that compete based on quality of product and service achieved through innovation and investment in human capital, and can thus generate family-supporting jobs where workers have agency and voice.
- Discussed RSI funding for programs that were delayed or moved to online platforms. The CCC is working with programs and funding. A question came from Mike Peterson with the Ironworkers will semester extensions be possible for training that was postponed due to COVID-19 shut downs? So we can use our RSI hours. Nick stated that we do not have a policy in place for this at this time. Nick stated that they are also working on developing a Questions and Answers on funding due to COVID-19.
- Nick stated The California Virtual Campus-Online Education Initiative (CVC-OEI) offers a number of online events to continue to help faculty and staff with the transition to virtual learning. You can find all upcoming events on the CVC-OEI Events page. For online instruction support requests, please contact CVC-OEI. A link was provided. <https://cvc.edu/events/>

Nick stated that it was requested that he hold a Forum on all things involving RSI on October 29th in the times of Covid-19. He stated that he is still developing the agenda and expecting it to be a 2-hour Forum session.

Nick stated that the Recal process starts in November or December.

H. New Business

- Chief Rood stated that a DIR Deputy Director has been hired and they plan to Chair a committee regarding SB 530.
- Glen Forman gave an update on MITC's
 - Minimum Industry Training Criteria for the Occupations of Operating Engineers
 - This item is not able to be voted on at this meeting. There is a technical hold on this item. This item will be rescheduled to be discussed.
 - Minimum Industry Training Criteria for the Occupations of Sound and Communication / Voice-Data-Video (VDV) Electrician
 - Kristin Hall stated that they met and there were some changes that were made.
 - Questions and comments were received. Suggestion regarding RSI hours to be noted when creating MITC's
 - A motion and a second for approval Minimum Industry Training Criteria for the Occupations of Sound and Communication / Voice-Data-Video (VDV) Electrician All approved. The motion carried.
 - Minimum Industry Training Criteria for the Occupations of Carpenters
 - They reviewed and there was no changes. No vote is needed.
- A member of the public Faziah Dean spoke regarding her case and asked for a review of the records regarding her case. DAS Chief Eric Rood stated that we are out of the statute of limitations regarding her case.
- Ken Lau stated that someone from the legal team would be reaching out to Faziah Dean directly to discuss this issue in detail.

V. FORUM

“The Apprenticeship Community an Opportunity to do Better with Equity and Inclusion. “ Presented by Abdur-Rahim Hameed

Chris Christophersen introduced our speaker for today and also thanked Paul Von Berg and Nettie Dokes for helping to get this forum speaker scheduled.

Abdur-Rahim Hameed is the president of the National Black Contractors Association/CEO. Abdur-Rahim Hameed serves as a national voice for Black Contractor Association Chapters across America. Which also address the

needs of African Americans in construction, women and other under-represented contractors. He stated that they are the only African American apprenticeship association in America.

He stated that it is their mission to provide leadership on the national and state level for African American contractors and all ethnicities who are builders and laborers, who historically have not received a fair share of public and private contracting opportunities. He stated that they are dedicated to providing professional development opportunities, information and trends in the industry as well as programs and services.

He stated that today he comes before the committee on the recent matters that is shaking our nation and the world that has to be addressed in order to change the course of our future and this country and put an end to the reality or the perception of race and inequalities and inclusion in all walks of life.

Well today in America we are at the crossroads as a leading nation. In the past three months we have come under world fire. To the revisiting of its ugly past that has opened up old wounds that have never been healed. With an event that prompted a call for justice on fairness and equality for all human beings.

Abdur-Rahim Hameed stated that he was speaking of the unspeakable act that took place in broad day light with George Perry Floyd Jr. who was an African American man killed during an arrest in Minneapolis. While a police officer knelt on Floyd's neck for a period reported to be 8 minutes and 46 seconds as he begged for his life. After his death, protests against police brutality, especially toward black people, quickly spread across the United States and internationally.

Abdur-Rahim Hameed stated that the US has a 400 year history regarding if Black Lives Matter. Reality is that humanity starts in human beings and all lives matter. This world attention, which has over shadowed the world pandemic of Covid-19. It has now taken a backseat to the outcry of its mistreatment of its citizens and more over African Americans who are discriminated on one hand and economically excluded on the other from jobs as the so called unskilled.

He stated that union and open shop apprenticeships must do better for all Americans. Which is why we want to have a conversation today with the California Apprenticeship Council, the union and the non-union apprenticeship communities and the walls that divide us. The equalities, inclusions and what are the models of possibilities.

Abdur-Rahim Hameed thanked DAS Chief Eric Rood for having him today and starting this conversation and open dialog.

He stated that we are world leaders, the world is changing and we have to change too!

Chief Eric Rood gave demographic of apprentices across California.

African-American registered apprenticeship is at 6.7%. The demographics in California is 6.6%. The participation of African-American women is below 3%.

Questions from the apprenticeship community.

