

Department of Industrial Relations

Division of Apprenticeship Standards

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California Apprenticeship Council

Annual Report on Activities
to the Legislature and the Public

1994

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State of California
Pete Wilson Governor
Lloyd W. Aubry, Jr.
Director of Industrial Relations

Report Contents

Page

| | |
|--|----|
| The Apprenticeship Concept in California | 4 |
| California Apprenticeship Council | 6 |
| Division of Apprenticeship Standards | 9 |
| DAS Equal Opportunity and Outreach Activities | 11 |
| DAS Program Approvals. | 14 |
| Department of Corrections Inmate Apprenticeship Program | 15 |
| New Horizons: Youth Apprenticeship Program | 16 |
| Statistical summaries | 17 |

Attachments

- Exhibit 1 - DAS Program Statistics 1990
- Exhibit 2 - DAS Program Statistics 1991
- Exhibit 3 - DAS Program Statistics 1992
- Exhibit 4 - DAS Program Statistics 1993
- Exhibit 5 - DAS Program Statistics 1994
- Exhibit 6 - DAS Program Statistics: Active Women
Apprentices in Construction Occupations - 1994
- Exhibit 7 - CAC & DAS Litigation

The Apprenticeship Concept in California

A paradox exists in the job market: higher unemployment at one end of the job market and unfilled jobs at the other end. The job market for unskilled and low-skilled workers is shrinking, while the demand for specialized skills increases.

California has recognized the need for greater employment of women and minorities in construction and other industries that have employed apprentices. The California Apprenticeship Council (CAC) and Division of Apprenticeship Standards (DAS), which direct and administer apprenticeship programs in California, work to fulfill the potential of the apprenticeship system of job training to accomplish a reversal of the above paradox. Particular emphasis has been placed on increasing the participation of women and members of ethnic minority groups in apprenticeship training programs.

The apprenticeship systems of job training is one of the oldest time-tested and effective means of teaching skills, professions and crafts. Its use dates back to ancient eras. Through the centuries, its success is a matter of historical record.

In California, the apprenticeship system is organized under the following facets and objectives:

- individualized on-the-job training with classroom instruction;
- mutual commitment between employer and apprentice to learning and productivity using state-of-the-art methodology;
- positive role models within the occupation for the apprentice;
- imparting to apprentices the expectations and demands of their respective occupations;
- educating apprentices on a safety-conscious workforce;
- providing the most cost-effective means of on-the-job training so that participants receive marketable training while earning a salary;
- means of reducing unemployment by providing skilled labor

in occupations where there are significant skill shortages;

- a program that ensures the apprentice of the means to achieve a career goal unattainable by conventional means;
- structured training programs for apprentices to maintain enthusiasm in their occupational fields;
- training relevant to a broad range of current and potential new industries and occupations.

California Apprenticeship Council

The California Apprenticeship Council (CAC), established by the Shelley-Maloney Apprentice Labor Standards Act of 1939, is responsible for overseeing the administration of California's apprenticeship programs and serving as the apprenticeship policymaking body in California.

The CAC is composed of 17 members, with 14 of the members appointed by the Governor for four-year-terms. Of the gubernatorial appointees, six represent employers and six represent employee organizations, while two members represent the general public. The Director of Industrial Relations functions as Administrator of Apprenticeship and also is a member of the CAC. The Superintendent of Public Instruction and the Chancellor of the California Community Colleges are ex-officio members. The Chair of the CAC is elected by the members of the panel.

Upon the initiative of the Administrator of Apprenticeship or the complaint of any interested party, an investigation is conducted to determine whether a violation of the terms of an apprentice agreement has occurred. Hearings, inquiries and other proceedings may be necessary to make these determinations. All such hearings and determinations are made under the authority of rules and regulations issued by the CAC.

In addition to apprenticeship program approval appeals, the CAC heard two apprentice complaint appeals in 1994. In both cases, the CAC concurred with the Administrator's decision to cancel the apprentice agreements.

The CAC also was involved in litigation regarding federal preemption of state apprenticeship law and regulations by the federal Employee Retirement Income Security Act (ERISA).

Ten apprenticeship proposals that had been approved by DAS and appealed to CAC were pending during the year. The CAC sustained seven of the 10 approvals, allowing the approvals to become the final order of the CAC. Three appeals of approvals remained unresolved at the end of the year.

The CAC-supported and industry-initiated California Conference on Apprenticeship, hosted in San Diego on April 27-29, 1994, emphasized:

- bringing into closer relationship all people and organizations active and interested in apprenticeship;
- furnishing a means for collecting, exchanging, and disseminating information, experience and ideas about apprenticeship;
- improving, expanding, and promoting apprenticeship and other on-the-job training;
- fostering and promoting apprenticeship employment opportunities for youth;
- assisting in providing California industry with the skilled workforce needed for a growing economy;
- promoting the value of craftsmanship and raising the profile of the crafts;
- fostering adequate vocational education in schools with the cooperation and participation of labor and management;

Workshops were conducted on the topics of developing quality standards, women in apprenticeship, substance abuse, and developing a workplace Injury and Illness Prevention Program as required by California law.

During 1994, the CAC 's Blue Ribbon Committee on Quality Standards continued to meet. This committee is composed of apprenticeship coordinators and representatives of labor, management, and the legal profession.

The major issued addressed by the Committee were:

- CAC regulations dealing with wages, employee benefits, and other compensation;
- CAC regulations on approval and disapproval of applications for apprenticeship programs;
- Establishing acceptable minimum state and industry training standards that also ensure the welfare of apprentices;
- Establishing evaluation standards for measuring the quality and effectiveness of registered apprenticeship programs.

In 1994, the committee made recommendations to the CAC. As a result, the CAC proposed amendments to Sections 208, 212 and 212.2 of the California Code of Regulation and adopted a motion to begin the rulemaking process with the Office of Administrative Law.

Division of Apprenticeship Standards

The Division of Apprenticeship Standards has responsibility for administering California's apprenticeship laws and regulations.

Summaries of the DAS' responsibilities and 1994 activities follow:

- The DAS fosters, promotes and develops employment-based apprenticeship training programs with classroom instruction. The programs are provided by local education agencies. The DAS provides consultative services to apprenticeship program sponsors, employers, employee organizations, and educational providers. DAS has oversight responsibility for proper program management and ensuring that high training standards are met for apprentices. These standards include wage, hour and working conditions, skills to be learned, length of training, and required supplemental instruction.
- The DAS administers the equal opportunity regulations set forth by the CAC in the *State of California Plan for Equal Opportunity in Apprenticeship*. The policies and procedures apply to recruitment and selection of apprentices, and to all conditions of employment and training during apprenticeship. The purpose of the plan is to prohibit discrimination based on race, gender, religion or national origin in apprenticeship programs and to increase participation by women and members of ethnic minority groups.
- The DAS monitors and enforces compliance with California's public works laws requiring the employment of apprentices on public works projects. During 1994, the DAS, on behalf of the CAC, collected \$915,117.31 in training fund contributions from contractors on public works jobs. These funds were deposited in the state's General Fund. DAS received 396 public works apprentice enforcement cases in 1994, and closed 536 pending cases.
- The DAS continues to develop programs for the occupation of cosmetologist. Apprentices who satisfactorily complete their apprenticeship program are qualified to take the examination for state licensure.

- The DAS has a federal contract with the U.S. Veterans Administration to approve employer training programs for veterans, and to monitor compliance with the terms of training standards, enabling veterans to receive educational benefits through apprenticeship training.
- The DAS, under CAC authority, issues certificates of completion to registered apprentices who have completed their apprenticeship training upon recommendation by an apprentice's program sponsor.
- The DAS Chief administers the apprenticeship law in California, serves as secretary to the CAC, and is responsible for approval or disapproval of apprenticeship programs, as well as the auditing of selection and disciplinary proceedings of apprentices or prospective apprentices.
- The DAS received 140 new apprenticeship program applications during 1994. All applications were approved. Four approvals remained under appeal to the CAC at the end of the year.

DAS Equal Opportunity and Outreach Activities

Equal Opportunity

CAC regulations administered by DAS include the *State of California Plan for Equal Opportunity in Apprenticeship*. At the end of calendar year 1994, registered apprentices totaled 38,768, of this number 46.2 percent were minorities and 10.6 percent were women.

In recent years, California experienced the most serious economic difficulties in decades. The Department of Finance reports that non-farm employment statewide decreased by more than 800,000 jobs since 1990. Employment in the construction industry, where apprenticeships have traditionally been concentrated, has been particularly hard hit. The dollar value of construction projects has fallen by \$13.67 billion.

Attached to this report are Exhibits 1 through 5 for the years of 1990 through 1994, showing the number of apprentices -- including numbers and percentages for minorities and women -- registered in each apprenticeship program having five or more apprentices and the number of apprentices who completed their programs.

DAS Outreach

The list below is a sampling of DAS outreach with various apprenticeship program sponsors in order to assist programs in increasing participation by women and minorities:

- In Fresno, DAS organized and chaired a workshop explaining the opportunities in apprenticeship to the Mexican-American Women's Conference, held yearly at Fresno City College. Women journeypersons presented information on the opportunities in apprenticeship.

- Lawrence Livermore National Laboratory JAC, in conjunction with the Bay Area Coordinators Association, sponsored a workshop for vocational education instructors and counselors from school districts and community agencies on apprenticeship opportunities for minorities and women.
- The Heat, Frost & Asbestos Workers JAC sponsored a workshop for women and minorities at their facility. Attendees were provided with information about entrance requirements, training agenda, earning potential and other on-the job working conditions.
- DAS Oakland staff met with representatives of the 46 Northern California Counties Carpenters JATC and the Hoopa Valley Business Council in an effort to develop a carpenters apprenticeship program on the Hoopa Indian Reservation. Fifteen apprentices eventually registered, two of whom were women.
- The Contra Costa County Plumbers JATC hosted a seminar for the public at their training center and bussed approximately 70 people to the center for an orientation.
- DAS staff, the Marin/Sonoma Machinists, Redwood Empire Electricians, and the North Bay Sheet Metal JAC met quarterly at San Quentin State Prison to evaluate and register inmate apprentices into their programs so that the inmates may become employable upon release from prison.
- DAS staff worked with the JAC for the Tile Laying Industry at the Sixth Annual Job Fair at the San Pedro Wilmington Skills Center in San Pedro. The event was co-sponsored by the City of Gardena Employment and Training Division and the Los Angeles Unified School District's Adult and Career Education.
- DAS staff worked with the Southern California Glaziers and Glass Workers Industry JAC in providing staff and apprenticeship information to encourage female and minority applicants to apply at the following career fairs: Youth Apprenticeship Meeting sponsored by the Building and Construction Trades Council of San Bernardino and Riverside AFL-CIO in Riverside, Long Beach Displaced Homemaker Resource Center, the Day Conference for Women in Unions hosted by the California Labor Federation, and the Hacienda-La Puente Unified School District.
- DAS staff worked with the Southern California Drywall/Lathers JAC in participation in the following Career Days: Whittier High School,

Women at Work in Pasadena, Bloomington High School, and Maxine Waters Employment Preparation Center.

- DAS staff worked with the Los Angeles Building Trades Council and the U. S. Department of Labor in developing Job Links language for Federal Emergency Management Agency (FEMA) in conjunction with the Emergency Supplemental Appropriations Act of 1994.

DAS Program Approvals

DAS staff reviewed and approved over 140 applications for new apprentice programs, thereby creating employment and training opportunities for hundreds of California's young men and women. All 140 applications were approved. These programs covered a broad spectrum of occupations.

Department of Corrections Inmate Apprenticeship Program

DAS, the Department of Corrections, and the Department of the Youth Authority collaborated to establish apprenticeship training assisting inmates to develop marketable skills.

The main purpose of the inmate apprenticeship program is to encourage program sponsors to accept inmates into their apprenticeship programs existing outside the correctional institution. Through such linkages, it is hoped that the inmate can make the transition from the institution to gainful employment with a program sponsor. As of the end of 1994, 653 inmate apprentices were registered with DAS.

New Horizons: Youth Apprenticeship Program

The DAS has been working with the California Department of Education and the California Community Colleges to develop a Youth Apprenticeship Program of work experience and on-the-job training for high school students.

The DAS worked on the feasibility of developing a linkage with the California Department of Education, the California Community College System and the Employment Development Department with the possible implementation of the Governor's School-to-Career Plan being developed by the Governor's School-to-Career Task Force.

The apprenticeship program would link high schools, employers, unions and other associations. Participants in the program would receive their high school diplomas along with certification of occupational skills acquired.

Exhibit 1 - DAS Program Statistics 1990

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1990.

| | |
|-----------------------------|---------|
| Number of programs reviewed | 381 |
| Percentage of minorities | 41.3% |
| Percentage of Women | 11.3% |
| Total number of apprentices | 49,484 |
| Total number of minorities | 20,424 |
| Total number of women | 5,570 |
| Programs with no women | 103 |
| Total number of completions | 5,793 * |

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

* As of 6/30/90

Exhibit 1 - DAS Program Statistics 1990

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1990

The active apprentices as of December 31, 1990 numbered 49,484. One year ago, Dec. 31, 1989, there were 48,103 registered apprentices. By comparison, there was a 2.9% increase in the total number of active apprentices in the last year.

New registrations and reinstatements numbered 1,737 at the end of December, 1990.

