



ADDRESS REPLY TO:
California Apprenticeship Council
P. O. Box 420603
San Francisco, CA 94142-0603

CALIFORNIA APPRENTICESHIP COUNCIL
2017 THIRD QUARTERLY MEETING
MINUTES

Handlery Hotel San Diego
950 Hotel Circle North
San Diego, CA 92108

Thursday, July 27, 2017

9:00 A.M.

I. CONVENE REGULAR QUARTERLY MEETING

Chairperson Aram Hodess called the meeting to order at 9:02 a.m. on behalf of James Hussey.

A. Pledge of Allegiance

Chairperson Aram Hodess led the attendees in the pledge of allegiance.

B. Roll Call

DAS Chief Diane Ravnik called the roll.

The following Commissioners were present: Yvonne de la Peña, Richard Harris, Pat McGinn, Scott Gordon, Susan Anderson, Jack Buckhorn, Nick Esquivel for Javier Romero, Paul Von Berg, Christopher Christophersen, Hector Velez, Jim Hussey, Carl Goff, Frank Quintero, Aram Hodess and DAS Chief Diane Ravnik
Members via Conference Call: Jim Hussy

Members absent: Barbara Blake, Chip Martin and DIR Director Christine Baker.

C. Executive Session

No executive session was held during the quarter.

D. Approval of previous minutes for April 27, 2017

A motion and a second were made to approve the minutes of the April 27, 2017 meeting. All were in favor. The motion carried.

E. Announcements

F. Communications

II. BUSINESS SESSION

A. *Legal Matters* - Deputy Attorney General Lucy Wang

- o Nothing to Report

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

- i. i. Nicholas Aviles-Ramos v. The Joint Apprenticeship Training Committee of the Plumbing & Pipe Fitting Industry UA Local 38, DAS Case 2017-12
The Administrator upheld the determination
- ii. Emmanuel J. Cotti v. Pipe Trades Joint Apprenticeship & Training Committee of Santa Clara & San Benito Counties, DAS Case 2017-17
The Administrator upheld the determination
- iii. Christopher Lillard v. The Los Angeles Electrical Joint Apprenticeship and Training Committee, DAS Case 2017-04
The Administrator upheld the determination
- iv. Raymond Aguilar III v The San Diego Electrical Joint Apprenticeship Training Committee, DAS Case 2017-14
The Administrator upheld the determination
- v. Dashawn R. Williams v. The Joint Apprenticeship Training Committee of the Plumbing & Pipe Fitting Industry UA Local 38, DAS Case 2017-16
The Administrator upheld the determination
- vi. Richard Oregon v. The Joint Apprenticeship & Training Committee Plumbing, Pipe Fitting & Refrigeration Industry of San Mateo County, DAS Case 2016-16-25
The Administrator set aside the decision and declined to uphold the determination
- vii. Nick Perrone v. Fresno Sheet Metal Workers J.A.T.C., DAS Case 201-08
The determination was affirmed

C. Notice of Appeals During the Quarter

- 1. Nicholas Aviles-Ramos v. The Joint Apprenticeship Training Committee of the Plumbing & Pipe Fitting Industry UA Local 38, DAS Case 2017-12

A three member panel will be appointed by Chairman James Hussey

D. CAC Appeal Panel Decisions

1. David Ulloa, v. The Los Angeles Electrical Joint Apprenticeship and Training Committee, DAS Case 2016-11
There is no decision on this case. A three member panel was assigned and this decision will be reported at the 4th quarterly meeting in October.

