



## II. EDUCATION AGENCIES REPORT

Sheneui Weber, Vice Chancellor of Workforce and Economic Development at the California Community Colleges Chancellor's Office

Sheneui gave a brief report.

She states that Nick Esquivel is out on leave currently. Javier Romero has left the Chancellor's Office and is now working for the Labor Agency. She stated that there is an Interim Dean, Workforce and Economic Development Jeff Spano.

We will be putting out major request for proposals from the California apprenticeship initiative. She stated that they have been working with the labor agency and putting up putting together sort of a complementary request for proposal for creating more High Rail Training partnership in industries that do not normally looked at developing apprenticeship programs. We will be focusing on creating partnerships with apprenticeship programs that incorporates a High Rail Training partnership element.

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.

She stated that they will also be putting out a combined partnership and pre-apprenticeship request for proposal it should be a significant RFA to the community so that should be coming out before the end of June. She stated those are the two major activities that we will be conducting from the California apprenticeship initiative.

She stated that we are also looking add a potential of developing some earn and learn programs through a budget line item that is propose in governors January budget. She discussed the 20 million workplace learning a program and that is not a new item. I believe it was in the budget last year prior to the pandemic hitting.

Questions and comments were made by the apprenticeship community.

### 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

- None

#### C. Notice of Appeals during the Quarter

- None

#### D. CAC Appeal Panel Decisions

##### 1. Roy M. Arce v. Pipe Trades JATC of Santa Clara & San Benito

Counties, DAS Case No. 2017-35

Jack Buckhorn stated that this complainant has not complied with the request to provide additional information. Request to uphold the administrator's decision to terminate.

A motion and a second to uphold the administrator's decision to terminate. All approved. The motion carried.

#### 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.

As I reflect on our accomplishments in 2020, I want to remember all of those who have lost their lives to this awful virus.

Everyone joined Chief Rood in a moment of silence for all the lost lives due to Covid-19.

My wish is that we can get a handle on this pandemic and begin reopening an economy that is inclusive and will allow our fellow neighbors an opportunity to climb out of poverty. Thank you to our apprenticeship community for your perseverance, dedication and commitment to our apprentices. Your efforts have not gone unnoticed.

In looking at the year-end numbers, there was a 3.1% increase of apprentices graduating in 2020 compared to 2019; however, there was a 2.1 % decrease in the number of apprentice registrations compared to the past two years. Apprenticeships are jobs and this pandemic has taken its toll on all industries.

During this quarter, I reached out to our registered pre-apprenticeship coordinators reminding them to register all pre-apprentices so that we can track and provide certificate of completions. This data will help us also analyze these programs, as pre-apprentices become registered apprentices.

On January 8, 2021, Governor Newsom put out his proposed budget for the upcoming fiscal year. The Department of Better Jobs and Higher Wages is part of his budget. I will keep you all posted as we continue to go through the budget process.

DAS selected its vendors and purchased its software licenses that will allow us to have a cloud-based warehouse for our California Apprenticeship System and DAS purchased Tableau software, a business intelligence tool used to analyze our apprenticeship data.

I wish you all health, prosperity and blessing as we continue to train the next generation of skilled construction, firefighting, and emergency medical providers. No additional questions or comments from the public were made.

DAS Chief Rood stated that DAS is looking to fill an additional Deputy Chief position.

#### G. Old Business

- SB530

Chief Eric Rood stated that the last update on SB530 the labor commissioner was going to do a report pursuant to the SB530 requirements. Currently the report has been drafted and currently is under review at labor agency. Chief Rood stated that he reached out to Deanna Ping who is Chief Deputy Director of the California Department of Industrial Relations and who was the chair. She stated that if the advisory committee wanted to reconvene for specific input on additional discussion topics that they can engage in smaller stake hold meetings if desired as well.

Chief Rood stated that he had no other update for SB530 but I know a lot of our community actually served on the SB530 committee and would love to get thoughts if it is beneficial to reconvene meetings.

Meg Vasey stated that the date for the report to the Legislator not to DIR was January 1, 2021.

It was noted that Senator Galgiani was the author of this bill.