Minorities represented 41.3% of all active apprentices as of December 31, 1990.

| | <u>Total Active Apprentices</u> | | | | <u>Change Dec '89 to Dec '90</u> | <u>1980 Census Goals</u> |
|--|---------------------------------|-----------------------|--------------------------|-----------------------|--|----------------------------------|
| | <u>Count Dec '90</u> | <u>% of Total</u> | <u>Count Dec '89</u> | <u>% of Total</u> | | |
| <i>All Minorities</i> | 20,424 | 41.3% | 19,046 | 39.6% | 7.2% | 33.4% |
| <i>Black</i> | 5,141 | 10.3% | 4,912 | 10.2% | 4.7% | 7.5% |
| <i>Asian or Pacific islander</i> | 1,356 | 2.7% | 1,302 | 2.7% | 4.1% | 4.3% |
| <i>American Indian or Alaskan Native</i> | 925 | 1.9% | 890 | 1.9% | 3.9% | 0.9% |
| <i>Filipino</i> | 565 | 1.1% | 557 | 1.2% | 1.4% | 1.5% |
| <i>Hispanic</i> | <u>12,437</u> | <u>25.1%</u> | <u>11,385</u> | <u>23.7%</u> | <u>9.2%</u> | <u>19.2%</u> |
| <i>White</i> | 29,060 | 58.7% | 29,057 | 60.4% | 0.0% | 66.6% |
| <i>Total of all Ethnic groups</i> | 49,484 | 100.0% | 48,103 | 100.0% | 2.9% | 100.0% |

Active women apprentices numbered 5,570 as of December 31, 1990, which is 11.3% of all active apprentices. On-the-Job trainees numbered 973 on December 31, 1990. One year ago, there were 917 trainees registered. These numbers represent a 6.1% increase in the total active trainees in the last year. Women trainees numbered 91 on December 31, 1990, which is 9.4% of the total active trainees. There were 72 new apprentice training programs and 2 new Section 3093 on-the-job training programs approved during the months of October, November and December 1990.

Exhibit 2 - DAS Program Statistics 1991

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1991.

| | |
|-----------------------------|--------|
| Number of programs reviewed | 352 |
| Percentage of minorities | 42.5% |
| Percentage of Women | 12.0% |
| Total number of apprentices | 47,828 |
| Total number of minorities | 20,312 |
| Total number of women | 5,735 |
| Programs with no women | 111 |
| Total number of completions | 6,559 |

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

Exhibit 2 - DAS Program Statistics 1991

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1991

The active apprentices as of December 31, 1991 numbered 47,828. One year ago, Dec. 31, 1990, there were 49,484 registered apprentices. By comparison, there was a decrease of 3.3% in the total number of active apprentices in the last year.

New registrations and reinstatements numbered 799 at the end of December, 1991.

Minorities represented 42.5% of all active apprentices as of December 31, 1991.

| | <u>Total Active Apprentices</u> | | | | <u>Change Dec '90 to Dec '91</u> | <u>1980 Census Goals</u> |
|--|---------------------------------|-----------------------|--------------------------|-----------------------|--|----------------------------------|
| | <u>Count Dec '91</u> | <u>% of Total</u> | <u>Count Dec '90</u> | <u>% of Total</u> | | |
| <i>All Minorities</i> | 20,312 | 42.5% | 20,424 | 41.3% | -0.6% | 33.4% |
| <i>Black</i> | 5,227 | 10.9% | 5,141 | 10.4% | 1.7% | 7.5% |
| <i>Asian or Pacific islander</i> | 1,299 | 2.7% | 1,356 | 2.7% | -4.2% | 4.3% |
| <i>American Indian or Alaskan Native</i> | 920 | 1.9% | 925 | 1.9% | -0.5% | 0.9% |
| <i>Filipino</i> | 562 | 1.2% | 565 | 1.1% | -0.5% | 1.5% |
| <i>Hispanic</i> | 12,304 | 25.7% | 12,437 | 25.1% | -1.1% | 19.2% |
| <i>White</i> | 27,516 | 57.5% | 29,060 | 58.7% | -5.3% | 66.6% |
| <i>Total of all Ethnic groups</i> | 47,828 | 100.0% | 49,484 | 100.0% | -3.3% | 100.0% |

Active women apprentices numbered 5,735 as of December 31, 1991, which is 12.0% of all active apprentices. On-the-Job trainees numbered 900 as of December 31, 1991. One year ago, there were 974 trainees registered. These numbers represent a 9.2% decrease in the total active trainees in the last year. Women trainees numbered 91 on December 31, 1991, which is 10.1% of the total active trainees. There were 34 new apprentice training programs approved during the months of July thru December 1991.

Exhibit 3 - DAS Program Statistics 1992

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1992.

| | |
|-----------------------------|--------|
| Number of programs reviewed | 322 |
| Percentage of minorities | 42.3% |
| Percentage of Women | 11.6% |
| Total number of apprentices | 37,254 |
| Total number of minorities | 15,741 |
| Total number of women | 4,304 |
| Programs with no women | 85 |
| Total number of completions | 11,083 |

Note: Completions average about 7,000 per year. The large number shown here is the result of the correctional officer program (File #19000 CDC CYA JCC) completions - 6,801 apprentices during 1992.

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

Exhibit 3 - DAS Program Statistics 1992

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1992

The active apprentices as of December 31, 1992 numbered 37,254. One year ago, Dec. 31, 1991, there were 47,828 registered apprentices. By comparison, there was a decrease of 22.1% in the total number of active apprentices in the last year.

New registrations and reinstatements numbered 1,502 at the end of December, 1992.

Minorities represented 42.3% of all active apprentices as of December 31, 1992.

Active women apprentices as of December 31, 1992 numbered 4,304, which is 11.6% of all active apprentices.

| | <u>Total Active Apprentices</u> | | | | <u>Change Dec '91 to Dec '92</u> | <u>1980 Census Goals</u> |
|--|---------------------------------|-----------------------|--------------------------|-----------------------|--|----------------------------------|
| | <u>Count Dec '92</u> | <u>% of Total</u> | <u>Count Dec '91</u> | <u>% of Total</u> | | |
| <i>All Minorities</i> | 15,741 | 42.3% | 20,312 | 42.5% | -22.5% | 33.4% |
| <i>Black</i> | 3,467 | 9.3% | 5,227 | 10.9% | -33.7% | 7.5% |
| <i>Asian or Pacific islander</i> | 1,086 | 2.9% | 1,299 | 2.7% | -16.4% | 4.3% |
| <i>American Indian or Alaskan Native</i> | 796 | 2.1% | 920 | 1.9% | -13.5% | 0.9% |
| <i>Filipino</i> | 443 | 1.2% | 562 | 1.2% | -21.2% | 1.5% |
| <i>Hispanic</i> | 9,949 | 26.7% | 12,304 | 25.7% | -19.1% | 19.2% |
| <i>White</i> | 21,513 | 57.7% | 27,516 | 57.5% | -21.8% | 66.6% |
| <i>Total of all Ethnic groups</i> | 37,254 | 100.0% | 47,828 | 100.0% | -22.1% | 100.0% |

Exhibit 4 - DAS Program Statistics 1993

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1993.

| | |
|-----------------------------|--------|
| Number of programs reviewed | 323 |
| Percentage of minorities | 44.1% |
| Percentage of Women | 10.4% |
| Total number of apprentices | 35,685 |
| Total number of minorities | 15,720 |
| Total number of women | 3,710 |
| Programs with no women | 63 |
| Total number of completions | 6,004 |

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

Exhibit 4 - DAS Program Statistics 1993

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1993

The active apprentices as of December 31, 1993 numbered 35,685.

New registrations and reinstatements numbered 1,003 at the end of December, 1993.

Minorities represented 44.1% of all active apprentices as of December 31, 1993.

Active women apprentices as of December 31, 1993 numbered 3,710, which is 10.4% of all active apprentices.

Total Active Apprentices

| | <u>Count</u> <u>Dec '93</u> | <u>% of</u> <u>Total</u> | <u>Count</u> <u>Dec '92</u> | <u>% of</u> <u>Total</u> | <u>Change</u> <u>Dec '92</u> <u>to Dec '93</u> | <u>1980</u> <u>Census</u> <u>Goals</u> |
|--------------------------|--------------------------------|-----------------------------|--------------------------------|-----------------------------|--|--|
| <i>All Minorities</i> | 15,720 | 44.1% | 15,741 | 42.3% | -0.1% | 33.4% |
| <i>Black</i> | 3,603 | 10.1% | 3,467 | 9.3% | 3.9% | 7.5% |
| <i>Asian or</i> | | | | | | |
| <i>Pacific islander</i> | 1,055 | 3.0% | 1,086 | 2.9% | -2.9% | 4.3% |
| <i>American Indian</i> | | | | | | |
| <i>or Alaskan Native</i> | 775 | 2.2% | 796 | 2.1% | -2.6% | 0.9% |
| <i>Filipino</i> | 456 | 1.3% | 443 | 1.2% | -2.9% | 1.5% |
| <i>Hispanic</i> | 9,831 | 27.5% | 9,949 | 26.7% | -1.2% | 19.2% |
| <i>White</i> | 19,965 | 55.9% | 21,513 | 57.7% | -7.2% | 66.6% |
| <i>Total of all</i> | | | | | | |
| <i>Ethnic groups</i> | 35,685 | 100.0% | 37,254 | 100.0% | -4.2% | 100.0% |

Exhibit 4 - DAS Program Statistics 1993

Table 3

LIST OF SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1993
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPRENTICES | MINORITIES NUMBER | MINORITIES PCT | WOMEN NUMBER | WOMEN PCT | COMPLETIONS |
|-------------|------|--------------|-------------|-------------------|----------------|--------------|-----------|-------------|
| 00002 | 16 | S D PIPE TRA | 103 | 36 | 35.0 | 5 | 4.9 | 24 |
| 00004 | 12 | L A CC ELEC | 554 | 197 | 35.6 | 31 | 5.6 | . |
| 00005 | 15 | MASH RIV SBO | 35 | 16 | 45.7 | 0 | 0.0 | . |
| 00006 | 06 | ALA PLUMB | 67 | 34 | 50.7 | 9 | 13.4 | 7 |
| 00007 | 06 | MO CA SHCP | 6 | 2 | 33.3 | 0 | 0.0 | 2 |
| 00008 | 12 | L A CARP JAC | 2,875 | 1,612 | 56.1 | 146 | 5.1 | 162 |
| 00009 | 14 | OR BEIT FNTR | 282 | 157 | 55.7 | 32 | 11.3 | 22 |
| 00010 | 05 | S F SH MET | 74 | 36 | 48.6 | 3 | 4.1 | 2 |
| 00011 | 12 | L A PLUMB | 156 | 63 | 40.4 | 3 | 1.9 | 36 |
| 00012 | 18 | S MTO PLUM | 88 | 23 | 26.1 | 4 | 4.5 | 56 |
| 00014 | 12 | S CAL PLAST | 57 | 37 | 64.9 | 4 | 7.0 | 9 |
| 00015 | 06 | SLNO PLUMB | 36 | 9 | 25.0 | 0 | 0.0 | 15 |
| 00016 | 12 | L A PAINT | 530 | 343 | 64.7 | 22 | 4.2 | 92 |
| 00018 | 05 | BAY AREA PLA | 94 | 38 | 40.4 | 2 | 2.1 | . |
| 00019 | 16 | METRO SD CRP | 204 | 80 | 39.2 | 6 | 3.9 | 22 |
| 00020 | 12 | L A SH MET | 224 | 139 | 62.1 | 5 | 2.2 | 104 |
| 00021 | 12 | GLEN PLUMB | 112 | 41 | 36.6 | 2 | 1.8 | 12 |
| 00023 | 05 | JAC PLUMING | 157 | 69 | 43.9 | 8 | 5.1 | 31 |
| 00024 | 11 | GOLD CST CAR | 240 | 97 | 40.4 | 4 | 1.7 | 52 |
| 00025 | 18 | S F MILL | 29 | 12 | 41.4 | 1 | 3.4 | . |
| 00029 | 12 | L A TILE LAY | 88 | 41 | 46.6 | 0 | 6.8 | 32 |
| 00030 | 05 | SF ELEC JATC | 165 | 59 | 35.8 | 21 | 12.7 | 26 |
| 00036 | 06 | ALA CC AUTO | 271 | 88 | 32.5 | 4 | 1.5 | 51 |
| 00037 | 04 | PLUMB & PIPE | 91 | 29 | 31.9 | 9 | 9.9 | 12 |
| 00038 | 05 | S F CARP | 357 | 186 | 52.1 | 33 | 9.2 | 29 |
| 00039 | 05 | N CAL ERIK | 16 | 6 | 37.5 | 1 | 6.3 | . |
| 00040 | 05 | REG PAINTERS | 127 | 60 | 47.2 | 11 | 8.7 | 19 |
| 00042 | 06 | CC PLEG TATC | 25 | 7 | 28.0 | 3 | 12.0 | 15 |
| 00044 | 10 | KERN PLAST | 5 | 4 | 80.0 | 0 | 0.0 | . |
| 00045 | 10 | KERN NO LA C | 38 | 14 | 36.8 | 2 | 5.3 | 5 |
| 00048 | 08 | SALINAS CARP | 40 | 19 | 47.5 | 1 | 2.5 | 11 |
| 00049 | 07 | S JQN PAINT | 27 | 7 | 25.9 | 3 | 11.1 | 2 |
| 00052 | 09 | FRS SH MET J | 36 | 17 | 47.2 | 1 | 2.8 | 3 |
| 00054 | 08 | MTRY CARP | 39 | 8 | 20.5 | 2 | 5.1 | 4 |
| 00056 | 12 | LB PLUMBERS | 29 | 14 | 48.3 | 1 | 3.4 | 1 |
| 00057 | 06 | C COSTA CARP | 532 | 162 | 30.5 | 27 | 5.1 | 24 |
| 00058 | 16 | S D ELEC JAC | 202 | 71 | 35.1 | 15 | 7.4 | 30 |
| 00060 | 12 | S MON PLUMB | 78 | 36 | 46.2 | 2 | 2.6 | 20 |
| 00061 | 03 | SLNS PLUMB | 5 | 3 | 60.0 | 0 | 0.0 | . |
| 00062 | 16 | S D MEAT | 16 | 8 | 50.0 | 1 | 6.3 | 19 |
| 00063 | 14 | | 24 | 9 | 37.5 | 0 | 0.0 | 2 |
| 00064 | 15 | | 10 | 5 | 50.0 | 0 | 0.0 | . |
| 00065 | 07 | S JQN ELEC | 54 | 18 | 33.3 | 6 | 11.1 | 2 |
| 00073 | 09 | CNTL VY CARP | 198 | 77 | 38.9 | 9 | 4.5 | 12 |
| 00074 | 05 | N CAL FLR CV | 24 | 8 | 33.3 | 1 | 4.2 | 5 |
| 00076 | 09 | CEN VA PAINT | 32 | 14 | 43.8 | 4 | 12.5 | 7 |
| 00077 | 03 | MARIN CARP | 73 | 18 | 24.7 | 8 | 11.0 | 8 |
| 00081 | 11 | S BAR ELEC | 25 | 7 | 28.0 | 2 | 8.0 | 6 |
| 00084 | 07 | DEL YGS CARP | 118 | 31 | 26.3 | 5 | 4.2 | 8 |
| 00088 | 18 | N CAL TILE | 143 | 49 | 34.3 | 10 | 7.0 | 10 |
| 00089 | 04 | NCR VAI CARP | 197 | 53 | 26.9 | 15 | 7.6 | 17 |
| 00094 | 04 | MARYSVL CARP | 12 | 3 | 25.0 | 0 | 0.0 | 1 |
| 00096 | 18 | S MTO CARP | 186 | 56 | 30.1 | 4 | 2.2 | 23 |

