

CALIFORNIA APPRENTICESHIP COUNCIL
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CALIFORNIA APPRENTICESHIP COUNCIL 2025 SECOND QUARTERLY MEETING MINUTES

Thursday, May 8, 2025

9:00 a.m.

Chairperson Louis Ontiveros

I. Convene Quarterly CAC Meeting

- a. Chairperson Ontiveros called the meeting to order at 9:00am with the pledge of allegiance.
- b. Roll Call
 - i. DAS Chief Adele Burnes conducted the roll call.
 - ii. Members Present: Louis Ontiveros, Jack Buckhorn, Sheri Learmonth, Yvonne de la Peña, Hugo de la Torre, Alex Beltran, Mark Burri (online), Earl Restine (online), Frank H. Quintero, Jason Rafter, Charles “Chuck” Poss III, Richard Harris, Shelley Duran, Todd Braverman, Gary W. Adams, Larry Hopkins, and DAS Chief Adele Burnes.
 - iii. Members Absent: DIR Director Katie Hagan, and Chip Martin.
- c. Executive – None
- d. Approval of the minutes of the previous meeting
 - i. Members approved the meeting minutes from the 1st Quarterly Meeting in Sacramento, California.
- e. Announcements
 - i. Adele Burnes appointed to Chief at the DAS.
 - ii. Shelley Duran appointed to CAC Commissioner, public representative, on 1/15/2025.
 - iii. Alejandro “Alex” Beltran appointed to CAC Commissioner, employee representative, on 2/07/2025.

- iv. Charles “Chuck” Poss III appointed to CAC Commissioner, employer representative, on 2/07/2025.

f. Communications – None

II. Business Session

g. Legal Matters – Deputy Attorney General – None

h. Apprenticeship Complaint Findings / Decisions by the Administrator of Apprenticeship – None

i. Notice of Appeals during the Quarter – None

j. Pending Appeals:

- i. Southern California Pipe Trades District Council 16, Appeal of Approval of Amended Apprenticeship Standards for the Southern California Sheet Metal JA & TC and the Sheet Metal JA & TC of San Diego. CAC Appeal 2024-02: A three-person panel meeting was scheduled for June 17th or June 19th to address an omission in the administrative record regarding a merger of another sheet metal program in 2013.

- ii. Southern California Sheet Metal JA & TC and the Sheet Metal JA & TC of San Diego Appeal of Approval of Amended Apprenticeship Standards for Southern California Pipe Trades District Council 16 - CAC Appeal 2024-05: The same three-person panel was assigned to this appeal, and the hearing was scheduled for the same dates as the previous appeal.

- iii. Communication Workers of America / American Communication Contractors Association (CWA/ACCA) JAC – CAC Appeal No. 2024-04: This appeal was postponed at the request of the Communication Workers of America representatives and was being rescheduled for June.

- iv. Dorian Antonio Aleman vs. San Mateo County Joint Apprenticeship and Training Committee for the Electrical Construction Industry. DAS Appeal No. 2023-19; CAC Appeal No.: 2024-03: The three-person panel had made a recommendation, and the decision was being drafted for presentation at the next quarterly meeting.

- v. Blake Anthony Esqueda vs. Sheet Metal Workers Local 104, Bay Area Industry Training Fund – DAS Complaint No. 2020-02; CAC Appeal No. 2021-01: This appeal had been brought to the attention of the CAC, and the final signatures were being obtained, as the CAC had already taken action on it.