Meg stated that she would be interested in still conducting conversations on these important issues.

#### IV. H. New Business

- Rulemaking AB 1870
- OE3 Correspondence

**This was deferred to the Standards, Rules, Regulations & Operating Procedures Committee so we will hear about these items in their report later today.**

#### V. FORUM

##### *Equal Rights Advocates- Katie Sexton, Monika Dymerski and Jessica Ramey Stender*

Eric Rood introduced which we are very grateful to have them as our Forum speaker the Equal Rights Advocates. The Equal Rights Advocates fights for gender justice in workplaces and schools across the country. Since 1974, we have been fighting on the front lines of social justice to protect and advance rights and opportunities for women, girls, and people of all gender identities through groundbreaking legal cases and bold legislation that sets the stage for the rest of the nation.

Chief Rood introduced Katie Sexton is a Staff Attorney for Advice & Counseling (A&C) and Monika Dymerski is a Policy Fellow, Monika supports ERA's advocacy efforts seeking to advance equitable policy. Another speaker for today is Jessica Ramey Stender. As Senior Counsel for Workplace Justice & Public Policy, Jessica leads ERA's policy advocacy with a focus on sexual harassment, pay and pregnancy discrimination and represents workers in employment discrimination cases.

Equal Rights Advocates do not just enforce civil rights laws; we help pass them, too. Our initiatives for workplace justice and economic security fight for reforms to ensure every woman and family has the opportunity to thrive, at work and beyond. Joining forces with other advocacy and community organizations, we tackle the big issues that may start in the workplace, but have lasting consequences on our personal lives, our economic security, and our families. These innovative campaigns connect the dots between issues of workplace justice, childcare, income support, livable wages, and family caregiving.

It was stated that they also do community education. Which is possible to do more of with the partnership of members with the apprenticeship community.

We have advocated in the terms of increasing equity and opportunity in terms of apprenticeship by advocating for new regulations. The Equal Employment Opportunity in Apprenticeship regulations 29 CFR30. We collaborated with other advocates both Tradeswomen and Tradeswomen advocates to submit substantial comments when these regulations were being proposed to ensure that they were significantly strong to protect all people in apprenticeship programs. Since the regulations were enacted, we have engaged in education and outreach to ensure that apprenticeship programs and those that are participating in them are aware of those protections and are aware of how to comply with those protections.

It was discussed that workers can be referred to them.

Questions and Comments were made from the public.

In schools, our Initiative to End Sexual Violence in Education features the nation's first pro bono network of volunteer attorneys dedicated to providing free legal help to student survivors of sexual assault and harassment.

Meg Vasey wanted to recognize ERA for 45 years of defending social justice and protecting people of all gender identities.

Questions and Comments were made from the public.

## **VI. CAC STANDING COMMITTEE REPORTS**

### **A. CAC/CCA Liaison Committee – Report from February 3, 2021 – CCA Chairperson Alex Beltran**

No Report was given.

### **B. Forums – Report from February 3, 2021 – Chairperson Paul Von Berg**

Meeting was held and previous minutes were approved. Paul thanked the Forum speakers from today. Discussed the upcoming forum speakers. We would like to still provide a Forum on RSI and Distance Learning during this Covid-19 pandemic once mission critical documents are approved through Nick Esquivel's office.

Discussed next speaker to have a discussion on workforce development

### **C. A Related Supplemental Instruction- Dick Zampa**

Chair Dick Zampa called the meeting to order. The previous minutes were approved. In the New Business Nick Esquivel was not available to report. However, we did discuss the possible increase of RSI in the budget in July.

We are waiting for Nick to return to get more information on the NOVA system.

### **D. Standards, Rules, Regulations & Operating Procedures Committee – Report from February 3, 2021- Chairperson Jim Hussey**

Chair James Hussey called the meeting to order. A motion and a second were made to approve the minutes of December 3, 2020 meeting.