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1992
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPRENTICES | MINORITIES | | WOMEN | | COMPLETIONS |
|-------------|------|--------------|-------------|------------|------|--------|------|-------------|
| | | | | NUMBER | PCT | NUMBER | PCT | |
| 00093 | 18 | S MTO ELEC | 75 | 25 | 33.3 | 10 | 13.3 | 17 |
| 00099 | 06 | NAPA CARP | 36 | 9 | 25.0 | 0 | 0.0 | 5 |
| 00105 | 12 | L A MILL JAC | 115 | 37 | 75.7 | 2 | 1.7 | 15 |
| 00106 | 07 | S JQN AUTO | 36 | 16 | 44.4 | 1 | 2.8 | 5 |
| 00109 | 05 | S F ROOF JAC | 190 | 162 | 85.3 | 4 | 2.1 | 15 |
| 00111 | 08 | SJ CARP JATC | 259 | 100 | 38.6 | 10 | 3.9 | 59 |
| 00113 | 06 | C C ELEC JAC | 128 | 21 | 16.4 | 12 | 9.4 | 21 |
| 00116 | 02 | S CLA PLAST | 22 | 11 | 50.0 | 1 | 4.5 | 1 |
| 00117 | 09 | FRS PLUMBERS | 43 | 16 | 37.2 | 1 | 2.3 | 2 |
| 00119 | 08 | TRI CO ELEC | 33 | 21 | 63.6 | 2 | 6.1 | 9 |
| 00122 | 12 | L A AIR CON | 243 | 87 | 35.8 | 5 | 2.5 | 39 |
| 00123 | 04 | SAC SH MET | 92 | 17 | 18.5 | 7 | 7.6 | 12 |
| 00125 | 08 | S CLA PLUMB | 180 | 40 | 22.2 | 7 | 3.9 | 57 |
| 00128 | 03 | SONOMA CARP | 135 | 42 | 31.1 | 2 | 1.5 | 30 |
| 00130 | 05 | S F AUTO JAC | 64 | 33 | 51.6 | 2 | 3.1 | 14 |
| 00131 | 16 | S D SH MET J | 59 | 22 | 37.3 | 3 | 5.1 | 17 |
| 00132 | 08 | S CLA MACH | 58 | 24 | 41.4 | 0 | 0.0 | 9 |
| 00134 | 05 | JAC PLUMBING | 6 | 0 | 0.0 | 0 | 0.0 | . |
| 00135 | 18 | S MTO SH MET | 75 | 27 | 36.0 | 11 | 14.7 | 11 |
| 00137 | 08 | S CLA ELEC | 130 | 46 | 35.4 | 19 | 14.6 | 17 |
| 00139 | 09 | FRS ELEC | 87 | 37 | 42.5 | 6 | 6.9 | 27 |
| 00146 | 06 | ALAMEDA ELEC | 146 | 54 | 37.0 | 23 | 19.2 | 1 |
| 00152 | 06 | NAPA ELEC | 31 | 12 | 38.7 | 7 | 22.6 | 7 |
| 00156 | 06 | ALA CC STMFT | 129 | 39 | 30.2 | 6 | 4.7 | 29 |
| 00157 | 08 | S CLA SH MET | 117 | 45 | 38.5 | 3 | 2.6 | 9 |
| 00158 | 16 | S D MACH JAC | 17 | 10 | 58.8 | 0 | 0.0 | 1 |
| 00161 | 01 | N HUMB AUTO | 10 | 0 | 0.0 | 1 | 10.0 | 2 |
| 00162 | 08 | SLNO CARP JA | 119 | 33 | 27.7 | 3 | 2.5 | 5 |
| 00163 | 15 | S BO PLUMB J | 59 | 14 | 23.7 | 4 | 6.8 | 11 |
| 00166 | 08 | S CLA ML CAB | 13 | 8 | 61.5 | 0 | 0.0 | . |
| 00169 | 03 | MARIN ELEC | 70 | 10 | 14.3 | 4 | 5.7 | 4 |
| 00170 | 18 | S MTO AUTO | 129 | 61 | 47.3 | 0 | 0.0 | 1 |
| 00177 | 12 | TRI CO ROOFR | 421 | 338 | 80.3 | 10 | 2.4 | 3 |
| 00180 | 08 | S CLA AUTO | 229 | 73 | 31.9 | 5 | 2.2 | 31 |
| 00238 | 10 | KERN PLUMB J | 80 | 38 | 47.5 | 4 | 5.0 | 10 |
| 00244 | 11 | CHNL COS PNT | 43 | 16 | 37.2 | 7 | 16.3 | 1 |
| 00246 | 02 | NE CAL AUTO | 5 | 0 | 0.0 | 0 | 0.0 | 1 |
| 00247 | 16 | S D GAS ELEC | 47 | 16 | 34.0 | 2 | 4.3 | 13 |
| 00260 | 03 | SONOMA AUTO | 16 | 5 | 31.3 | 0 | 0.0 | . |
| 00277 | 11 | S BAR PLUMB | 25 | 5 | 20.0 | 1 | 4.0 | . |
| 00279 | 16 | S D PLAST | 11 | 9 | 81.8 | 2 | 18.2 | 1 |
| 00280 | 12 | L A STMFT | 138 | 61 | 44.2 | 13 | 9.4 | 23 |
| 00299 | 05 | N CAL LITHO | 69 | 18 | 26.1 | 11 | 15.9 | 34 |
| 00322 | 12 | LA WTPW ELRP | 12 | 6 | 50.0 | 1 | 8.3 | 2 |
| 00333 | 06 | ALA CC MILL | 67 | 36 | 53.7 | 21 | 31.3 | . |
| 00367 | 06 | ALA CC BRK | 11 | 3 | 27.3 | 1 | 9.1 | 2 |
| 00368 | 07 | S JQN PLUMB | 16 | 5 | 31.3 | 1 | 6.3 | 3 |
| 00370 | 05 | S F GLAZ FLA | 28 | 6 | 21.4 | 2 | 7.1 | . |
| 00374 | 11 | VTA ELEC | 58 | 15 | 25.9 | 7 | 12.1 | 11 |
| 00375 | 15 | S BO ELEC | 71 | 17 | 23.9 | 0 | 8.5 | 9 |
| 00425 | 09 | CNTL VY ELEC | 40 | 11 | 27.5 | 3 | 7.5 | 5 |
| 00430 | 09 | STNS PLUMB | 29 | 9 | 31.0 | 1 | 3.4 | 6 |
| 00453 | 06 | ALA CC AU PT | 15 | 4 | 26.7 | 0 | 0.0 | 2 |

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPRENTICES | MINORITIES | | WOMEN | | COMPLETIONS |
|-------------|------|--------------|-------------|------------|------|--------|------|-------------|
| | | | | NUMBER | PCT | NUMBER | PCT | |
| 00494 | 14 | ORANGE ELEC | 148 | 36 | 24.3 | 5 | 2.0 | 36 |
| 00506 | 12 | S CAL TRANSP | 58 | 30 | 51.7 | 0 | 0.0 | 1 |
| 00635 | 09 | FRS GLAZIERS | 8 | 2 | 25.0 | 1 | 12.5 | . |
| 00656 | 14 | JR PLUMB JAC | 62 | 16 | 25.8 | 1 | 1.6 | 11 |
| 00667 | 14 | S CAL IRON W | 103 | 36 | 35.0 | 4 | 3.9 | 60 |
| 00762 | 04 | SAC PLAST | 22 | 7 | 31.8 | 3 | 13.6 | 2 |
| 00799 | 05 | S F MEAT JAC | 43 | 21 | 48.8 | 0 | 14.0 | 11 |
| 00823 | 04 | JAC AUTO JAC | 26 | 8 | 30.8 | 2 | 7.7 | 4 |
| 00824 | 12 | S CAL CEMENT | 201 | 168 | 83.6 | 15 | 7.5 | 23 |
| 00864 | 07 | S JQN MEAT | 25 | 11 | 44.0 | 1 | 4.0 | 10 |
| 00865 | 06 | OAK MEAT | 72 | 46 | 63.9 | 13 | 18.1 | 21 |
| 00962 | 09 | FRS PLAST JA | 12 | 6 | 50.0 | 1 | 8.3 | 2 |
| 01026 | 06 | EBAY CPT LIN | 26 | 6 | 23.1 | 1 | 3.8 | 3 |
| 01050 | 14 | ORANGE MEAT | 22 | 7 | 31.8 | 0 | 0.0 | 28 |
| 01193 | 07 | SN JQN MACH | 6 | 2 | 33.3 | 0 | 0.0 | 3 |
| 01403 | 12 | SO CAL GLAZ | 68 | 30 | 44.1 | 5 | 4.4 | 23 |
| 01436 | 12 | L B BRIK JAC | 31 | 11 | 35.5 | 1 | 3.2 | 5 |
| 01499 | 07 | S JQN SH MET | 19 | 4 | 21.1 | 1 | 5.3 | 2 |
| 01501 | 04 | IRONWORKERS | 50 | 12 | 24.0 | 2 | 4.0 | 9 |
| 01710 | 04 | SAC GLAZIERS | 17 | 7 | 41.2 | 1 | 5.9 | . |
| 01759 | 04 | SAC MEAT JAC | 42 | 8 | 19.0 | 5 | 11.9 | . |
| 02012 | 15 | RIV ELEC JAC | 53 | 26 | 49.1 | 3 | 5.7 | 16 |
| 02227 | 06 | NAP SLN MEAT | 12 | 3 | 25.0 | 1 | 8.3 | 7 |
| 02486 | 01 | HUMB CARP JA | 15 | 4 | 26.7 | 2 | 13.3 | 2 |
| 02797 | 04 | SAC CPT LINO | 24 | 5 | 20.8 | 3 | 12.5 | 9 |
| 02799 | 08 | MT VW CARP | 107 | 31 | 29.0 | 1 | 0.9 | 27 |
| 02893 | 06 | EST NO BAY R | 413 | 320 | 77.5 | 10 | 2.4 | 29 |
| 03029 | 12 | POMONA PLUMB | 55 | 16 | 29.1 | 8 | 14.5 | 11 |
| 03199 | 09 | C VLY AUTO J | 23 | 10 | 43.5 | 1 | 4.3 | 10 |
| 03200 | 10 | KERN BRIK JA | 5 | 2 | 40.0 | 0 | 0.0 | . |
| 03262 | 16 | S D CPT LINO | 27 | 19 | 70.4 | 1 | 3.7 | . |
| 03275 | 09 | MODES SH MET | 18 | 2 | 11.1 | 2 | 11.1 | 6 |
| 03327 | 14 | LE OR SH MET | 88 | 24 | 27.3 | 7 | 8.0 | 20 |
| 03683 | 12 | SCAL STA ENG | 56 | 20 | 35.7 | 5 | 8.9 | 17 |
| 04020 | 07 | S JQN BRIK | 20 | 8 | 40.0 | 1 | 5.0 | 5 |
| 04083 | 16 | S D CIV SERV | 8 | 5 | 62.5 | 4 | 50.0 | 3 |
| 04088 | 11 | VTA PLUMB | 49 | 15 | 30.6 | 4 | 8.2 | 11 |
| 04091 | 03 | S CLA BRIK | 23 | 9 | 39.1 | 0 | 0.0 | 4 |
| 04367 | 08 | MONTREY BRIK | 10 | 3 | 30.0 | 1 | 10.0 | 2 |
| 04391 | 18 | SPRINKLER FI | 83 | 33 | 39.8 | 5 | 6.0 | 14 |
| 04489 | 11 | TRI SHT MTL | 66 | 16 | 24.2 | 2 | 3.0 | 23 |
| 04501 | 12 | LA SPRKLR FT | 85 | 38 | 44.7 | 10 | 11.8 | 32 |
| 04535 | 15 | S BO SH MET | 55 | 18 | 32.7 | 4 | 7.3 | 4 |
| 04641 | 12 | L A LITHC IN | 48 | 23 | 47.9 | 7 | 14.6 | . |
| 04789 | 08 | C COAST FL C | 112 | 54 | 48.2 | 1 | 0.9 | 8 |
| 06723 | 12 | S MONCA MEAT | 21 | 17 | 81.0 | 0 | 0.0 | . |
| 06948 | 08 | S CLA GLAZ | 23 | 5 | 21.7 | 0 | 0.0 | 7 |
| 07055 | 16 | S D BRIK | 54 | 28 | 51.9 | 0 | 11.1 | . |
| 07073 | 05 | NCAL STN ENG | 135 | 48 | 35.6 | 21 | 15.6 | 33 |
| 07205 | 06 | JAK IRON WKR | 151 | 67 | 44.4 | 10 | 6.6 | 30 |
| 07238 | 08 | MTRY SH MET | 31 | 10 | 32.3 | 4 | 12.9 | 12 |
| 07239 | 04 | SAC BRIK | 16 | 7 | 43.8 | 2 | 12.5 | . |
| 07240 | 04 | YUBA PLUMB | 12 | 4 | 33.3 | 1 | 8.3 | . |