E. Automatic Orders of the Council

1. Hair Design by Orli Apprenticeship Program, in Tarzana, CA for the occupations of Barber, Cosmetologist – Approved 04/14/2017
2. Ampine LLC Joint Apprenticeship Committee, in Sutter Creek, CA for the occupations of Maintenance Electrician, Maintenance Mechanic – Approved 05/11/2017
3. Vella's Master Barbering/Cosmetology Apprenticeship Program, in Hayward, CA for the occupations of Barber, Cosmetologist -- Approved 06/14/2017
4. Advanced Manufacturing & Transportations Apprenticeship of California (AMTAC) – (Master Committee), in Oakland, CA for 20 occupations
5. Oldcastle Enclosures, in Madera CA for the occupation of Maintenance Mechanic – Approved 06/29/2017
6. Castelo's Beauty Solutions Apprenticeship Program, in Sacramento, CA for the occupations of Barber, Cosmetologist – Approved 06/30/2017
7. State of California Government Operations Agency IT Apprenticeship Committee, in Sacramento, CA for the occupation of Network and Computer Systems Administrator – Approved 06/30/2017

F. Chief's Report – DAS Chief Diane Ravnik

DAS Chief Diane Ravnik gave the Chief's report. Chief Ravnik stated copies of the report were provided in the back of the room and are made available to apprenticeship community. (Please see attached.)

Chief Ravnik stated that it has been a challenge to secure meeting locations for the CAC. She stated that the biggest challenge is to find a Union hotel that is willing to offer the state rate. She stated that the 4th quarterly CAC meeting will be held in Pacifica, CA.

Chief Ravnik announced that after 6 years as Chief of the Division of Apprenticeship Standards she is retiring in October 2017.

Aram Hodess congratulated her on her retirement and expressed his personal appreciation to Diane on her dedication to the apprenticeship community over the years.

G. Old Business

1. Proposed Revision of the CAC Regulations concerning Public Works enforcement

Commissioner Jim Hussey stated that the proposed revision of the CAC Regulations concerning Public Works enforcement has been held over to the next meeting.

2. Update on Teacher Credentialing

Commissioner Hussey provided a report via conference call. Commissioner Jim Hussey stated that there was a motion to create a committee to work through Minimum Qualifications for Apprenticeship Instructors with the Academic Senate for California Community Colleges and the Chancellor's office.

Commissioner Hussey stated that the Chancellor's office sent over modified language regarding the teacher credentialing minimum qualifications and it was reviewed. It mirrored the language that was originally submitted to the California Community College Board of Governors by the California Apprenticeship Council (CAC) earlier in the year. The committee went through that language and made modifications to keep the minimum criteria in line with the original proposal that was sent to the Chancellor's office. It was completed by the committee and we believe that it is well written. Commissioner Hussey reported that he is scheduled to meet with Lynn Shaw in the upcoming week to review this new language. He stated that based on this meeting the committee will either reconvene or send the new proposed language to the Chancellors Office.

Commissioner Hussey stated that he will provide a full report at the October CAC.

H. New Business

Nothing to Report

- III. **FORUM – “New World of Work (NWoW) 21st Century Skills”** presented by Shannon Wells, M.S, California Community Colleges

Presentation was given on July 26, 2017 at the Forums Committee meeting.

IV. **EDUCATION AGENCIES REPORT**

- A. California Community Colleges – Nick Esquivel Coordinator of Apprenticeship Programs, California Community Colleges Chancellor's Office reported;

That the Governor signed the budget on June 27, 2017. He state that per education code 79149.3 he is required to get all of the allocation forms out to the community college

districts. He stated that San Leandro Unified school district is no longer involved in apprenticeship programs. He stated all of those hours with the exception of BAC3 masons went to San Joaquin County office of Education. He stated that it was a very smooth transition of hours except of the transfer of hour between Schedule 1 and Schedule 2. As the process is with transferring hours between K-12 LEA and the community college district it requires the approval by the Vice Chancellor. He stated that he is required to write a budget change proposal to the Vice Chancellor he approved it and then sent to the department of finance where the request was denied to approve some of the hours from the iron workers in San Leandro from a prior fiscal year to San Jose City College. He reported that that particular program will be short on hours.

Nick Reported that allocation forms were sent out last week. He stated that some programs were very shocked on the reduction of hours that their programs are receiving. He stated that this is due to the reimbursement rate increasing and not the number of hours increasing. He stated that he is asked on numerous occasions “What is being done about this issue, what information can be provide to Department of Finance and the Legislature?”

He reported that he provides that information. He reported that what Department of Finance wants to see is, how we are going to account for the registration and attendance of apprentices. He stated that he is currently working with about a dozen people in the CCCO to help develop the audit language or guidance for insuring that apprentices are registered, indentured and not doing homework in the forms of RSI.