Under New Business, Chief Eric Rood to give updates on all rulemaking packages. Chief Rood stated that with SB 56, we are making some final edits to the table of contents and final statement of reasons. We hope to have this filed with the office of administrative law early next week. This will allow the office of administrative law to give final approval by the end of February and the new regulations would take effect April 1, 2021

With Rulemaking for public works. We still need the signature on the 399 financial impact form. We have confirmed with the Department of Industrial Relations budgets office that the Labor Agency would work directly with the Department of Finance. We are coming close to the deadline right now. He stated that the deadline to file with Office of Administrative Law is March 1, 2021. We do not anticipate receiving any extensions for this deadline. At this time, there are no other updates.

During the discussion, it was acknowledged by the committee that OAL conducts training sessions for the rulemaking process. Chief Rood agreed to convey the request to DIR Director Katie Hagen, to have at least two CAC commissioners from this committee to attend OAL training.

The committee heard from the attorney general's office regarding the relationship between section 215 CalPlan federal Regulation 29 part 30 and merits of updating the CalPlan as a means to implement rulemaking for AB 2458. The reports adjusted the CalPlan was duplicative and no longer necessary and therefore, not the best vehicle for any rulemaking that might be needed to implement AB 2358. This prompted lengthy discussions about several intertwined topics:

- Discussed whether the section 215 CalPlan should be dropped.
- Federal regulations that may place investigative burdens on the DAS.
- Requirements within AB2358 that need rulemaking.
- The need to expedite a successful rulemaking package.
- The possibility of separating rulemaking for AB2358 from the review.
- Update or elimination of section 215 CalPlan.

After a lengthy discussion, DAS Deputy Chief Forman agreed to prepare a red line of AB2358 and notes on the implementing regulations and DIR Legal counsel Ken Lau agreed to review and update the summary he presented at the December 2020 committee meeting.

A motion and a second were made to hold meetings on the 1st Wednesday of every month until the rulemaking process for AB2358 is complete. All were in favor. The motion carried.

Because of the time, new business items were tabled until the March 3, 2021 meeting.

Rulemaking AB 1870 and OE3 Correspondence will be tabled for the March 3<sup>rd</sup> meeting.

- E. Legislative- Report from February 3, 2021–Chairperson Yvonne de la Peña  
Yvonne de la Peña chaired the meeting. Meeting called to order. Minutes were approved. Reviewed Budget Bills: Fiscal Year 2021-2022. SB-112, Skinner and AB-214, Ting.

Yvonne stated that the IACA/CAC Bills of Interest and also the Governor's Budget for Apprenticeship was reviewed.

Yvonne provided a Legislative Calendar:

[https://www.senate.ca.gov/sites/senate.ca.gov/files/revised\\_agreed\\_2021\\_calendar.pdf](https://www.senate.ca.gov/sites/senate.ca.gov/files/revised_agreed_2021_calendar.pdf)

## **VII. REPORT OF ADMINISTRATIVE and COOPERATING AGENCIES**

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

- Mr. Flores gave a brief report. He stated that they were effected by Covid-19. He stated that they conducted 12 outreaches last year with about 110 attendees per event. Due to Covid-19, they made adjustments by using WebEx and zoom. Using this platform allowed more participations and people from anywhere to join the meeting.
- It was reported for the calendar year 2020. DLSE was able to excess \$4.4 million in Penalties for apprenticeship violations \$2.23 million were collected, training funds assessed \$ 330,000 and we were able to collect near \$300,000

### **B. U.S. Department Of Labor Employment and Training Administration Office of Apprenticeship (USDOL/ETA/OA) Patti Garcia, Regional Director**

- Patti Garcia spoke about apprenticeship thriving in California despite Covid-19.
- Nora Carlton retired on January 2, 2021 after 48 years of federal service. We are thankful for her service to the region and the State of California. Patti Garcia will be acting in this position until this position is filled.
- Employment Security Department (ESD) Commissioner Suzi LeVine took a position with the new Biden-Harris Administration, effective Feb. 1, 2021. Suzan (Suzi) LeVine is the acting Principal Deputy Assistant Secretary for Employment & Training Administration at U.S. Department of Labor as of Monday. She is from the state of Washington and served as the US Ambassador to the Swiss Confederation and the Principality of Liechtenstein.
- During a time of record unemployment, the bipartisan National Apprenticeship Act of 2021 invests more than \$3.5 billion over 5 years in expanding opportunities and access to Registered Apprenticeships, youth apprenticeships, and pre-apprenticeships. The proposal would create nearly 1 million new apprenticeship opportunities on top of the current expected growth of the apprenticeship system. It would also yield \$10.6 billion in net benefits to U.S. taxpayers in the form of increased workers productivity and decreased spending on public-assistance programs and unemployment insurance.