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1993
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPRENTICES | MINORITIES NUMBER | MINORITIES PCT | WOMEN NUMBER | WOMEN PCT | COMPLETIONS |
|-------------|------|--------------|-------------|-------------------|----------------|--------------|-----------|-------------|
| 07257 | 10 | SD CEMENT MS | 15 | 11 | 73.3 | 1 | 6.7 | 1 |
| 07293 | 16 | S D IMP ROOF | 39 | 19 | 48.7 | 0 | 0.0 | . |
| 07294 | 09 | CNTRL VLY RF | 97 | 77 | 79.4 | 1 | 1.0 | 2 |
| 7415 | 15 | S BO ROOFER | 40 | 30 | 75.0 | 3 | 7.5 | 1 |
| 07416 | 15 | S BO RIV PPM | 36 | 14 | 38.9 | 4 | 11.1 | 12 |
| 07529 | 06 | ALA SH MET | 93 | 35 | 37.6 | 11 | 11.8 | 28 |
| 07646 | 05 | S F STL EREC | 159 | 80 | 50.3 | 15 | 9.4 | 8 |
| 07813 | 10 | S D STR IRON | 42 | 17 | 40.5 | 4 | 9.5 | 9 |
| 07982 | 12 | LA WTPW ELEC | 21 | 5 | 23.8 | 0 | 0.0 | 3 |
| 08078 | 14 | | 7 | 3 | 42.9 | 1 | 14.3 | 4 |
| 08280 | 12 | SCA FL CJATC | 219 | 144 | 65.8 | 2 | 0.9 | 21 |
| 8292 | 14 | ORANGE BRIK | 17 | 8 | 47.1 | 2 | 11.8 | 2 |
| 08293 | 02 | SHASTA PLUMB | 7 | 3 | 42.9 | 1 | 14.3 | 3 |
| 08378 | 11 | S L O PLUMB | 8 | 2 | 25.0 | 0 | 0.0 | . |
| 8685 | 10 | KERN ELEC JA | 57 | 23 | 40.4 | 5 | 8.8 | 13 |
| 03777 | 12 | L A LATH JAC | 225 | 114 | 50.7 | 2 | 0.9 | 20 |
| 08805 | 11 | SLO ELEC JAC | 25 | 4 | 16.0 | 1 | 4.0 | 4 |
| 8819 | 12 | L A SD ELCTR | 9 | 6 | 66.7 | 2 | 22.2 | . |
| 8860 | 06 | GLAZ ARC MET | 37 | 17 | 45.9 | 1 | 2.7 | 1 |
| 08885 | 14 | L A REIN IR | 94 | 45 | 47.9 | 3 | 3.2 | 11 |
| 08901 | 08 | MTRY PLAST | 6 | 3 | 50.0 | 0 | 0.0 | . |
| 8902 | 01 | OR WA CA PLU | 5 | 2 | 40.0 | 1 | 20.0 | . |
| 09005 | 07 | S JQN SAC MC | 14 | 5 | 35.7 | 0 | 0.0 | 2 |
| 9028 | 04 | SAC NOR ROOF | 30 | 12 | 40.0 | 3 | 10.0 | 1 |
| 9069 | 08 | S CLA ROOFER | 198 | 146 | 73.7 | 6 | 3.0 | 5 |
| 9076 | 09 | CEN CAL IRON | 22 | 10 | 45.5 | 0 | 0.0 | 7 |
| 09142 | 08 | S CRZ PLUMB | 5 | 0 | 0.0 | 1 | 20.0 | 6 |
| 9157 | 07 | S JQN ROOFER | 22 | 10 | 45.5 | 1 | 4.5 | . |
| 9162 | 02 | NE BUTTE CAR | 35 | 6 | 17.1 | 1 | 2.9 | 4 |
| 09271 | 08 | S CLA IRONWK | 83 | 31 | 37.3 | 0 | 0.0 | 11 |
| 9300 | 11 | S MRA ELEC | 21 | 3 | 14.3 | 1 | 4.8 | 5 |
| 9307 | 15 | INLND RFRIG | 11 | 2 | 18.2 | 0 | 0.0 | 1 |
| 09386 | 06 | PTG DEC JATC | 137 | 62 | 33.2 | 9 | 4.8 | 20 |
| 09411 | 08 | BAY AREA BRB | 29 | 25 | 86.2 | 3 | 27.6 | . |
| 9422 | 12 | L A BARE | 32 | 29 | 90.6 | 8 | 25.0 | . |
| 09423 | 15 | S BO RIV BAR | 36 | 31 | 86.1 | 13 | 36.1 | 9 |
| 09431 | 04 | 46 NCC OP EN | 603 | 423 | 70.1 | 56 | 9.3 | 86 |
| 9442 | 06 | N CAL SURVYR | 105 | 45 | 42.9 | 13 | 12.4 | 3 |
| 9448 | 14 | KAY MICRO AE | 6 | 5 | 83.3 | 0 | 0.0 | . |
| 09449 | 14 | SCAL ASBESTO | 58 | 26 | 44.8 | 3 | 5.2 | 17 |
| 9454 | 05 | S F COOK JAC | 15 | 4 | 26.7 | 6 | 40.0 | . |
| 9462 | 08 | S CRUZ CARP | 45 | 15 | 33.3 | 7 | 15.6 | 7 |
| 09470 | 12 | MOT PIC ELEC | 6 | 1 | 16.7 | 1 | 16.7 | 5 |
| 09476 | 06 | ALAMEDA CARP | 580 | 223 | 38.4 | 41 | 7.1 | 34 |
| 9502 | 05 | BOILERMAKERS | 65 | 23 | 35.4 | 7 | 10.8 | . |
| 09508 | 13 | REST HTL UAC | 34 | 15 | 44.1 | 8 | 23.5 | 5 |
| 09515 | 16 | S D BARBER J | 19 | 10 | 52.6 | 9 | 47.4 | . |
| 9516 | 06 | MILRT NO CAL | 180 | 49 | 27.2 | 23 | 12.8 | 3 |
| 9529 | 04 | SC TAHO CARP | 6 | 0 | 0.0 | 1 | 16.7 | . |
| 09530 | 04 | N TAHO CARP | 7 | 0 | 0.0 | 2 | 28.6 | 2 |
| 9553 | 08 | GIL HSTR CRP | 33 | 19 | 57.6 | 0 | 0.0 | 5 |
| 9549 | 08 | S CLARI MEAT | 45 | 23 | 51.1 | 5 | 11.1 | 13 |
| 09554 | 12 | OPER ENGR TR | 322 | 135 | 41.9 | 61 | 18.9 | 115 |

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1993
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSCR | APPRENTICES | MINORITIES | | WOMEN | | COMPLETIONS |
|-------------|------|---------------|-------------|------------|------|--------|------|-------------|
| | | | | NUMBER | PCT | NUMBER | PCT | |
| 09505 | 12 | SCAL MLRT JA | 122 | 59 | 48.4 | 10 | 13.1 | 10 |
| 09509 | 04 | CAL TRANSPN | 10 | 7 | 70.0 | 0 | 0.0 | 1 |
| 09599 | 08 | SLNS VY MACH | 10 | 4 | 40.0 | 0 | 0.0 | . |
| 09600 | 02 | SHASTA ELEC | 12 | 1 | 8.3 | 1 | 8.3 | . |
| 09601 | 14 | ORANGE MACH | 63 | 21 | 33.3 | 2 | 3.2 | 18 |
| 09840 | 12 | LA NA TL MAC | 59 | 38 | 64.4 | 0 | 0.0 | 9 |
| 10153 | 14 | OR COCK UAC | 10 | 0 | 0.0 | 3 | 30.0 | 2 |
| 10320 | 06 | N CAL TAPER | 344 | 132 | 38.4 | 19 | 5.5 | 18 |
| 10556 | 12 | SCAL SPKR FT | 80 | 55 | 68.8 | 0 | 10.0 | 6 |
| 11010 | 08 | OWENS CGRN | 7 | 3 | 42.9 | 0 | 0.0 | 3 |
| 11009 | 06 | LAW LVNR NTL | 42 | 18 | 42.9 | 11 | 26.2 | 8 |
| 11175 | 04 | CAL WATR RES | 33 | 22 | 66.7 | 17 | 51.5 | 12 |
| 11526 | 12 | LA MSRY JAC | 150 | 108 | 72.0 | 15 | 8.7 | 11 |
| 12111 | 02 | CAL CCR CEN | 99 | 38 | 38.4 | 0 | 0.0 | . |
| 13102 | 11 | VTA CG BRK | 14 | 5 | 35.7 | 3 | 21.4 | 1 |
| 13800 | 12 | TILE FINISHR | 100 | 73 | 73.0 | 3 | 3.0 | 31 |
| 14150 | 12 | L A CARP JAC | 44 | 30 | 68.2 | 1 | 2.3 | 3 |
| 14296 | 12 | SH MET SPLTY | 23 | 12 | 52.2 | 2 | 8.7 | . |
| 14550 | 05 | P G E JAC | 715 | 181 | 25.3 | 30 | 5.0 | 417 |
| 14612 | 12 | L A DR WALL | 211 | 142 | 67.3 | 4 | 1.9 | 41 |
| 14700 | 10 | SD IMP GLAZ | 21 | 3 | 14.3 | 0 | 0.0 | 2 |
| 14827 | 11 | ARBOR TREE | 6 | 0 | 0.0 | 0 | 0.0 | 4 |
| 15307 | 04 | SAC TILE JAC | 31 | 5 | 16.1 | 1 | 3.2 | . |
| 15346 | 08 | CA DEPT CORR | 12 | 9 | 75.0 | 0 | 0.0 | . |
| 15353 | 01 | MCMURRY SON | 21 | 3 | 14.3 | 1 | 4.8 | . |
| 15481 | 06 | DEPT TRANS | 27 | 15 | 55.6 | 11 | 40.7 | 6 |
| 15517 | 06 | CALIF CRREC | 23 | 14 | 60.9 | 0 | 0.0 | . |
| 15530 | 12 | L BEACH US N | 8 | 5 | 62.5 | 1 | 12.5 | . |
| 15531 | 01 | HUMB SH MET | 7 | 0 | 0.0 | 1 | 14.3 | 2 |
| 15532 | 03 | N BAY SH MET | 56 | 10 | 17.9 | 4 | 7.1 | 18 |
| 15564 | 06 | OWENS ILL 20 | 5 | 4 | 80.0 | 0 | 0.0 | 2 |
| 15594 | 04 | CALIF HWY PT | 835 | 291 | 34.9 | 163 | 20.1 | . |
| 15633 | 05 | N CAL TILE | 162 | 79 | 48.8 | 15 | 9.3 | 14 |
| 15726 | 07 | SIERRA CONS | 37 | 15 | 40.5 | 0 | 0.0 | . |
| 15834 | 16 | NAVAL AIR | 7 | 3 | 42.9 | 2 | 28.6 | 14 |
| 16129 | 12 | S CA PLDRV O | 225 | 105 | 46.7 | 45 | 20.0 | 22 |
| 16199 | 04 | CAL WATR RES | 15 | 8 | 53.3 | 8 | 53.3 | 2 |
| 16291 | 18 | S MTO DRYW | 78 | 37 | 47.4 | 4 | 5.1 | 15 |
| 16292 | 03 | N COAST D WL | 31 | 5 | 16.1 | 1 | 3.2 | 4 |
| 16293 | 08 | S BENI S CLA | 73 | 22 | 30.1 | 5 | 6.8 | 17 |
| 16295 | 04 | SAC DRYW JTC | 81 | 17 | 21.0 | 2 | 2.5 | 19 |
| 16298 | 08 | S CRZ IRYW | 16 | 8 | 50.0 | 1 | 6.3 | 1 |
| 16364 | 16 | SCLAR TURBIN | 12 | 5 | 41.7 | 2 | 16.7 | 3 |
| 16378 | 15 | INL EMP TILE | 14 | 7 | 50.0 | 2 | 14.3 | . |
| 16391 | 16 | TILE FI S CA | 49 | 28 | 57.1 | 5 | 6.1 | . |
| 16427 | 06 | N CAL ASBESTO | 132 | 40 | 30.3 | 7 | 5.3 | . |
| 16435 | 04 | SAC A ELECTR | 126 | 31 | 24.6 | 14 | 11.1 | 2 |
| 16460 | 08 | PAINT N DECO | 86 | 38 | 44.2 | 2 | 2.3 | 20 |
| 16471 | 15 | S BC MACH TL | 23 | 3 | 13.0 | 0 | 0.0 | 17 |
| 16508 | 04 | CAL FIRE FTR | 1,459 | 509 | 34.9 | 90 | 6.6 | 397 |
| 16533 | 14 | ORANGE TRANS | 23 | 13 | 56.5 | 1 | 4.3 | 22 |
| 16535 | 06 | ALA CON DRYW | 122 | 48 | 39.3 | 3 | 2.5 | 8 |
| 16824 | 11 | CAMA HCS PSY | 24 | 15 | 62.5 | 6 | 33.3 | 17 |

