

DEPARTMENT OF INDUSTRIAL RELATIONS

**Office of the Director**

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**WIC Advisory Committee**  
**MINUTES OF MEETING**  
**Thursday, August 21, 2025**  
Via Tele/Videoconference and In-Person

**In Attendance:****DIR Staff**

Theresa Bichsel, DLSE  
David Botello, DAS  
Adele Burnes, DAS  
Luong Chau, LCO  
Mark Chekal, OD  
Lizette Cruz, DAS  
Michael Drayton, OD Legal  
Jeanne Marie Duval, DAS  
Raul Galvan, DAS  
Erinn Glenn, CRO  
Michele Grubbs, DOSH  
Lisa Harris, OEA  
Stacy Miller, OD  
Jennifer Osborn, DIR Director  
Frank Polizzi, OD  
Vanessa Soto, OLRA  
Alisa Xiong, OEA

**Committee Members:**

Mona Gocan, 77 Electrical Services  
Ashley Matthews, Fresno Regional Workforce  
Development Board  
Meg Anne Pryor, Northern California Operating  
Engineers, Local 3  
Donna Rehrmann, Stomper Company  
Mary Teichert, Teichert Construction  
Meg Vasey, National Taskforce on  
Tradeswomen's Issues

**Ex-Oficio Member**

Margaret Hanlon-Gradie, CA Legislative  
Women's Caucus

- I. Welcome and Introductions**
  - A. Introductory remarks and roll call by Mark Chekal
  - B. Mark reminds members attending remotely that they must visibly appear on camera during the meeting
  - C. Remote members are asked individually to disclose if any other adults are in the room with them and the general nature of their relationship
- II. Oath of Office for Non-State Employee Members of Committee**
  - A. Oath of office administered by Michael Drayton for all non-state employees
- III. Adoption of May and July 2025 Meeting Minutes**
  - A. Motion made to approve the May and July meeting minutes
  - B. Minutes approved by consent of Committee
- IV. Introduction of Jennifer Osborn, DIR Director**
  - A. Jennifer Osborn, the new Director of the Department of Industrial Relations, is introduced and shares remarks with attendees
- V. Presentation on Bagley-Keene**
  - A. Mark Chekal delivers presentation, prompts discussion about implications for committee and subcommittee work
  - B. Members clarify that outside conversation limits are only about the business of this committee
  - C. Conversation among attendees about what can be discussed among members who conduct other business
- VI. Status Update: 2025 – 2027 (ERiCA) Grants Round Two**
  - A. Adele Burnes introduces second round awards making \$26 million available
  - B. Cruz explains that “recruitment” is replacing “outreach” as an area of focus:
    - Recruitment
    - Childcare
    - Worksite culture – new area of focus that people are excited about
  - C. Goals are: Create, Provide, Increase, Implement
    - Discussion on how best to communicate, including forums for outreach/evangelization and getting message out to larger construction industry
    - California Conference on Apprenticeship set for April 2026
      - Adele Burnes mentions plans to organize content
- VII. Report from WIC Resources Subcommittee, including Review of Draft Website**
  - A. Stacy Miller presents frames of web pages and discusses next steps and plans for completion
    - Site is not in its final form, it's a work in progress, and member feedback is appreciated
    - Goal is to share summary and resources on pertinent topics, including types of leave, workplace safety, workers’ rights
    - Members and DIR are urged to review, check links and make suggestions

- for improvements and additions
- Members are asked to provide suggestions and recommend links to training and support for grantees to utilize
- Request for DIR units to test the links to relevant content and send any feedback or suggestions to Mark Chekal
- Mark Chekal asks Civil Rights to take a look and check appropriate language

## **VIII. Round Robin**

- A. WIC advisory committee members to provide list of recommended training and supports for grantees to utilize and for DIR to put on website to support women and non-binary professionals; Kathleen Barber presents on outreach and community building
- Workplace safety references general industry, not construction, and links need to be updated; members to send links to Mark Chekal
  - Members are urged to take some time and look at the civil rights page and provide feedback on corrections or omissions
  - Be consistent mentioning “California civil rights (state)” vs “US civil rights (federal)”
  - DLSE is to double check relevant links for function and accuracy and to meet goal of posting links to relevant labor laws
  - Mark to have one-on-one conversation with Mary Teichert to get her input
  - Site needs specific information on apprenticeship protections and resources available if experiencing issues with an apprenticeship, not just work site issues
  - Include recommended training and supports for grantees to utilize, including links to external programs for support and training
  - Members are urged to provide any relevant links to outside organizations and programs to help build and grow the website
  - Provide information on pregnancy and maternity leave
  - Site should emphasize that apprentices are paid; stress income level opportunities in construction
  - DAS should highlight existing and potential apprenticeships
  - Maintain list of conferences in California and nationally
  - Discussion of events/calendar page, and ability to schedule meetups and coordinate events
  - DAS mentions their “What’s New” page
  - Mention is made of sharing funding opportunities on the site
  - Suggestion to link to TradesFutures’ listings of opportunities throughout the nation
  - Link to California Child Care Resource Network as a place to start looking for childcare

## **IX. OEA Update on Marketing and Research**

- A. Lisa Harris shares slides updating last meeting's marketing discussion, showing new social media headlines that focus on women starting careers and potential salaries, billboards with new pictures, posters with information about benefits (though they may vary) and salaries, as well as new web banners
- B. Frank Polizzi discusses a marketing research project that will lead to a paid campaign, and requests input from members on interview questions that Mark sent yesterday (also on web site) via email. Research is interviewing people from three groups: women and nonbinary individuals in construction, job seekers, and employers from three different occupations: carpenter, laborer, operating engineer
  - Members discuss modifying the selection of occupations and talk about the different paths taken to reach apprenticeship and that laborer is the largest group, followed by operating engineers.
  - Suggestion is made to replace "carpenters" with "electricians."
  - Request is made to have members who represent employers look at questions by category to see what information is needed from employers

**X. Review Committee Workplan and Discussion**

- A. Mark Chekal states that the team is on target and is almost done with everything on workplan but clarifies that objectives have been met but not goals
- B. Suggestion is made to convene a subcommittee to update the plan

**XI. Set Subcommittee Meetings**

- A. Members Ashley Matthews and Meg Vasey volunteer, and Mark Chekal suggests the absent Mona Gocan, to reform the July subcommittee
- B. Mark will work with subcommittee members to schedule a meeting
- C. All members are encouraged to join as observers

**XII. Public Comment**

- A. No comment from public attendee

**XIII. Adjourn**

- A. Next full committee meeting is scheduled for November 20, 2025
- B. Meeting adjourned