k. CAC Appeals Panel Decisions – None

1. Chief's Report – DAS Chief Adele Burnes

i. Introduction and Overview

- a. Chief Burnes is honored to be taking on the role as Chief of the Division of Apprenticeship Standards (DAS). She is excited to build upon the great work of the DAS team and predecessors, and the apprenticeship community.
- b. She is passionate about expanding high-quality and equitable apprenticeships in California, as she sees apprenticeship as creating economic mobility.
 - a. Chief Burnes defines high-quality apprenticeships as upholding and operationally achieving the California Code of Regulations and Labor Code governing apprenticeships, improving DAS's preparation and reporting to the California Apprenticeship Council (CAC), focusing on expanding the building trades workforce, particularly in the LA region with upcoming projects, holding new program registrations/revisions to the Employment Training Panel's new higher wage level (with exceptions for collective bargaining agreements), expanding youth apprenticeship (potentially at closer to minimum wage), and promoting college-connected apprenticeships to provide college credits.
 - b. Equitable apprenticeships include using strategic funding investments like the ERiCA and COYA grants, and data transparency, including 2024 year-end data.
- c. Chief Burnes reported on DAS efforts to clear the backlog within the Program Planning and Review Team, which is responsible for reviewing and approving new and revised apprenticeship standards. The Team has been understaffed and significantly overwhelmed due to necessary updates for all 300 building trades standards to incorporate new EEO regulations, as well as the significant growth in apprenticeship programs from various grant initiatives.
 - a. The team has now doubled in size since January, with the goal of clearing the backlog and reducing the review time to 3 months by the end of 2025 and 1 month by the end of 2026.

ii. Apprenticeship Data and Equity

- a. Chief Burnes presented detailed data on active apprentices, new

registrations, and representation of women/non-binary individuals. The data showed a slight decline in the representation of women/non-binary people in some building trades apprenticeships, from 3.97% in 2023 to 3.51% in 2024.

- b. She acknowledged this decline and discussed strategies to address it, including data transparency and strategic funding investments, such as the ERiCA grant.
- c. She also broke down representation data by specific trades, highlighting both positive and negative trends.

iii. Grant Updates

- a. Chief Burnes provided updates on several grant programs administered by DAS:
 - a. Opened ERiCA Grant applications: DAS received 67 proposals requesting a total of \$42 million across the three grant categories (recruitment, childcare, and work-site culture).
 - b. Opened Apprenticeship Innovation Funding applications: DAS received 82 applications requesting a total of \$32 million.
 - c. Opened California Opportunity Youth Apprenticeship (COYA) Grant Applications: DAS received 142 proposals requesting a total of \$87 million in funding.

iv. Other Updates

- a. Chief Burnes introduced the new DAS outreach team, led by Jeanne-Mairie Duval, with the objective of increasing awareness of the apprenticeship pathway across all sectors, particularly among young people.
- b. She recognized Women's History Month events focused on women in construction in March of this year.
- c. She also discussed the transition of National Apprenticeship Week to the spring, starting next year.

m. Old Business

- i. Commissioner Buckhorn inquired about any updates with previous ECU problems. DAS Chief Adele Burnes responded that although the ECU affects DAS, the ECU is not under the purview of DAS, but rather under

the Department of Industrial Relations (DIR). She offered to provide the contact information for the ECU team so that Commissioner Buckhorn could reach out to them directly to inquire about the progress.

n. New Business

- i. Commissioner Buckhorn provided an update on the public works lawsuit.
 - a. The CAC was completely successful in winning the public works lawsuit, winning at the Superior Court, Court of Appeals, and the California Supreme Court denied the petition for review.
 - b. The lawsuit centered around the question of whether the CAC has the statutory authority to set the principal crafts, trades, and working conditions for apprentices. The CAC fought hard to maintain the statutory authority granted to them in Sections 1777.5 and 1777.7, which gives the CAC the ability to formulate regulations that have the same power as statutes.
 - c. The opposition had argued the CAC did not have the authority to set apprentice working conditions, but this has now been proven false. The CAC had to go to a private law firm to fight this case due to a previous court decision in the Henson v. OVRA case, which had created a conflict with the CAC's statutory authority.
 - d. By amending the regulations and defining apprenticeship occupations, the CAC was able to change the interpretation of the OVRA decision, which had not considered the CAC's full statutory authority.
 - e. The result is that the CAC now has the clear legal authority to formulate regulations in the best interest of apprentices and their working conditions, and these regulations have the full effect of law.
- ii. Willie Atkinson from the Employment Training Panel announced that ETP will be opening their funding window for the next fiscal year on May 12th. The window will be open for 6 weeks, closing on June 23rd. Atkinson congratulated Chief Burnes on her new promotion and said ETP looks forward to continuing their relationship with her in her new capacity.