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPRENTICES | MINORITIES NUMBER | MINORITIES PCT | WOMEN NUMBER | WOMEN PCT | COMPLETIONS |
|-------------|------|--------------|-------------|-------------------|----------------|--------------|-----------|-------------|
| 16937 | 14 | OR CO EARB J | 37 | 24 | 64.9 | 15 | 40.5 | 11 |
| 17104 | 04 | DEPT PARK RE | 47 | 12 | 25.5 | 12 | 25.5 | 17 |
| 17291 | 10 | S D DRY W LA | 17 | 15 | 88.2 | 1 | 5.9 | 2 |
| 17293 | 14 | SO CA SURV 1 | 118 | 40 | 33.9 | 13 | 11.0 | 97 |
| 17300 | 13 | IND EMG COUN | 13 | 3 | 23.1 | 1 | 7.7 | . |
| 17346 | 04 | CAL STAT ENG | 12 | 7 | 58.3 | 4 | 33.3 | 6 |
| 17444 | 12 | LA VIC DRYWL | 600 | 312 | 52.0 | 5 | 0.8 | 30 |
| 17457 | 14 | ARMED FORCES | 10 | 2 | 20.0 | 0 | 0.0 | . |
| 17468 | 06 | VJO FIRE DEP | 7 | 7 | 100.0 | 0 | 0.0 | . |
| 17504 | 12 | LA USD ELECT | 5 | 3 | 60.0 | 0 | 0.0 | . |
| 17622 | 03 | HEWLETT-PACK | 10 | 7 | 70.0 | 1 | 10.0 | . |
| 17733 | 06 | SCLANC DRYWL | 10 | 3 | 30.0 | 0 | 0.0 | 2 |
| 17734 | 11 | SLO DRYWALL | 48 | 32 | 66.7 | 0 | 0.0 | . |
| 17767 | 01 | TRINITY SCHL | 44 | 6 | 13.6 | 21 | 47.7 | . |
| 17829 | 01 | HUMBLT PAINT | 10 | 3 | 30.0 | 1 | 10.0 | . |
| 17858 | 06 | NO CAL PLEDR | 162 | 84 | 51.9 | 43 | 26.5 | 6 |
| 17865 | 08 | SF BAY NA TL | 177 | 75 | 42.4 | 5 | 2.8 | 13 |
| 17868 | 08 | N CA PRE MTL | 41 | 27 | 65.9 | 2 | 4.9 | . |
| 17871 | 05 | | 18 | 7 | 38.9 | 15 | 83.3 | 1 |
| 17941 | 09 | BEV MANCR C | 5 | 4 | 80.0 | 4 | 80.0 | 6 |
| 17959 | 11 | VNTRA DRYWAL | 60 | 20 | 33.3 | 0 | 0.0 | 5 |
| 17977 | 16 | SD LJCISMITH | 28 | 3 | 10.7 | 3 | 10.7 | 3 |
| 17979 | 07 | DEPT CORR | 16 | 9 | 56.3 | 0 | 0.0 | 1 |
| 17984 | 03 | SNMA PSY TEC | 423 | 107 | 25.3 | 277 | 65.5 | 37 |
| 17985 | 15 | S BC CULINAR | 5 | 3 | 60.0 | 1 | 20.0 | . |
| 18000 | 06 | HARE IILE US | 214 | 74 | 34.6 | 50 | 23.4 | 209 |
| 18081 | 08 | CAL PSYC TEC | 28 | 25 | 89.3 | 12 | 42.9 | 4 |
| 18146 | 13 | S BAY A HDWD | 20 | 6 | 30.0 | 1 | 5.0 | 6 |
| 18164 | 18 | S F AIRPORTS | 12 | 3 | 25.0 | 1 | 8.3 | 3 |
| 18254 | 15 | CONTEL CA | 5 | 2 | 40.0 | 0 | 0.0 | . |
| 18496 | 08 | NO CA CEMENT | 141 | 84 | 59.6 | 14 | 9.9 | 21 |
| 18776 | 08 | MTRY SCZ RFR | 6 | 4 | 66.7 | 1 | 16.7 | 4 |
| 18979 | 16 | SD TROLLEY J | 23 | 17 | 73.9 | 3 | 13.0 | 26 |
| 18994 | 12 | GLEN EIEC MC | 11 | 5 | 45.5 | 0 | 0.0 | 3 |
| 18998 | 12 | GLEN PWR OPR | 7 | 3 | 42.9 | 0 | 0.0 | 1 |
| 19000 | 04 | CDC CY JCC | 2,963 | 1,443 | 48.7 | 857 | 28.9 | 1,198 |
| 19050 | 04 | CDC BLDG MTC | 6 | 3 | 50.0 | 6 | 100.0 | . |
| 19081 | 12 | BRENK LN MEC | 17 | 3 | 17.6 | 0 | 0.0 | . |
| 19086 | 04 | CAPTL HEFS | 45 | 4 | 8.9 | 13 | 28.9 | 2 |
| 19119 | 06 | N UN MTR MFG | 33 | 15 | 45.5 | 6 | 18.2 | 10 |
| 19161 | 10 | SD AGC JAC | 218 | 99 | 45.4 | 5 | 2.3 | 7 |
| 19167 | 08 | N CA SOUND C | 113 | 30 | 26.5 | 7 | 6.2 | 1 |
| 19168 | 12 | LA CULIN UAC | 24 | 18 | 75.0 | 2 | 8.3 | 7 |
| 19213 | 11 | YTH AUTH VEN | 17 | 13 | 76.5 | 7 | 41.2 | . |
| 19224 | 16 | ABC SD JAC | 107 | 40 | 37.4 | 7 | 6.5 | 12 |
| 19273 | 12 | ASSOC DEV DI | 16 | 9 | 56.3 | 12 | 75.0 | . |
| 19323 | 14 | FAIRVW PSYCH | 29 | 21 | 72.4 | 9 | 31.0 | 29 |
| 19326 | 03 | BEPEX CORP | 5 | 0 | 0.0 | 0 | 0.0 | 1 |
| 19327 | 15 | S CA AEC JAC | 292 | 106 | 36.3 | 11 | 3.8 | 8 |
| 19328 | 16 | TILE SET S C | 23 | 10 | 43.5 | 3 | 13.0 | . |
| 19495 | 04 | SAC CO SHER | 47 | 20 | 42.6 | 5 | 10.6 | 31 |
| 19496 | 11 | S BARE BRICK | 104 | 41 | 39.4 | 2 | 1.9 | . |
| 9534 | 18 | S MATEO FIRE | 6 | 1 | 16.7 | 1 | 16.7 | 33 |

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1993
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER.

| FILE NUMBER | DIST | SPONSCR | APPRENTICES | MINORITIES NUMBER | MINORITIES PCT | WOMEN NUMBER | WOMEN PCT | COMPLETIONS |
|-------------|------|--------------|-------------|-------------------|----------------|--------------|-----------|-------------|
| 19541 | 09 | FRS BRIKLAYR | 10 | 3 | 30.0 | 0 | 0.0 | . |
| 19550 | 12 | SO CAL LABCR | 22 | 16 | 72.7 | 0 | 0.0 | . |
| 19602 | 04 | WECA ELECATC | 52 | 15 | 28.8 | 3 | 5.8 | . |
| 19624 | 16 | S D CULI UC | 21 | 7 | 33.3 | 8 | 38.1 | 1 |
| 19655 | 12 | PRICE PFISTR | 6 | 4 | 66.7 | 0 | 0.0 | . |
| 19657 | 02 | APPLY-A-LINE | 15 | 0 | 0.0 | 2 | 13.3 | 1 |
| 19658 | 18 | IEC HZRD MTL | 793 | 190 | 24.0 | 49 | 6.2 | 4 |
| 19660 | 07 | DPT CCR MUIE | 5 | 2 | 40.0 | 0 | 0.0 | . |
| 19671 | 06 | AC TRANS JAC | 85 | 67 | 78.8 | 2 | 2.4 | 5 |
| 19689 | 07 | DPT CCR MCSP | 5 | 3 | 60.0 | 0 | 0.0 | . |
| 19704 | 03 | IND RFI CONT | 193 | 149 | 77.2 | 5 | 2.6 | 8 |
| 19719 | 12 | LA ACDU INST | 81 | 30 | 37.0 | 0 | 0.0 | 1 |
| 19721 | 09 | CEN VLI DRYW | 33 | 14 | 42.4 | 0 | 0.0 | 5 |
| 19731 | 14 | SO CAL PAINT | 41 | 26 | 63.4 | 1 | 2.4 | . |
| 19736 | 07 | CA COR MULEC | 5 | 4 | 80.0 | 0 | 0.0 | . |
| 19738 | 06 | GMP 1648 JAC | 9 | 5 | 55.6 | 0 | 0.0 | 10 |
| 19749 | 08 | S CLARA HOD | 29 | 24 | 82.8 | 1 | 3.4 | . |
| 19757 | 16 | TER FIN JATC | 19 | 14 | 73.7 | 1 | 5.3 | . |
| 19791 | 14 | ORANGE SOUND | 14 | 2 | 14.3 | 0 | 0.0 | . |
| 19793 | 18 | RAVENSWD WIL | 6 | 6 | 100.0 | 5 | 83.3 | . |
| 19835 | 16 | IMP IRRI DIS | 10 | 5 | 50.0 | 0 | 0.0 | . |
| 19880 | 18 | REDW MED GRP | 22 | 12 | 54.5 | 21 | 95.5 | . |
| 99100 | 15 | NAT SPRKLR | 169 | 30 | 17.8 | 1 | 0.6 | 20 |
| 99120 | 14 | CAL NEV LINE | 65 | 12 | 18.5 | 1 | 1.5 | 22 |
| 99500 | 04 | BU RCLM CEN | 5 | 1 | 20.0 | 1 | 20.0 | 3 |
| 99501 | 04 | NAT FIRE FTR | 187 | 91 | 48.7 | 91 | 48.7 | 120 |
| | | TOTAL | 34,966 | 15,452 | 44.2 | 3,507 | 10.0 | 6,044 |

Exhibit 5 - DAS Program Statistics 1994

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1994.

| | |
|-----------------------------|--------|
| Number of programs reviewed | 300 |
| Percentage of minorities | 46.2% |
| Percentage of Women | 10.6% |
| Total number of apprentices | 38,768 |
| Total number of minorities | 17,907 |
| Total number of women | 4,103 |
| Programs with no women | 59 |
| Total number of completions | 6,044 |

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

Exhibit 5 - DAS Program Statistics 1994

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1994

The active apprentices as of December 31, 1994 numbered 38,768.

New registrations and reinstatements numbered 1,077 for the month of December, 1994.

Minorities represented 46.2% of all active apprentices as of December 31, 1994.

Active women apprentices as of December 31, 1994 numbered 4,103, which is 10.6% of all active apprentices.

Total Active Apprentices

| | <u>Count</u> <u>Dec '94</u> | <u>% of</u> <u>Total</u> | <u>Count</u> <u>Dec '93</u> | <u>% of</u> <u>Total</u> | <u>Change</u> <u>Dec '93</u> <u>to Dec '94</u> | <u>1980</u> <u>Census</u> <u>Goals</u> |
|--|--------------------------------|-----------------------------|--------------------------------|-----------------------------|--|--|
| <i>All Minorities</i> | 17,907 | 46.2% | 15,720 | 44.1% | 13.9% | 33.4% |
| <i>Black</i> | 4,146 | 10.7% | 3,603 | 10.1% | 15.1% | 7.5% |
| <i>Asian or Pacific islander</i> | 1,142 | 3.0% | 1,055 | 3.0% | 8.3% | 4.3% |
| <i>American Indian or Alaskan Native</i> | 842 | 2.2% | 775 | 2.2% | 8.7% | 0.9% |
| <i>Filipino</i> | 517 | 1.3% | 456 | 1.3% | 13.4% | 1.5% |
| <i>Hispanic</i> | 11,260 | 29.0% | 9,831 | 27.5% | 14.5% | 19.2% |
| <i>White</i> | 20,861 | 53.8% | 19,965 | 55.9% | 4.49% | 66.6% |
| <i>Total of all Ethnic groups</i> | 38,768 | 100.0% | 35,685 | 100.0% | 8.6% | 100.0% |