- What do you suggest to increase the participation of Women and Minorities in the building and construction trades?
- They main thing is to have jobs available and have the information available to
- A lot of changes have been made in the application process of these programs. These changes have resulted in the increased numbers of minorities in apprenticeship programs.
- Meg Vasey stated that there is a lot to be done in this area. She stated that one of the clear barriers has been Prop 209 and the passage of prop 16 will allow both public sectors to participate in more of a robust effort to increase diversity in public contracting.
- Meg stated that the diversity amongst women that are in the construction trades are really robust. She stated that there are 35% Hispanic, 25% African American, 10% Asian and Alaskan Native. She stated that there just aren't enough women coming in.

Chris Christophersen thanked Abdur-Rahim Hameed the president of the National Black Contractors Association for his participation today.

VI. CAC STANDING COMMITTEE REPORTS

A. CAC/CCA Liaison Committee – Report from September 16, 2020 – CCA Chairperson Alex Beltran

Scott Gordon stated the meeting was opened up yesterday we did not have a quorum and we rescheduled for 1:30pm. Alex was not available. He stated that the CCA website is up and details are available.

<https://www.cca2020.com/>

We have put together a contingency plan together because we are facing some serious challenges with this CCA due to the Covid-19 Pandemic. We plan to have a detailed report at the next quarterly meeting. Once you have registered on the website it will give the committee a chance to see the participation numbers and also give those who have signed up a chance to receive current updates.

B. Forums – Report from September 16, 2020 –
Chairperson Paul Von Berg

Meeting was held and previous minutes were approved. Discussed the upcoming forum speakers. One topic was Nick Esquivl to provide a Forum on RSI and Distance Learning during this Covid-19 pandemic. Suggested a Webinar on this topic between quarterly meetings. Looking into scheduling the Webinar for Thursday October 29, 2020

- A suggestion to discuss the new Future of Work Commission and the new development of the Department of Better Jobs and Higher Wages (Department) that will develop and align programmatic strategies and service delivery models to better meet California’s workforce needs and proactively address the state's future of work challenges.
- A suggestion of best practices around COVID-19 screening apprentices as they come back to in person training.
- Suggestion to cover RSI vs. Apportionment

C. Standards, Rules, Regulations & Operating Procedures Committee – Report from September 16, 2020 Chairperson Jim Hussey

Chair James Hussey called the meeting to order. The previous minutes were approved.

Commissioner Hussey stated that DAS Chief Eric Rood gave a report that SB 56. It was stated that Department of Finance has sign off. We anticipate the package will be submitted to OAL with the next 10 days. Eric stated there is no action for the council at this time.

Commissioner Hussy stated the public works rule-making package is with the department of finance for review. Discussion regarding financial impact projections.

Commissioner Hussey stated that under new business they discussed changes to Section 215 CalPlan to comply with Federal Regulation 29 part. The Cal Plan needs to be updated because federal law has changed. April of 1986 was the last time that it was updated. DAS Chief Eric Rood discussed Labor Code section 3073.9

Jim Hussey stated that this document could be given to council in a redline version. In order for the draft to be posted on the CAC website it needs to be ADA compliant which is a challenge for IT. Also between now and the next meeting if there are comments and suggestions from existing programs the comments can be emailed to Chief Eric Rood and DAS Deputy Chief Glen Forman. This document will be posted on the CAC website to be discussed at the next quarterly meeting.

D. Legislative- *No Meeting was held this quarter*

- Brief Report was given by Esther Gamberutti, Associate Editor - Apprenticeship Newsletter

- She stated that those who did not receive the newsletter recently please re-subscribe to the Apprenticeship Newsletter.
- She stated that they had some recent articles that were posted regarding Covid- 19.
- She stated that this last issue of the newsletter they had a apprentice testimonial which was posted in English and also Spanish.

VII. REPORT OF ADMINISTRATIVE and COOPERATING AGENCIES

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

- No Report

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

- No Report

C. Tradeswomen Inc. Meg Vasey, Executive Director

Meg Vasey provided a woman in apprenticeship data snapshot

ALL INDUSTRY SECTORS - June 30, 2020 data

# of active apprentices	94,881
# of active women appr.	6,599
Percentage of women	6.96%

CAC apprentices = 83.16% of total apprentices

CONSTRUCTION SECTOR – 67% of total apprentices

# of active apprentices	69,254
# of active women appr.	2,109
Percentage of women	3.05%

This is a decrease from previous quarters from a high close to 3.4%

FIREFIGHTING SECTOR – 10.2% of total apprentices

# of active apprentices	9,645
# of active women appr.	370
Percentage of women	3.84%

ALL OTHER INDUSTRY SECTORS – representing 16.84% of Total Apprentices

# of active apprentices	15,982
# of active women appr.	4,120
Percentage of women	25.78%

Service sector represents approx. 40% of IACA apprentices
and 64% of the women in IACA Sectors

ALL OTHER INDUSTRY SECTORS Minus low wage Services Sector

# of active apprentices	9,636
# of active women appr.	1494
Percentage of women	15.50%

ADDITIONAL CHALLENGES for WOMEN in CAC programs

COVID compliance in JATC programs has restricted space for new apprentices even with continued industry demand. New apprentices, if accepted, are now limited to employer sponsored in many programs. Pre-apprenticeship Program access is limited even as inclusion of women through Pre-apprenticeship classes has proven an effective pathway. In addition to the limited spaces in JATC's, many pre-apprenticeship programs have limited classes for COVID compliance reasons and/or because of funding gaps created by the delays in SB 1 funding. Single trade pre-apprenticeships are also on hold for similar reasons.