The National Apprenticeship Act was first signed into law in 1937 during the Great Depression. In addition to creating pathways to the middle class and beyond, this reauthorization would help our nation recover from deepest economic decline since that time. Investing in this proven workforce system now will provide more Americans with a paid pathway to high-quality employment opportunities.

The National Apprenticeship Act of 2021:

- Authorizes \$400 million for fiscal year (FY) 2022, increasing by \$100 million annually to \$800 million for FY 2026, to:
  - Support the creation or expansion of registered apprenticeships, youth apprenticeships and pre-apprenticeship programs, including in non-traditional apprenticeship occupations and for nontraditional populations
  - Encourage employer participation and recruitment for individuals with barriers to employment, including individuals impacted by the criminal justice system and individuals with disabilities
  - Support national industry and equity intermediaries, and intermediaries at the regional or local level
  - Establish or expand educational alignment with programs under the national apprenticeship system

Governor Gavin Newsom appointed Su in January of 2019 to serve as his cabinet advisor on labor issues and employment programs for workers and businesses throughout California.

Julie Su has been nominated to be Deputy Secretary of Labor. She is currently the Secretary of the California Labor and Workforce Development Agency.

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

- Meg gave a brief report. She stated that women in the trades is still above 3% but we have had a decrease over the last year. Partially this could be due to the Covid-19 pandemic.
- She noted that there were a few programs that were working against this trend. One of which, is the Santa Clara Electrical Program had 9% new women from their original 5% overall. Northern California Labor has about 7.5% women. There are no new female pile drivers in the last quarter,
- It was stated that Tradeswomen Inc. has a new website that is getting about 5k views per week.
- Meg Vasey stated that the EEO sub-committee needs to be more active with the CAC.

The public made comments.

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

- No Report was given.

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

A written report was provided to the commissioners and a summary of the report to the apprenticeship community was given. It was stated:

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

- Associated Builders and Contractors Northern California (ABC Nor Cal) has joined Goodwill of Silicon Valley to assist with the newly formed Work Experience Program (WEX) by providing training staff for the electrical and construction sessions. This program was developed in summer 2020 in a response to the rise in job loss due to the COVID-19 pandemic. WEX is funded by the CARES Act and provides training in high demand industries such as electrical, construction, HVAC, medical assistant, and others. “The WEX Program is specific to community members that their careers have been impacted by COVID-19,” stated Vanessa Lira, Program Manager for the New Opportunity Work Program at Goodwill of Silicon Valley. “Not only does this program offer basic job training and guidance to enter a new workforce but offers up to \$4,000 in supportive services.” Upon successful completion of the WEX Program, participants in the ABC NorCal partnered programs (electrical and construction) receive certificates for the following: • OSHA 10 • NCCER Construction Core • ABC NorCal Pre-Apprenticeship Certification • CPR/First Aid • Credit for Statewide Electrical Trainee 1.1 Semester
- ABC has partnered with the **Construction Industry Alliance for Suicide Prevention** supporting the alliance’s mission to address suicide prevention as a construction health & safety priority and reach a zero-suicide industry. The COVID-19 crisis only exacerbated anxiety, depression, and other mental health issues among construction workers; so, we need to speak up. There can be a stigma about suicide and mental health, however, we all need to do our part in breaking down the barriers and ensuring we reach those in need faster. We need to normalize the conversations surrounding suicide and mental health.
- Even with the many challenges caused by the COVID-19 pandemic, ABC NorCal wrapped up 2020 with 146 new registered apprentices and 64

graduates, who will be honored at a Virtual Graduation ceremony in March.

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

- Our Spring 2021 Semester began in January for all five of our trade programs. We continue utilizing a hybrid delivery method of live virtual classes, with in-person hands on labs and module testing being scheduled in small groups at our facility. Various safety and equipment certifications continue being offered virtually and in person with small groups while following strict COVID-19 safety protocols.
  