Exhibit 5 - DAS Program Statistics 1994

Table 3

LISTING OF APPRENTICESHIP SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPRENTICES | MINORITIES | | WOMEN | | COMPLETIONS |
|-------------|------|--------------|-------------|------------|------|--------|------|-------------|
| | | | | NUMBER | PCT | NUMBER | PCT | |
| 00002 | 16 | SD1 PIPE TRA | 73 | 24 | 32.9 | 0 | 8.2 | 27 |
| 00004 | 12 | L A CC ELEC | 582 | 209 | 35.9 | 38 | 6.5 | 112 |
| 00005 | 15 | MAGN RIV SBO | 23 | 8 | 34.8 | 2 | 8.7 | 3 |
| 00006 | 06 | ALA PLUMB | 38 | 21 | 55.3 | 8 | 15.8 | 25 |
| 00008 | 12 | SC CAL CARP | 3,189 | 1,810 | 56.8 | 155 | 4.9 | 111 |
| 00009 | 14 | OR BEIT PNTR | 244 | 129 | 52.9 | 20 | 8.2 | 9 |
| 00010 | 05 | S F SH MET | 83 | 42 | 50.6 | 4 | 4.8 | 9 |
| 00011 | 12 | L A PLUMB | 151 | 71 | 47.0 | 5 | 3.3 | 26 |
| 00012 | 18 | S MTO PLUM | 96 | 31 | 32.3 | 4 | 4.2 | 24 |
| 00014 | 12 | S CAL PLAST | 81 | 56 | 69.1 | 5 | 6.2 | 6 |
| 00015 | 06 | SLNO PLUMB | 36 | 14 | 38.9 | 4 | 11.1 | 7 |
| 00016 | 12 | L A PAINT | 807 | 553 | 68.5 | 32 | 4.0 | 32 |
| 00018 | 05 | BAY AREA PLA | 93 | 37 | 39.8 | 4 | 4.3 | 7 |
| 00019 | 12 | L A CARP 2 | 194 | 79 | 40.7 | 9 | 4.6 | 15 |
| 00020 | 12 | L A SH MET | 297 | 191 | 64.3 | 13 | 4.4 | 24 |
| 00021 | 12 | GLEN PLUMB | 128 | 50 | 39.1 | 5 | 2.3 | 1 |
| 00023 | 05 | JAC PLUMBING | 162 | 70 | 43.2 | 9 | 5.6 | 11 |
| 00024 | 11 | GOLD CST CAR | 209 | 85 | 40.7 | 10 | 4.8 | 24 |
| 00025 | 18 | S F MILL | 28 | 12 | 42.9 | 1 | 3.6 | 1 |
| 00029 | 12 | L A TILE LAY | 82 | 39 | 47.6 | 4 | 4.9 | 1 |
| 00030 | 05 | SF ELEC JATC | 194 | 77 | 39.7 | 26 | 13.4 | 29 |
| 00036 | 06 | ALA CC AUTO | 310 | 113 | 36.5 | 3 | 1.0 | 25 |
| 00037 | 04 | PLUMB & PIPE | 108 | 36 | 33.3 | 13 | 12.0 | 22 |
| 00038 | 05 | S F CARP | 380 | 197 | 51.8 | 46 | 12.1 | 23 |
| 00039 | 05 | N CAL BRIK | 14 | 5 | 35.7 | 1 | 7.1 | 3 |
| 00040 | 05 | REG PAINTERS | 113 | 49 | 43.4 | 8 | 7.1 | 7 |
| 00042 | 06 | CC PLEG TATC | 50 | 17 | 34.0 | 4 | 8.0 | 7 |
| 00045 | 10 | KERN INYC MO | 37 | 15 | 40.5 | 1 | 2.7 | 9 |
| 00048 | 08 | SALINAS CARP | 31 | 19 | 61.3 | 2 | 6.5 | 6 |
| 00049 | 07 | S JQN PAINT | 17 | 5 | 29.4 | 0 | 0.0 | 3 |
| 00052 | 09 | FRS SH MET J | 32 | 13 | 40.6 | 1 | 3.1 | 7 |
| 00054 | 08 | MTRY CARP | 46 | 13 | 28.3 | 2 | 4.3 | 7 |
| 00056 | 12 | LB PLUMBERS | 32 | 14 | 43.8 | 2 | 6.3 | 2 |
| 00057 | 06 | C COSTA CARP | 484 | 167 | 34.5 | 33 | 6.8 | 84 |
| 00058 | 16 | SD ELEC JATC | 186 | 66 | 35.5 | 11 | 5.9 | 45 |
| 00060 | 12 | S MON PLUMB | 58 | 24 | 41.4 | 1 | 1.7 | 15 |
| 00061 | 08 | MONTREY PLUM | 9 | 1 | 11.1 | 1 | 11.1 | 1 |
| 00065 | 07 | S JQN ELEC | 43 | 13 | 30.2 | 4 | 9.3 | 9 |
| 00073 | 09 | CNTL VY CARP | 151 | 59 | 39.1 | 14 | 9.3 | 28 |
| 00074 | 05 | N CAL FLR CV | 29 | 11 | 37.9 | 1 | 3.4 | . |
| 00076 | 09 | CEN VA PAINT | 39 | 16 | 41.0 | 5 | 7.7 | 3 |
| 00077 | 03 | MARIN CARP | 63 | 10 | 15.9 | 7 | 11.1 | 5 |
| 00081 | 11 | S BAR ELEC | 21 | 7 | 33.3 | 4 | 19.0 | 8 |
| 00084 | 07 | DEL YCS CARP | 86 | 23 | 26.7 | 4 | 4.7 | 22 |
| 00088 | 18 | N CAL TILE | 150 | 50 | 33.3 | 9 | 6.0 | 5 |
| 00089 | 04 | NOR VAL CARP | 168 | 45 | 26.8 | 12 | 7.1 | 37 |
| 00096 | 18 | S MTO CARP | 199 | 65 | 32.7 | 7 | 3.5 | 21 |
| 00098 | 18 | S MTO ELEC | 66 | 26 | 39.4 | 7 | 10.6 | 15 |
| 00099 | 06 | NAPA CARP | 27 | 9 | 33.3 | 0 | C.C | 7 |
| 00105 | 12 | L A MILL JAC | 126 | 98 | 77.8 | 1 | C.8 | 12 |
| 00106 | 07 | S JQN AUTO | 38 | 19 | 50.0 | 1 | 2.6 | 3 |
| 00109 | 05 | S F ROOF JAC | 327 | 285 | 87.2 | 11 | 3.4 | 7 |
| 00111 | 08 | ST CLAR CARP | 383 | 151 | 39.4 | 9 | 2.3 | 32 |

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPRENTICES | MINORITIES NUMBER | MINORITIES PCT | WOMEN NUMBER | WOMEN PCT | COMPLETIONS |
|-------------|------|---------------|-------------|-------------------|----------------|--------------|-----------|-------------|
| CO113 | C6 | C C ELEC JAC | 135 | 26 | 19.3 | 11 | 8.1 | 17 |
| CO116 | C6 | S CLA PLAST | 11 | 5 | 45.5 | 1 | 9.1 | 1 |
| CO117 | C9 | FRS PLUMBERS | 36 | 15 | 41.7 | 1 | 2.8 | 13 |
| CO119 | C8 | TRI CC ELEC | 37 | 20 | 54.1 | 1 | 2.7 | 4 |
| CO122 | 12 | L A AIR COA | 245 | 98 | 40.0 | 9 | 3.7 | 38 |
| CO123 | C4 | SAC SH MET | 96 | 24 | 25.0 | 0 | 8.3 | 8 |
| CO125 | C8 | S CLA PLUMB | 173 | 45 | 26.0 | 9 | 5.2 | 41 |
| CO128 | C3 | SONOMA CARP | 192 | 46 | 24.0 | 0 | 3.1 | 11 |
| CO130 | C5 | S F AUTO JAC | 61 | 31 | 50.8 | 2 | 3.3 | 9 |
| CO131 | 16 | S D SH MET J | 39 | 13 | 33.3 | 3 | 7.7 | 19 |
| CO132 | C6 | S CLA MACH | 71 | 32 | 45.1 | 0 | 0.0 | 4 |
| CO135 | 18 | S MTO SH MET | 90 | 35 | 38.9 | 12 | 13.3 | 7 |
| CO137 | C8 | S CLA ELEC | 137 | 53 | 38.7 | 18 | 13.1 | 20 |
| CO139 | C9 | FRS ELEC | 63 | 23 | 36.5 | 4 | 6.3 | 20 |
| CO146 | C6 | ALAMEDA ELEC | 149 | 66 | 44.3 | 24 | 16.1 | 36 |
| CO152 | C6 | NAPA ELEC | 45 | 15 | 33.3 | 8 | 17.8 | . |
| CO156 | C6 | JALU 342 JAT | 163 | 58 | 35.6 | 9 | 5.5 | 21 |
| CO157 | C8 | S CLA SH MET | 127 | 52 | 40.9 | 4 | 3.1 | 18 |
| CO162 | C6 | SLNO CARP JA | 180 | 65 | 36.1 | 6 | 3.3 | 10 |
| CO163 | 15 | S BO PLUMB J | 48 | 13 | 27.1 | 3 | 6.3 | 13 |
| CO169 | C3 | MARIN ELEC | 81 | 14 | 17.3 | 5 | 6.2 | 16 |
| CO170 | 18 | S MTO AUTO | 98 | 45 | 45.9 | 0 | 0.0 | 34 |
| CO177 | 12 | TRI CO ROOFER | 384 | 308 | 80.2 | 9 | 2.3 | 8 |
| CO180 | C8 | S CLA AUTO | 183 | 58 | 31.7 | 7 | 3.8 | 24 |
| CO238 | 10 | KERN PLUMB J | 74 | 34 | 45.9 | 3 | 4.1 | 7 |
| CO244 | 11 | CHNL COS PNT | 35 | 16 | 45.7 | 3 | 8.6 | 2 |
| CO247 | 16 | S D GAS ELEC | 32 | 9 | 28.1 | 2 | 6.3 | 15 |
| CO260 | C3 | SONOMA AUTO | 16 | 5 | 31.3 | 0 | 0.0 | 1 |
| CO277 | 11 | S BAR PLUMB | 31 | 5 | 16.1 | 1 | 3.2 | . |
| CO279 | 16 | S D PLAST | 12 | 10 | 83.3 | 2 | 16.7 | . |
| CO280 | 12 | L A STMFTR | 149 | 65 | 43.6 | 9 | 6.0 | 23 |
| CO299 | C5 | N CAL LITHO | 52 | 10 | 19.2 | 9 | 17.3 | 20 |
| CO322 | 12 | LA WTPW ELRP | 8 | 6 | 75.0 | 1 | 12.5 | 4 |
| CO333 | C6 | ALA CC MILL | 99 | 52 | 52.5 | 25 | 25.3 | 3 |
| CO367 | C6 | ALA CC BRIK | 7 | 4 | 57.1 | 0 | 0.0 | 4 |
| CO368 | C7 | S JON PLUMB | 15 | 7 | 46.7 | 1 | 6.7 | 5 |
| CO370 | C5 | S F GLAZ FLA | 35 | 7 | 20.0 | 3 | 8.6 | . |
| CO374 | 11 | VTA ELEC | 62 | 18 | 29.0 | 5 | 8.1 | 13 |
| CO375 | 15 | S BO ELEC | 64 | 15 | 23.4 | 9 | 14.1 | 20 |
| CO425 | C9 | CNTL VY ELEC | 44 | 14 | 31.8 | 3 | 6.8 | 5 |
| CO430 | C9 | STNS PLUMB | 20 | 5 | 25.0 | 1 | 5.0 | 6 |
| CO453 | C6 | ALA CC AU PT | 6 | 3 | 50.0 | 0 | 0.0 | 1 |
| CO494 | 14 | ORANGE ELEC | 132 | 37 | 28.0 | 3 | 2.3 | 36 |
| CO566 | 12 | S CAL TRANSP | 11 | 5 | 45.5 | 0 | 0.0 | 24 |
| CO656 | 14 | OR PLUMB JAC | 47 | 16 | 34.0 | 1 | 2.1 | 28 |
| CO667 | 14 | S CAL IRON W | 143 | 52 | 36.4 | 4 | 2.8 | 17 |
| CO762 | C4 | JAC PLAST | 23 | 9 | 39.1 | 3 | 13.0 | 4 |
| CO799 | C5 | S F MEAT JAC | 39 | 17 | 43.6 | 5 | 12.8 | 11 |
| CO823 | C4 | SAC AUTO JAC | 30 | 13 | 43.3 | 1 | 3.3 | 4 |
| CO824 | 12 | S CAL CEMENT | 245 | 204 | 83.3 | 18 | 7.3 | 19 |
| CO864 | C7 | S JON MEAT | 13 | 3 | 23.1 | 1 | 7.7 | . |
| CO865 | C6 | OAK MEAT | 53 | 29 | 54.7 | 7 | 13.2 | 20 |
| CO962 | C9 | FRS PLAST JA | 12 | 7 | 58.3 | 1 | 8.3 | . |