III. Educational Agencies Report

- a. California Community Colleges – Gary Adams, California Community Colleges Chancellor's Office
 - i. Sabrina Aguilar from the California Community Colleges Chancellor's

Office provided the following updates:

- I. The program approval process for California Community Colleges has been streamlined, no longer requiring regional consortia approval if the program has already received approval.
 - II. The Chancellor's Office has requested an additional \$15-20 million in RSI funding to address a shortfall. They remain optimistic about securing this additional funding.
 - III. There are still some colleges/LEAs that have not submitted required RSI reports on time, which impacts the Chancellor's Office's ability to administer the funding and provide reporting.
 - IV. The Chancellor's Office is making improvements to the NOVA reporting system to provide clearer instructions and reminders to help address the late reporting issue.
- ii. She also discussed revisions made to the RSI guidance document, including:
- I. Updates to reporting deadlines to align with the NOVA system.
 - II. Clarifications that RSI funding is intended for RSI instructional hours, not OJT or work experience.
 - III. Reminders about the importance of timely reporting and the potential impacts of late reporting on funding.
- iii. There was a discussion about differences in the audit protocols/guidance between the K-12 LEAs and the community college system. The LEA representatives expressed concerns about a perceived “double standard” and requested to be involved in discussions to align the audit requirements.
- I. Commissioner Adams and Sabrina Aguilar acknowledged the importance of including the K-12 LEA perspective and committed to facilitating further discussions to address the audit protocol concerns.

IV. CAC Standing Committees Report

- a. CAC/CCA Liaison Committee – Report from May 7, 2025 – Chairperson Benjamin Rivera
 - i. Chairperson Rivera reported the committee met on May 7th at 10am and adjourned at 10:18am. They reviewed and approved the previous meeting minutes. There was no public comment.

- ii. Mike Rivers provided the Treasury report with an ending balance of \$56,106.18 as of May 6th.
 - iii. They discussed plans for the networking event and Honorees Hall of Fame at the 2026 CCA conference.
 - iv. The hotel reservations link for the conference is coming soon.
 - v. They discussed submitting guest speaker suggestions.
- b. Related Supplemental Instruction Committee – Report from May 7, 2025 – Chairperson Jack Buckhorn
 - i. Chairperson Buckhorn reported the committee met on May 7th at 10:30am and adjourned at 11:45am. They reviewed and approved the previous meeting minutes.
 - ii. They had a robust discussion about the RSI audits, including perceived differences in the audit requirements between the K-12 LEAs and the community college system.
 - iii. They discussed the required RSI reporting per SB 235 and the need to align the audit guidelines between the two systems.
 - iv. They reviewed the Common Administrative Practices document, which the Chancellor's Office had requested time to review with legal counsel. This will be brought back as old business next quarter.
 - v. They discussed issues with late LEA reporting leading to “clawbacks” of RSI funds, and the need for better communication around that process.
- c. Equal Opportunity in Apprenticeship Committee – Report May 7, 2025 – Chairperson Sheri Learmonth
 - i. Chairperson Learmonth reported the committee met on May 7th at 11:45am and adjourned at 12:01pm. They reviewed and approved the previous meeting minutes. There was no public comment.
 - ii. CWTI made a presentation on MC3 programs.
 - iii. DAS Chief Burnes provided an update on Equal Representation in Construction Apprenticeship (ERiCA) Grants.
- d. Standards, Rules, Regulations & Operating Procedures Committee – Comments from Chairperson Richard Harris
 - i. Chairperson Harris reported the committee did not meet for the 2nd Quarterly Meeting.