- ABCSD recently launched an Alumni Program to engage our graduates. The program is designed to build lasting connections with our alumni and provide updates on latest resources such as the latest trends in the industry, job opportunities, continuing education opportunities, and much more. Additionally, this program provides an opportunity for our graduates to build a professional community with their former classmates, employers, and other industry professionals. Our vision is that our students that journey out continue to grow and that graduation marks the beginning of their successful, profession
  
- Masonry Industry Training Association (MITA)
  - It has been an unusual year for our program in that there were no skills events such as World of Concrete, Top Notch Trowel, etc. due to COVID-19.
  - Our 2 training class locations are still ongoing; there is a lot of Zoom instruction.
  - We currently have 35 MITA apprentices and have journeyed out 60 to Journey worker Certification and Wallet Card. MITA has received DAS forms from 189 Mason Contractors.
  - MITA apprentices are lucky and excited to be on the SDSU WEST-AZTEC Stadium in San Diego, PH1 SD Juvenile Justice Campus in San Diego, a bit further north they are on the Chino High School Reconstruction Phase 2 in Chino, and James A Musick Facility Jail in Irvine.
  
- Plumbing Heating Cooling Contractors of the Greater Sacramento Area (PHCC)
  - Plumber classes remain in remote instruction due to Covid-19 restrictions, with grades rising over 20%.
  - Vendors have created online certification courses with live interaction, making it possible to stay on track with remote instruction lessons.

- Plumber graduation slated for a virtual online ceremony in May 2021.
- Plumber classes forming now and accepting enrollments year round.
- PHCC's HVAC/R apprenticeship curriculum was updated to current MITCs and we are offering HVAC/R training to meet participating contractor's workforce demands.
- HVAC/R classes forming now and accepting enrollments year round.
- Western Electrical Contractors Association (WECA)
  - In January 2021, WECA announced its partnership with Dave Ramsey's SmartDollar online financial wellness platform to provide our Apprentices with a sound foundation in personal finance management. This benefit is available to all WECA Apprentices free of charge.
  - The Western Electrical Contractors Education Foundation (WECEF) is pleased to once again offer its annual scholarship opportunity for students enrolled in WECA's Apprenticeship; Electrician Trainee program (ET); or Journey Level continuing Education programs. These scholarships help support students in continuing their education with WECA. Scholarships will be in amounts ranging from \$200 to \$500 per successful candidate and are to be used for the cost of books, tools, fees and/or tuition.

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

Lupe gave a brief report. Stated that they approved minutes during their meeting. Received regional reports. Discussed lots of construction going on in Southern California. No reports on graduation rates were given.

Stated that there are working with high schools to introduce young men and women to the trades. They have been receiving tons of emails regarding information and helping sponsor their own career fairs.

Discussions regarding safety and PPE. We have been working with CPWR

Mike Peterson stated that we have gone to a blended learning model. With video training and a limited amount of classroom experience.

Meg Vasey discussed hybrid presentations of programs and hands on and how that changed due to Covid. She asked to do a panel open discussion on these issues from the point of view of apprenticeship coordinators.

Chief Rood stated that the apprenticeship newsletter has just been sent out. He asked if Esther Gamberutti was available to speak on the Apprenticeship Newsletter.

Esther Gamberutti, Associate Editor of the Apprenticeship Newsletter stated that Jean Marie is out on Maternity leave at this time and she just welcomed home a healthy baby boy. Esther led a discussion regarding the Apprenticeship Newsletter. Esther Gamberutti encouraged all members of the apprenticeship community to send in articles for the newsletter. She asked for article suggestions, testimonials, and graduations. She asked everyone to please send in what their program is currently doing in your area. She stated to please email her at [egamberutti@dir.ca.gov](mailto:egamberutti@dir.ca.gov) with your ideas and suggestions. She stated they would like to have five or more new original articles per issue. She encouraged everyone to please check you emails and spam box to make sure that you are receiving the newsletter.

## **VIII. ADJOURNMENT**

The next CAC meeting will be April 28-29, 2021.