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPRENTICES | MINORITIES | | WOMEN | | COMPLETIONS |
|-------------|------|--------------|-------------|------------|-------|--------|------|-------------|
| | | | | NUMBER | PCT | NUMBER | PCT | |
| C1026 | 06 | EEAY CPT LIN | 33 | 9 | 27.3 | 1 | 3.0 | 3 |
| C1050 | 14 | ORANGE MEAT | 15 | 4 | 26.7 | 1 | 6.7 | 11 |
| C1403 | 12 | SC CAL GLAZ | 43 | 17 | 39.5 | 1 | 2.3 | 19 |
| C1436 | 12 | LAB BRIK JAC | 31 | 11 | 35.5 | 1 | 3.2 | . |
| C1499 | 07 | S JGN SH MET | 15 | 3 | 20.0 | 1 | 6.7 | 5 |
| C1501 | 04 | IRONWORKERS | 86 | 23 | 26.7 | 0 | 3.5 | 16 |
| C1710 | 04 | SAC GLAZIERS | 19 | 7 | 36.8 | 1 | 5.3 | . |
| C2012 | 15 | RIV ELEC JAC | 50 | 24 | 48.0 | 3 | 6.0 | 11 |
| C2227 | 06 | NAP SLN MEAT | 12 | 3 | 25.0 | 1 | 8.3 | 10 |
| C2486 | 01 | HUMB CARP JA | 33 | 17 | 51.5 | 6 | 18.2 | . |
| C2797 | 04 | SAC CPT LINO | 36 | 9 | 25.0 | 5 | 13.9 | 3 |
| C2799 | 08 | MT VW CARP | 9 | 0 | 0.0 | 0 | 0.0 | 12 |
| C2898 | 06 | EST NO EAY R | 524 | 402 | 76.7 | 10 | 1.9 | 6 |
| C3029 | 12 | PCMONA PLUMB | 65 | 23 | 35.4 | 10 | 15.4 | . |
| C3199 | 09 | C VLY AUTO J | 29 | 10 | 34.5 | 4 | 13.8 | 8 |
| C3200 | 10 | KERN BRIK JA | 7 | 3 | 42.9 | 0 | 0.0 | . |
| C3262 | 16 | S D CPT LINO | 41 | 23 | 56.1 | 1 | 2.4 | . |
| C3275 | 09 | MODES SH MET | 19 | 3 | 15.8 | 2 | 10.5 | 1 |
| C3327 | 14 | LE OR SH MET | 69 | 18 | 26.1 | 5 | 7.2 | 16 |
| C3638 | 12 | SCAL STA ENG | 53 | 23 | 39.7 | 7 | 12.1 | 7 |
| C4020 | 07 | S JGN BRIK | 24 | 10 | 41.7 | 1 | 4.2 | 1 |
| C4083 | 16 | S D CIV SERV | 5 | 5 | 100.0 | 2 | 40.0 | . |
| C4088 | 11 | VTA PLUMB | 34 | 10 | 29.4 | 4 | 11.8 | 21 |
| C4091 | 08 | S CLA BRIK | 22 | 9 | 40.9 | 1 | 4.5 | 4 |
| C4391 | 18 | SPRINKLER FI | 76 | 32 | 42.1 | 5 | 6.6 | 17 |
| C4489 | 11 | TRI SHT MTL | 70 | 19 | 27.1 | 2 | 2.9 | 4 |
| C4501 | 12 | LA SPRKLR FT | 40 | 17 | 42.5 | 5 | 12.5 | 11 |
| C4535 | 15 | S EO SH MET | 41 | 17 | 41.5 | 2 | 4.9 | 14 |
| C4789 | 03 | C COAST FL C | 128 | 63 | 49.2 | 2 | 1.6 | 1 |
| C6948 | 08 | S CLA GLAZ | 20 | 4 | 20.0 | 1 | 5.0 | 5 |
| C7055 | 16 | S D BRIK | 19 | 8 | 42.1 | 1 | 5.3 | 1 |
| C7078 | 05 | NCAL STN ENG | 113 | 41 | 36.3 | 18 | 15.9 | 37 |
| C7205 | 06 | OAK IRON WKR | 314 | 138 | 43.9 | 14 | 4.5 | 1 |
| C7238 | 08 | MTRY SH MET | 30 | 11 | 36.7 | 2 | 6.7 | 7 |
| C7239 | 04 | SAC BRIK | 21 | 10 | 47.6 | 1 | 4.8 | 1 |
| C7240 | 04 | YUBA PLUMB | 18 | 4 | 22.2 | 1 | 5.6 | . |
| C7257 | 16 | SD CEMENT MS | 14 | 12 | 85.7 | 5 | 35.7 | . |
| C7293 | 16 | S D IMP ROOF | 61 | 37 | 60.7 | 0 | 0.0 | 1 |
| C7294 | 09 | CNTRL VLY RF | 89 | 78 | 87.6 | 0 | 0.0 | 13 |
| C7415 | 15 | S EO ROOFER | 43 | 34 | 79.1 | 3 | 7.0 | . |
| C7416 | 15 | S EO RIV PPM | 17 | 6 | 35.3 | 3 | 17.6 | 21 |
| C7529 | 06 | ALA SH MET | 103 | 37 | 35.9 | 8 | 7.8 | 20 |
| C7646 | 05 | S F STL EREC | 213 | 108 | 50.7 | 21 | 9.9 | . |
| C7813 | 16 | S D STR IRCN | 36 | 16 | 44.4 | 0 | 0.0 | 9 |
| C7962 | 12 | LA WTPW ELEC | 9 | 2 | 22.2 | 0 | 0.0 | 9 |
| C8078 | 14 | LATH LOC 440 | 64 | 35 | 54.7 | 2 | 3.1 | 12 |
| C8280 | 12 | SCA FL CJATC | 278 | 187 | 67.3 | 3 | 1.1 | . |
| C8292 | 14 | ORANGE BRIK | 17 | 8 | 47.1 | 2 | 11.8 | . |
| C8293 | 02 | SHASTA PLUMB | 14 | 3 | 21.4 | 1 | 7.1 | 1 |
| C8378 | 11 | S L O PLUMB | 7 | 1 | 14.3 | 0 | 0.0 | . |
| C8685 | 10 | KERN ELEC JA | 53 | 18 | 34.0 | 4 | 7.5 | 5 |
| C8777 | 12 | L A LATH JAC | 276 | 145 | 52.5 | 6 | 2.2 | 12 |
| C8805 | 11 | SLO ELEC JAC | 37 | 5 | 13.5 | 3 | 8.1 | . |

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSCR | APPRENTICES | MINORITIES NUMBER | MINORITIES PCT | WOMEN NUMBER | WOMEN PCT | COMPLETIONS |
|-------------|------|--------------|-------------|-------------------|----------------|--------------|-----------|-------------|
| C8819 | 12 | L A SD ELCTR | 11 | 7 | 63.6 | 2 | 18.2 | . |
| C8860 | C6 | GLAZ ARC MET | 26 | 11 | 42.3 | 1 | 3.8 | 17 |
| C8865 | 14 | L A REIN IR | 122 | 56 | 45.9 | 2 | 1.6 | 9 |
| C9028 | C4 | VALLEY ROCFR | 60 | 29 | 48.3 | 4 | 6.7 | 2 |
| C9069 | C3 | S CLA ROCFER | 242 | 179 | 74.0 | 0 | 2.5 | 2 |
| 19076 | C9 | CEN CAL IRON | 31 | 11 | 35.5 | 1 | 3.2 | 5 |
| C9133 | C1 | HUMB DN ELEC | 5 | 1 | 20.0 | 1 | 20.0 | . |
| C9162 | C2 | NE BUTTE CAR | 50 | 10 | 20.0 | 1 | 2.0 | 6 |
| C9271 | C8 | S CLA IRONWK | 101 | 41 | 40.6 | 2 | 2.0 | . |
| C9300 | 11 | S MRA ELEC | 16 | 3 | 18.8 | 1 | 6.3 | 9 |
| 9307 | 15 | INLND REFRIG | 8 | 2 | 25.0 | 0 | 0.0 | 2 |
| C9333 | C4 | RENO ELEC | 5 | 0 | 0.0 | 1 | 20.0 | . |
| 9386 | C6 | PTG DEC JATC | 258 | 102 | 39.5 | 3 | 3.1 | 10 |
| C9411 | C3 | BAY AREA BRE | 37 | 33 | 89.2 | 8 | 21.6 | 10 |
| C9422 | 12 | L A BARE | 37 | 37 | 100.0 | 3 | 13.5 | . |
| C9423 | 15 | S BO RIV BAR | 58 | 46 | 79.3 | 22 | 37.9 | . |
| C9431 | C4 | 46 NCC CP EN | 457 | 320 | 70.0 | 51 | 11.2 | 64 |
| C9442 | C6 | N CAL SURVYR | 110 | 50 | 45.5 | 16 | 14.5 | 2 |
| 9448 | 14 | KAY MICRO AE | 8 | 7 | 87.5 | 1 | 12.5 | . |
| C9449 | 14 | SCAL ASEESTO | 71 | 35 | 49.3 | 2 | 2.8 | 11 |
| C9454 | C5 | S F COCK JAC | 14 | 4 | 28.6 | 7 | 50.0 | 1 |
| C9462 | C8 | S CRUZ CARP | 27 | 13 | 48.1 | 2 | 7.4 | 3 |
| C9470 | 12 | MOT PIC ELEC | 6 | 1 | 16.7 | 1 | 16.7 | . |
| C9476 | C6 | ALAMEDA CARP | 385 | 171 | 44.4 | 27 | 7.0 | 52 |
| C9502 | 05 | BOILERMAKERS | 81 | 28 | 34.6 | 7 | 8.6 | . |
| C9508 | 18 | REST HTL UAC | 33 | 15 | 45.5 | 3 | 24.2 | 4 |
| C9516 | C6 | MILRT NO CAL | 136 | 34 | 25.0 | 16 | 11.8 | 39 |
| C9529 | C4 | SC TAHO CARP | 8 | 0 | 0.0 | 0 | 0.0 | 1 |
| C9530 | C4 | N TAHO CARP | 5 | 2 | 40.0 | 1 | 20.0 | 2 |
| 9553 | C8 | GIL HSTR CRP | 5 | 2 | 40.0 | 0 | 0.0 | 2 |
| C9549 | C8 | S CLARA MEAT | 39 | 19 | 48.7 | 2 | 5.1 | 18 |
| C9554 | 12 | OPER ENGR TR | 370 | 146 | 39.5 | 66 | 18.4 | 73 |
| C9565 | 12 | SCAL MLRT JA | 154 | 84 | 54.5 | 17 | 11.0 | 13 |
| C9569 | C4 | CAL TRANSPN | 9 | 6 | 66.7 | 5 | 55.6 | 2 |
| C9600 | C2 | SHASTA ELEC | 11 | 1 | 9.1 | 1 | 9.1 | . |
| C9601 | 14 | SC CAL MACH | 102 | 52 | 51.0 | 3 | 2.9 | 9 |
| 10153 | 14 | OR COOK UAC | 14 | 1 | 7.1 | 4 | 28.6 | . |
| 10380 | C6 | N CAL TAPER | 325 | 125 | 38.5 | 13 | 5.5 | 16 |
| 10556 | 12 | SCAL SPKR FT | 76 | 52 | 68.4 | 5 | 6.6 | 2 |
| 11069 | C6 | LAW LVMR NTL | 43 | 20 | 46.5 | 11 | 25.6 | 1 |
| 11175 | 04 | CAL WATR RES | 29 | 21 | 72.4 | 16 | 55.2 | 9 |
| 1526 | 12 | LA MSRY JAC | 209 | 156 | 74.6 | 14 | 6.7 | . |
| 12111 | C2 | CAL COR CEN | 128 | 50 | 39.1 | 0 | 0.0 | . |
| 3162 | 11 | VTA CO ERIK | 12 | 4 | 33.3 | 3 | 25.0 | 5 |
| 3800 | 12 | TILE FINISHR | 135 | 93 | 68.9 | 3 | 2.2 | 9 |
| 14150 | 12 | L A CARP JAC | 50 | 37 | 74.0 | 1 | 2.0 | 3 |
| 14296 | 12 | SH MET SPLTY | 17 | 6 | 35.3 | 0 | 0.0 | 3 |
| 4550 | C5 | P G E JAC | 687 | 174 | 25.3 | 38 | 5.5 | 198 |
| 4612 | 12 | L A DRYWALL | 275 | 200 | 72.7 | 0 | 2.2 | 11 |
| 14700 | 16 | SD IMP GLAZ | 15 | 4 | 26.7 | 0 | 0.0 | 6 |
| 4827 | 11 | ARBCK TREE | 6 | 0 | 0.0 | 0 | 0.0 | . |
| 4942 | C9 | ALLIED LINO | 6 | 2 | 33.3 | 0 | 0.0 | 2 |
| 15307 | C4 | SAC TILE JAC | 16 | 5 | 31.3 | 0 | 0.0 | 1 |

D I V I S I O N O F A P P R E N T I C E S H I P S T A T E S T A T I S T I C S
 SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPRENTICES | MINORITIES NUMBER | MINORITIES PCT | WOMEN NUMBER | WOMEN PCT | COMPLETIONS |
|-------------|------|---------------|-------------|-------------------|----------------|--------------|-----------|-------------|
| 15346 | 08 | CA DEPT CORR | 7 | 5 | 71.4 | 0 | 0.0 | . |
| 15481 | 06 | DEPT TRANS | 13 | 9 | 69.2 | 8 | 46.2 | 12 |
| 15517 | 03 | CALIF CORREC | 23 | 14 | 60.9 | 0 | 0.0 | . |
| 15530 | 12 | L BEACH US N | 8 | 5 | 62.5 | 1 | 12.5 | . |
| 15552 | 03 | N BAY SH MLT | 57 | 15 | 26.3 | 4 | 7.0 | 21 |
| 15564 | 06 | OWENS ILL 20 | 5 | 4 | 80.0 | 0 | 0.0 | 1 |
| 15594 | 04 | CALIF HWY PT | 333 | 133 | 39.9 | 35 | 10.5 | 666 |
| 15653 | 05 | N CAL TILE | 99 | 50 | 50.5 | 7 | 7.1 | 10 |
| 15726 | 07 | SIERRA CONS | 48 | 19 | 39.6 | 0 | 0.0 | . |
| 15834 | 16 | NAVAL AIR | 7 | 3 | 42.9 | 2 | 28.6 | . |
| 16129 | 12 | S CA FLDRV O | 229 | 110 | 48.0 | 45 | 19.7 | 11 |
| 16199 | 04 | CAL WATR RES | 13 | 6 | 46.2 | 9 | 69.2 | 6 |
| 16291 | 12 | S MTO DRYW | 104 | 51 | 49.0 | 7 | 6.7 | 8 |
| 16292 | 03 | N COAST D WL | 34 | 11 | 32.4 | 2 | 5.9 | 5 |
| 16293 | 06 | S BENI S CLA | 71 | 21 | 29.6 | 3 | 4.2 | 11 |
| 16295 | 04 | SAC DRYW JTC | 111 | 29 | 26.1 | 3 | 2.7 | 6 |
| 16298 | 08 | S CRZ DRYW | 16 | 8 | 50.0 | 0 | 0.0 | 1 |
| 16364 | 16 | SCLAR TURBIN | 7 | 3 | 42.9 | 2 | 28.6 | 3 |
| 16378 | 15 | INL EMP TILE | 15 | 9 | 60.0 | 1 | 6.7 | 1 |
| 16391 | 16 | TILE FI S CA | 52 | 29 | 55.8 | 3 | 5.8 | 1 |
| 16427 | 06 | NCAL ASBESTO | 111 | 38 | 34.2 | 7 | 6.3 | 34 |
| 16435 | 04 | SAC A ELECTR | 111 | 30 | 27.0 | 9 | 8.1 | 24 |
| 16460 | 08 | PAINT N DECO | 43 | 23 | 53.5 | 0 | 0.0 | 21 |
| 16508 | 04 | CAL FIRE FTR | 1,977 | 694 | 35.1 | 135 | 6.8 | 91 |
| 16533 | 14 | ORANGE TRANS | 10 | 5 | 50.0 | 0 | 0.0 | 12 |
| 16535 | 06 | ALA CON DRYW | 103 | 33 | 32.0 | 2 | 1.9 | 8 |
| 16880 | 15 | IN EMP PLAST | 15 | 6 | 40.0 | 0 | 0.0 | 6 |
| 16967 | 14 | OR CO BARB J | 47 | 27 | 57.4 | 23 | 48.9 | . |
| 17164 | 04 | DEPT PARK RE | 58 | 11 | 19.0 | 21 | 36.2 | 24 |
| 17291 | 16 | S D DRY W LA | 25 | 21 | 84.0 | 1 | 4.0 | . |
| 17293 | 14 | SC CA SURV 1 | 85 | 21 | 24.7 | 10 | 11.8 | 43 |
| 17346 | 04 | CAL ST/IT ENG | 11 | 7 | 63.6 | 3 | 27.3 | 1 |
| 17444 | 12 | LA VIC DRYWL | 518 | 259 | 50.0 | 5 | 1.0 | 88 |
| 17622 | 03 | HEWLETT-PAK | 6 | 3 | 50.0 | 1 | 16.7 | 4 |
| 17734 | 11 | SLO DRYWALL | 75 | 53 | 70.7 | 0 | 0.0 | . |
| 17767 | 01 | TRINITY SCHL | 30 | 4 | 13.3 | 14 | 46.7 | 1 |
| 17858 | 06 | NO CAL FLEDR | 178 | 89 | 50.0 | 46 | 25.8 | 14 |
| 17865 | 08 | SF BAY NA TL | 206 | 96 | 46.6 | 7 | 3.4 | 14 |
| 17868 | 08 | N CA PRE MTL | 26 | 21 | 80.8 | 3 | 11.5 | 4 |
| 17941 | 09 | DEV MANCR C | 5 | 5 | 100.0 | 4 | 80.0 | . |
| 17959 | 11 | VNTRA DRYWAL | 71 | 22 | 31.0 | 1 | 1.4 | 1 |
| 17977 | 16 | SD LOCKSMITH | 23 | 3 | 13.0 | 2 | 2.7 | 3 |
| 17979 | 07 | COR DEUEL VO | 23 | 11 | 47.8 | 0 | 0.0 | 1 |
| 17984 | 03 | SNMA PSY TEC | 422 | 112 | 26.5 | 270 | 64.0 | 19 |
| 17985 | 15 | S BO CULINAR | 13 | 8 | 61.5 | 5 | 38.5 | . |
| 18000 | 06 | MARE ISLE US | 98 | 34 | 34.7 | 27 | 27.6 | 107 |
| 18081 | 08 | CAL PSYC TEC | 43 | 39 | 90.7 | 19 | 44.2 | . |
| 18146 | 18 | G BAY A HDWD | 26 | 10 | 38.5 | 2 | 7.7 | 6 |
| 18164 | 18 | S F AIRPORTS | 12 | 2 | 16.7 | 0 | 0.0 | 4 |
| 18496 | 06 | NO CA CEMENT | 165 | 101 | 61.2 | 18 | 10.9 | 16 |
| 18863 | 06 | EAST BAY REG | 5 | 0 | 0.0 | 4 | 80.0 | 1 |
| 18941 | 12 | FAIRWY MOLDS | 5 | 2 | 40.0 | 0 | 0.0 | 1 |
| 18979 | 16 | SD TROLLEY J | 14 | 14 | 100.0 | 2 | 14.3 | 6 |