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

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

Tracey provided a written report to the commissioners and gave a summary of her report to the apprenticeship community. She stated:

Associated Builders and Contractors – Northern California Chapter (ABC Nor Cal)

- ABC NorCal students are back at the training center in staggered classes and limited class size. Facility modifications have been implemented including installing touchless faucets, multiple hand sanitizer stations, signage indicating social distancing, tool cleaning stations and mandatory mask wearing signage throughout the facility. The communal areas had to be closed due to COVID-19 restrictions however the students are adapting well and are excited to be back and continue with their classroom training.
- A recent female graduate from the Salvation Army pre-apprenticeship program is now an apprentice with the ABC NorCal Construction Craft Laborer program. Her story is courageous as she survived homelessness while raising her six children. She is doing well in the apprenticeship program and looking forward to her future construction career. Her son is in the process of getting into the apprenticeship program as well. She is an inspiration to us all and we are looking forward to her future graduation and hearing about all her family's success.

Associated Builders and Contractors - San Diego Chapter (ABC San Diego)

- ABCSD held a "Drive-Through" graduation celebration in July. We are so proud of our 116 graduates, Class of 2020! Our largest graduating class of apprentices in ABCSD history.
- ABCSD successfully launched our fall semester, and with an abundance of caution remain online temporarily, utilizing live virtual classrooms. The hands on labs are being scheduled in small groups throughout the semester at our facility, while following strict CAL/OSHA safety protocols that includes proper social distancing, PPE, and tool sanitation.

Associated Builders and Contractors – Southern California Chapter (ABC So Cal)

- ABC SoCal is experiencing continued growth in student numbers.
- The chapter is preparing for the annual graduation ceremony where it will celebrate over 200 graduates that have completed training in 2020.
- ABC SoCal celebrated its 44th annual Golf Classic on September 10, 2020.

Plumbing Heating Cooling Contractors of the Greater Sacramento Area (PHCC)

- 2019/2020 Graduation and student achievement ceremonies were held virtually via Zoom on the evening September 10th and was held in conjunction with the PHCC of CA Board Installation and annual Awards ceremony.
- Plumber classes will remain in remote instruction through 2020.

Western Electrical Contractors Association (WECA)

- WECA is excited to announce the imminent opening of its fourth training facility in California. To better serve the Central Valley, Central Coast, and surrounding areas, WECA is bringing its apprenticeship programs to Fresno. We are currently preparing the classrooms and labs at our new facility and anticipate that we will begin educating apprentices at this location in early 2021.
- WECA continues its successful interim online delivery of its apprenticeship classes in response to the COVID situation in California. Deeper integration of technologies—both learning technologies, and construction jobsite technologies—throughout the summer continue to allow our apprentices to achieve the learning objectives in an interactive environment, as well as provide meaningful opportunities for them to collaborate using the same construction management platforms their contractors employ on the jobsite.
- WECA will be celebrating its intrepid Class of 2020 in a unique way this year; please watch our online channels for our digital graduation celebration later this month (September). This graduating class of Commercial, Residential and Low Voltage Apprentices, as well as Electrician Trainee Certificate Program graduates, will be celebrated through a series of videos, photo retrospectives, spotlight articles, and more.

F. California Apprenticeship Coordinators Association (CACA)

Lupe Corral, President

Lupe was not available to give the report. Scott Peterson gave a brief report. Stated that they approved minutes during their meeting. Received regional reports. No reports on graduation rates were given. Discussed operating apprenticeship programs during Covid-19. Yvonne discussed that the Firefighters are very busy during this time with the wildfires. Firefighter testing centers are operating during this time. Under new business we discussed the On October 8-10, 2020, the California Association of School Counselors (CASC) will be hosting a virtual 2.5-day conference and expo for K-12 educators, education leaders and school counseling students. We voted to buy a silver sponsorship for the conference. This Conference & Expo offers 45+ educational

sessions, access to industry-leading experts and networking opportunities.

- It was stated that the next CAC meeting to be held via teleconference. It was decided by the Commissioners that the next CAC subcommittee meetings will be held on Wednesday December 2, 2020 and the CAC quarterly meeting will be held on Thursday December 3, 2020.
- Yvonne provided a link to a video on COVID safety procedures for candidate testing for firefighters: <https://www.youtube.com/watch?v=EoZwLXg8aPc>

VIII. ADJOURNMENT

Yvonne provided a link to a video on COVID safety procedures for candidate testing for firefighters: <https://www.youtube.com/watch?v=EoZwLXg8aPc>