He stated he does not have an update on the audit language at this time. He stated that it is currently in the development stages. We hope to have this language ready before the end of the year.

- Nick provided a K-12/Community College Apprenticeship Funding Report. (Please see the attached)

Nick reported that he has let his first round of CAI grantees be aware that they are not eligible for RSI funds at this time.

- Hourly Reimbursement Rate = \$5.90 increase of \$.019 representing a 3.33% increase

Nick informed the apprenticeship community about Berry Noonan, Apprenticeship Coordinator Specialist with the California Community Colleges Chancellor's Office recently passed away. He was very active in the apprenticeship community and that he really laid the groundwork for apprenticeship and Mr. Esquivel’s current role at the Chancellor’s Office.

Questions and comments were taken by the apprenticeship community. Mr. Esquivel stated that if anyone had any questions to be contact him at nesquivel@cccco.edu

V. CAC STANDING COMMITTEE REPORTS

A. CAC/CCA Liaison Committee - Report from Report from July 26, 2017–CCA
Chairperson Luis Reyes

Co-Chair Alex Beltran provided a report that the previous meeting minutes were approved. The treasurer's report was provided. A motion and a second were made to approve the coffee service the motion carried. Mr. Beltran stated that they have signing a contract and paid the initial deposit for the Hilton San Diego Resort and Spa to host the next conference April 23-27, 2018. Suggestion was made to have the website upgraded the website to a Premium site in the amount of \$300. With the upgrade of the website it will be capable to have online registration and receive payments for the conference. The motion for this was made and carried. Mr Beltran stated that a survey would be sent out to the apprenticeship community for suggestions regarding sponsorship, networking events, evening events, conference topics etc. Save the date flyers were distributed. Website address is <http://www.californiaapprenticeship.org/>

B. Public Relations and Publicity – Report from July 26, 2017– Chairperson Carl Goff

Commissioner Goff provided a report that the previous meeting minutes were approved. Discussion regarding the Apprenticeship Newsletter. Commissioner Goff encouraged all members of the apprenticeship community to send in articles for the newsletter at least 30 days prior to the CAC. DAS consultant Esther Gamberutti would be assisting the Apprenticeship Newsletter. Please send to EGamberutti@dir.ca.gov. Commissioner Goff stated that if anyone has any suggestions regarding how to better market apprenticeship please forward along the information. Also if you have suggestions on Marketing to new program sponsors. Tess Gormly, DAS discussed the current partnership that DAS has with BusinessU. Commissioner Anderson stated that she would like to see a general PowerPoint presentation or a video regarding apprenticeship to present to the business community. Commissioner Goff stated that a suggestion that a phone app be developed with links to different apprenticeship resources, programs and career guides.

C. Related Supplemental Instruction Committee- Report from July 26, 2017- Chairperson Pat McGinn

Commissioner McGinn provided a report that the previous meeting minutes were approved. Minimum Qualifications for Apprenticeship Instructors as approved to submit to the California Community College Board of Governors by the California Apprenticeship Council on January 26, 2017 was passed out to the apprenticeship community. No current action to take on this item. Discussion Topics of Performance Evaluation Standards will be discussed at the next committee meeting. Nick Esquivel stated that he is provide a report regarding RSI/ Montoya funds to the committee.

D. Forums– Report from July 26, 2017– Chairperson Paul Von Berg

Commissioner Paul Von Berg provided a report that the previous meeting minutes were approved. He stated that there was a little bit of confusion and the forum speaker made her presentation during their committee meeting. Shannon Wells made a wonderful report regarding “New World of Work (NWoW) 21st Century Skills”. It was reported that the New World of Work

identified the Top Ten 21st Century Skills, including Self-Awareness, Social/Diversity Awareness, Resilience, Empathy, Communication, Adaptability, Collaboration, Digital Literacy, Entrepreneurial Mindset, and Analysis/Solution Mindset. These are “soft skills” learned through a combination of facilitated classroom activities and experiential learning. Commissioner Von Berg stated that other future forum topics were discussed.