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPRENTICES | MINORITIES NUMBER | MINORITIES PCT | WOMEN NUMBER | WOMEN PCT | COMPLETIONS |
|-------------|------|---------------|-------------|-------------------|----------------|--------------|-----------|-------------|
| 18994 | 12 | GLEN ELEC MC | 16 | 8 | 50.0 | 0 | 0.0 | . |
| 19000 | 04 | CDC CYA JCC | 5,200 | 2,519 | 48.4 | 1,410 | 27.1 | 319 |
| 9045 | 11 | EGG ROCKY FL | 6 | 3 | 50.0 | 0 | 0.0 | . |
| 19060 | 12 | BRENK ELEC J | 5 | 1 | 20.0 | 0 | 0.0 | . |
| 9031 | 12 | BRENK LN MEC | 19 | 3 | 15.8 | 0 | 0.0 | 1 |
| 19086 | 04 | CAPTL CHEFS | 53 | 4 | 7.5 | 14 | 26.4 | 2 |
| 19119 | 06 | N UN MTR MFG | 37 | 18 | 48.6 | 8 | 21.6 | . |
| 19161 | 16 | SD AGC JAC | 238 | 113 | 47.5 | 17 | 8.0 | 9 |
| 19167 | 06 | N CA SOUND C | 257 | 80 | 31.1 | 11 | 4.3 | 5 |
| 19168 | 12 | LA CULIN UAC | 34 | 23 | 67.6 | 0 | 17.6 | 6 |
| 19213 | 11 | YTH AUTH VEN | 17 | 13 | 76.5 | 7 | 41.2 | . |
| 19224 | 16 | ABC SD JAC | 126 | 44 | 34.9 | 8 | 6.3 | 12 |
| 9295 | 07 | WAL ELEC UNI | 5 | 2 | 40.0 | 2 | 40.0 | . |
| 19306 | 03 | FORD HANSEL | 6 | 1 | 16.7 | 0 | 0.0 | . |
| 9323 | 14 | FAIRVW PSYCH | 24 | 17 | 70.8 | 10 | 41.7 | . |
| 19326 | 03 | BEPEX CORP | 5 | 0 | 0.0 | 0 | 0.0 | 1 |
| 19327 | 15 | S CA ABC JAC | 383 | 165 | 43.1 | 10 | 2.6 | 21 |
| 9328 | 16 | TILE SET S C | 23 | 10 | 43.5 | 3 | 13.0 | . |
| 9421 | 09 | AIRCON TRADE | 30 | 10 | 33.3 | 0 | 0.0 | . |
| 19495 | 04 | SAC CC SHER | 38 | 16 | 42.1 | 4 | 10.5 | 2 |
| 9496 | 11 | S EARE ERICK | 104 | 41 | 39.4 | 2 | 1.9 | . |
| 9541 | 09 | FRS BRILKAYR | 11 | 4 | 36.4 | 1 | 9.1 | 2 |
| 19550 | 12 | SO CAL LABOR | 22 | 16 | 72.7 | 0 | 0.0 | . |
| 19602 | 04 | WECA ELEC/ATC | 80 | 23 | 28.7 | 7 | 8.8 | . |
| 9624 | 16 | S D CULI UC | 23 | 9 | 39.1 | 9 | 39.1 | . |
| 9655 | 12 | PRICE PFISTR | 6 | 4 | 66.7 | 0 | 0.0 | . |
| 19657 | 02 | APPLY-A-LINE | 13 | 0 | 0.0 | 3 | 23.1 | 1 |
| 9658 | 18 | IEC HZRD MTL | 667 | 166 | 24.9 | 50 | 7.5 | 274 |
| 9660 | 07 | DPT CCR MUIE | 5 | 2 | 40.0 | 0 | 0.0 | . |
| 09671 | 06 | AC TRANS JAC | 85 | 70 | 82.4 | 3 | 3.5 | 8 |
| 19689 | 07 | DPT COR MCSP | 9 | 4 | 44.4 | 0 | 0.0 | . |
| 9699 | 03 | N CA IRG FTR | 10 | 7 | 70.0 | 1 | 10.0 | . |
| 19704 | 03 | IND RFG CONT | 335 | 258 | 77.0 | 6 | 1.8 | 12 |
| 19718 | 16 | INNER CO UAC | 8 | 8 | 100.0 | 0 | 0.0 | 1 |
| 9719 | 12 | LA ACDU INST | 128 | 56 | 43.8 | 0 | 0.0 | 2 |
| 19720 | 03 | RWD EM PAINT | 14 | 5 | 35.7 | 1 | 7.1 | . |
| 19721 | 09 | CEN VLY DRYW | 30 | 12 | 40.0 | 0 | 0.0 | 3 |
| 9731 | 14 | SC CAL PAINT | 39 | 25 | 64.1 | 0 | 0.0 | . |
| 9736 | 07 | CA COR MULEC | 11 | 6 | 54.5 | 0 | 0.0 | . |
| 19733 | 06 | GMP 164B JAC | 12 | 8 | 66.7 | 0 | 0.0 | 3 |
| 19757 | 16 | TER FIN JATC | 11 | 8 | 72.7 | 0 | 0.0 | . |
| 9771 | 09 | DE COR AVENL | 6 | 3 | 50.0 | 0 | 0.0 | . |
| 19790 | 06 | CWA/ACCA | 17 | 5 | 29.4 | 0 | 0.0 | . |
| 19791 | 14 | ORANGE SOUND | 12 | 2 | 16.7 | 0 | 0.0 | 1 |
| 9810 | 04 | PHCC SAC UAC | 24 | 3 | 12.5 | 0 | 0.0 | . |
| 19815 | 09 | SN JQN GARDN | 5 | 2 | 40.0 | 5 | 100.0 | . |
| 19835 | 16 | IMP IRRI DIS | 25 | 15 | 60.0 | 0 | 0.0 | 8 |
| 9837 | 15 | S CAL ABC PL | 29 | 2 | 27.6 | 0 | 0.0 | . |
| 9864 | 13 | HUDSON RC1 | 5 | 4 | 80.0 | 0 | 0.0 | 6 |
| 19924 | 15 | RIVERSIDE JA | 11 | 3 | 27.3 | 0 | 0.0 | . |
| 19955 | 04 | CDC FGLSCM | 7 | 6 | 85.7 | 0 | 0.0 | . |
| 9100 | 15 | NAT SPRKLR | 150 | 29 | 19.3 | 2 | 1.3 | 33 |
| 99120 | 14 | CAL NEV LINE | 51 | 10 | 19.6 | 1 | 2.0 | 15 |

DIVISION OF APPRENTICESHIP AND TRAINING
 SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
 PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

| FILE NUMBER | DIST | SPONSOR | APPREN- TICES | MINORITIES | | WOMEN | | COMPLE- TIONS |
|----------------|------|--------------|------------------|------------|------|--------|------|------------------|
| | | | | NUMBER | PCT | NUMBER | PCT | |
| 99501 | C4 | NAT FIRE FTR | 243 | 111 | 45.7 | 105 | 43.2 | 35 |
| | | TOTAL | 38,149 | 17,677 | 46.3 | 3,948 | 10.3 | 4,763 |

Exhibit 6 - Active Women Apprentices in Construction Occupations - 1994

CONSTRUCTION STATEWIDE TOTALS OF ACTIVE WOMEN APPRENTICES*

YEAR 1993

| <u>Month</u> | <u>Women</u> | <u>Percentages</u> | <u>Active Apprentices</u> |
|--------------|--------------|--------------------|---------------------------|
| JANUARY | 1,393 | 5.57 | 21,980 |
| FEBRUARY | 1,382 | 5.60 | 24,665 |
| MARCH | 1,404 | 5.68 | 24,705 |
| APRIL | 1,393 | 5.68 | 24,511 |
| MAY | 1,373 | 5.73 | 23,924 |
| JUNE | 1,387 | 5.83 | 23,787 |
| JULY | 1,402 | 5.89 | 23,789 |
| AUGUST | 1,429 | 5.96 | 23,955 |
| SEPTEMBER | 1,463 | 6.06 | 24,128 |
| OCTOBER | 1,507 | 6.08 | 24,759 |
| NOVEMBER | 1,491 | 6.12 | 24,356 |
| DECEMBER | 1,393 | 5.57 | 24,980 |

YEAR 1994

| | | | |
|-----------|-------|------|--------|
| JANUARY | 1,452 | 6.06 | 23,994 |
| FEBRUARY | 1,418 | 5.96 | 23,790 |
| MARCH | 1,421 | 6.02 | 23,594 |
| APRIL | 1,450 | 6.08 | 23,846 |
| MAY | 1,453 | 6.09 | 23,823 |
| JUNE | 1,446 | 6.16 | 23,469 |
| JULY | 1,495 | 6.15 | 24,296 |
| AUGUST | 1,508 | 6.16 | 24,463 |
| SEPTEMBER | 1,556 | 6.17 | 25,206 |
| OCTOBER | 1,534 | 6.07 | 25,284 |
| NOVEMBER | 1,552 | 6.03 | 25,734 |
| DECEMBER | 1,522 | 5.98 | 25,468 |

Exhibit 7 - CAC & DAS Litigation

| <u>Case Name and Number</u> | <u>Demand for Fees</u> | <u>Amounts Paid from Whom</u> |
|---|----------------------------|--|
| <u>Air Conditioning Trades Association JATC v. CAC et al.</u> San Francisco Superior Court Case No. 926318 | \$100,000 | CAC settled for \$50,000, did not include the JATC. The JATC by court determination required to pay attorney fees. |
| <u>Walther Electric JATC v. CAC et al.</u> San Francisco Superior Court Case No. 926319 | \$100,000 | Consolidated in above case. |
| <u>Golden Gate Associated Builders and Contractors v. Curry (1992)</u> 797 F. Supp. 1528 (N.D. Cal.) | \$100,000 | 9th Circuit decision on merits remanded back to the District Court. |
| <u>Walther Electric v. Curry (1992) 797</u> F. Supp. 1528 (N.D. Cal.) | \$100,000 | Consolidated in above case. |
| <u>Lenarth Edh and Walther Electric Company, Inc. v. Hale, Jesswein, et al.</u> USDC No. Dist. Cal. C-93-2080 VRW | | Dismissed by District Court and returned to San Francisco Superior Court. |
| <u>Associated General Contractors of America, San Diego Chapter, Inc., Apprenticeship and Training Trust Fund v. Smith et al.</u> USDC So. Dist. Cal., 91-1724h (CM) | \$150,000 | Awaiting 9th Cir. decision on merits, to be argued. |
| <u>Southern California Chapter, Associated Builders & Contractors Inc., Plumbers and Carpenters UAC v. CAC</u> San Francisco Superior Court Case No. 959882. | \$80,000 | Petitioners have appealed denial of claim for attorney fees. |