- e. Public Relations & Publicity Committee - Report from May 7, 2025 – Chairperson Mark Burri
 - i. Chairperson Burri reported the committee met on May 7th at 1:30pm and adjourned at 1:56pm. They reviewed and approved the previous meeting minutes. There was no public comment.
 - ii. They received an introduction and presentation from the new DAS Outreach Manager, Jeanne-Mairie Duval. They also discussed the newsletter, website, and future news articles, with no new updates or suggestions from the public.
- f. Forums Committee – Report from May 7, 2025 – Chairperson Jason Rafter
 - i. Chairperson Rafter reported the committee met on May 7th at 1:03pm and adjourned at 1:11pm. They had a minor discrepancy with the previous meeting minutes, which will be approved next time. They discussed and noted suggestions for future forum topics.
- g. Legislation Committee – Report from May 7, 2025 – Chairperson Yvonne De La Peña
 - i. Chairperson De La Peña reported the committee met on May 7th at 2pm and adjourned at 3pm. They reviewed and approved the previous meeting minutes. They also discussed budget bills, CAC/IACA related bills, and bills that have already been chaptered.
 - ii. They noted the budget outlook is not favorable, with no additional funding expected.
 - iii. They identified two IACA bills that should be moved to the CAC/IACA category.
 - iv. They discussed the recently chaptered house resolutions related to Women in Carpentry, Women in Construction Week, and Apprenticeship Week.

V. Report of Administrative and Cooperating Agencies

- a. Division of Labor Standards Enforcement (DLSE) Public Works – None
- b. U.S. Department of Labor Employment and Training Administration Office of Apprenticeship (USDOL/ETA/OA)
 - i. Douglas Howell has retired. Arthur Page and Harry Dispenza are no longer with the organization.
 - ii. However, two new apprenticeship and training representatives have been added to the team this year that are covering California:

- a. Jovay Dalloway-Dow Hermson; and
 - b. Rhiannon Rogers, who has previous DAS experience.
 - c. They are also filling in with some other people to ensure coverage for California.
- iii. Aaron Wong is the Deputy Regional Director for Region 6 for the Office of Apprenticeship. He will now be the Acting California State Director. Aaron has worked with Adele briefly in the past. He states DOL is open for business for registering and maintaining existing apprenticeship programs.
- iv. The administration has signed three new executive orders that are anticipated to have effects on registered apprenticeships:
 - a. Preparing Americans for high-paying skilled trade jobs of the future;
 - b. Advancing artificial intelligence education for American youth; and
 - c. Restoring America's maritime dominance.
 - d. They anticipate there will be registered apprenticeship impacts with each of these new executive orders.
- c. Tradeswomen Inc. – Juanita Douglas, Executive Director
 - i. Juanita Douglas introduced herself as the new Executive Director of Tradeswomen Inc., highlighting her extensive experience in the trades as a carpenter and land surveyor.
 - ii. She shared key accomplishments since joining Tradeswomen Inc., including: hiring an additional recruiter with over 39 years of experience in the trades, signing an MOU with NorCal Carpenters to provide women direct entry into the carpentry program after a pre-apprenticeship training program, hosting a successful networking event that connected tradeswomen with industry leaders, participating in a design-build contest with high school students, including an all-girls team, hiring an outside grant management firm to help with grant management and compliance, securing a Cal Grants award, and launching a high school girls' construction camp with 18 cohorts planned over the next two years. Juanita outlined Tradeswomen Inc.'s vision to become a leading placement and retention organization for the trades, including initiatives such as networking events, mock interviews, and on-site resume writing.
 - iii. She also discussed upcoming fundraising events, including a virtual golf

tournament and a Halloween Gala, to support the organization's initiatives.

- d. Women in Non-Traditional Employment (W.I.N.T.E.R) – None
- e. California Association for the Advancement of Apprenticeship Training (CAAAT)
 - i. Chris Jorgensen, the President of CAAAT, highlighted various activities and achievements of CAAAT member organizations, including:
 - a. ABC of San Diego's participation in a successful apprenticeship career fair.
 - b. ABC of Northern California's 27th graduation ceremony, honoring over 80 graduates.
 - c. ABC of Southern California's tribute to Lynn McVean, a champion for women in the electrical industry.
 - d. California American Fire Sprinklers Association's co-hosting of a National Apprenticeship Day event.
 - e. Masonry Industry Training Association's 60-hour masonry class for the California Family Life Center at-risk programs and their volunteer work at the SkillsUSA competition.
 - f. Western Electrical Contractors Association's presence at the Senate floor session for the presentation of SCR 55, acknowledging Apprenticeship Week in California.
 - g. Plumbing and Heating Cooling Contractors' celebration of National Apprentice Day and their free drop-in entrance exam for community members.
- f. California Apprenticeship Coordinators Association (CACA)
 - i. Michael Peterson, representing CACA, provided a comprehensive report on the activities and developments in various regions across California, including the following:
 - a. Southern California: Work looks good, with some apprenticeship programs making investments to enhance instruction through new equipment, facility improvements, and upcoming graduations.
 - b. San Diego: New elected officers, discussion on the hazards of fentanyl awareness, and the availability of a speaker on the topic.
 - c. North Bay: Approximately 600 registered apprentices, recently

purchased a trailer with a simulator for outreach events.

- d. Bricklayers: 110 registered apprentices, with six attending the Western States Conference and plans to attend the National Conference.
- e. Local 343: 80 registered apprentices, sending apprentices to the state competition in May and the regional competition in June 2025.
- f. IBEW Local 180: 95 registered apprentices, with 16 graduating in May and interviews for new apprentices underway.
- g. Bay Area Roofers and Waterproofers: 530 apprentices, with work expected to pick up for upcoming school projects.
- h. Bay Area Operating Engineers, JTC Local 3: 876 registered apprentices, with a two-acre pole barn construction project underway.
- i. South Bay: Recent special called meetings to elect new officers.
- j. Central Valley: Announcement of three major projects with funding totaling \$3-\$5 billion per county, two related to carbon capture, and the recent pull of funding for the high-speed rail project.
- k. San Joaquin: Slow winter, but most apprentices are still working, and programs are preparing to bring in new applicants with some hesitation due to political uncertainty and funding concerns.
- l. California Firefighters: Recent career expo in Sacramento with 30 fire departments, 92 recruiters, and 583 candidates (20% women), upcoming career expo in South El Monte, and various other initiatives and events.

VI. Public Comment

- a. Meg Vasey (Tradeswomen Task Force) commended the DAS Chief's report on the data and requested the inclusion of retention numbers in future reports. She also advocated for the continued support and funding of the ERICA program. She noted the importance of the Tradeswomen Task Force and other organizations that have benefited from the WANTO funding, which is now being zeroed out. She encouraged apprenticeship coordinators to redouble their efforts in encouraging women's participation in apprenticeship programs.
- b. Several individuals, including representatives from the electrical industry, raised concerns about the ongoing issues with the Electrician Certification Unit (ECU)

within the Division of Labor Standards Enforcement (DLSE), highlighting the significant delays and challenges faced by apprentices in obtaining their certifications.

- i. Stephan Davis and Nick Schaefer (IBEW Local 40) highlighted the impact of the ECU issues on apprentices, their families, and their ability to work as journey-level workers. Nick, an electrical apprentice, shared his personal experience of facing significant delays and challenges in obtaining his electrician certification, despite having completed his apprenticeship. He noted that the online application process for the ECU has been disabled, further exacerbating the issues. They requested the CAC's advocacy and support in addressing the problems faced by electrical apprentices.
- ii. Christen Harrington, DAS Consultant, emphasized the significant delays and ECU issues across the entire electrical industry, including the rejection of applications due to missing employer information, and the lack of accommodations for individuals with disabilities.
- iii. Members agreed to coordinate with the DLSE to address the concerns raised regarding the ECU process.

VI. Adjournment

- a. The meeting adjourned at approximately 11:19am.