Commissioners asked if the slideshow could be posted to the DAS website.

E. Legislation Committee - Report from July 26, 2017– Chairperson Yvonne de la Pena

Commissioner de la Pena stated previous minutes were approved. A moment of silence was taken for Berry Noonan, Apprenticeship Coordinator Specialist with the California Community Colleges Chancellor's Office who recently passed away. She stated that they reviewed the 2017-2018 Budget. Commissioner de la Peña stated that she gave a short report and overview on general apprenticeship legislation and stated copies of this report were provided and were made available to apprenticeship community. DAS Chief Diane Ravnik mentioned to the apprenticeship community SB 54 (refinery training), AB55 and SB 418 all have language regarding apprenticeship. It was suggested that we follow that legislation.

Commissioner Buckhorn made a motion to add Berry Noonan to the apprenticeship hall of fame and a second was made. All were in favor. The motion carried.

F. Equal Opportunity Committee - Report from July 26, 2017– Chairperson Susan Anderson

Commissioner Susan Anderson provided a report that the previous meeting minutes were approved. She stated a presentation from Holly Brown, Local 3 of the Operating Engineers was given. She discussed her transition for Firefighter to Operation Engineer. She gave a presentation on being selected as one out of fifteen U.S. delegates who went to New Delhi. Their mission was to educate officials about how women should have access to high skilled jobs in the industry. We visited New Delhi, Mumbai and Chennai. We met with workers, union leaders, policy makers, social workers, and advocates, and helped build relationships to advance dialogue and try to improve the lives of Indian women working in construction. Anyone that is interested in making a presentation regarding equal opportunities or know of someone who would be a great speaker is to contact Chairperson Susan Anderson.

G. Standards, Rules and Regulation Committee - Report from July 26, 2017– Aram Hodess

Commissioner Aram Hodess reported that the previous minutes were approved.

Under Old business, there was a presentation by attorney Tom Frederickson (DLSE) of proposed regulatory changes to regulations governing public works apprenticeship enforcement. Mr. Frederickson proposes these changes so as to better protect the apprentice as well as to conform to the Legislature's amendment of provisions in the Labor Code. Mr. Frederickson had previously submitted proposed revisions to or deletions of CAC Regulations 205, 227, 228, 230, 230.1, 231, 232.01 and 232.12. At this meeting he proposes additional final revisions to CAC Regulations.

There were numerous questions and comments regarding the newly proposed changes including a request that the changes be more clearly identified and action held over until the October meeting.

A motion to adopt the proposed new regulations failed. Accordingly, the item will be held over until the October quarterly meeting at which time a redlined version of the proposed regulations will be available for review. Discussion was continued on revisions to the DAS7 and DAS 140 forms. Discussion on this item is continued to the next CAC meeting.

Commissioner McGinn presented a worksheet with suggestions of additional info to be included in the DAS-7 form. Commissioner McGinn believes it will better assist programs in evaluating the suitability of employers in employing apprentices. Glen Forman noted that the DAS-7 form is not an official form and can be modified by the CAC. There is also an interest in modifying the DAS 140 form but that is an official form and any modifications would be subject to review.

Chief Ravnik continued a discussion started at the April meeting regarding consideration of electronic notification to program sponsors where another program proposes a new or revised set of standards under the notification terms of Section 212.2. Currently, notification to programs where there may be overlap is done by U.S Mail. It was suggested that in addition to the current process of mailing notice, there could be a posting to the website of all such proposed new or revised standards. Glen Forman also said there was consideration of program sponsors voluntarily agreeing to receive notice by e-mail instead of postal service.

VI. REPORT OF ADMINISTRATIVE and COOPERATING AGENCIES

A. Employment Training Panel (ETP) Peter Cooper, Assistant Director

Peter Cooper thank Diane Ravnik for all of her support and congratulate her on her upcoming retirement. It was stated that the Employment Training Panel (ETP) provides funding to employers to assist in upgrading the skills of their workers through training that leads to good paying, long-term jobs. It was reported that ETP for the fiscal year 2017-2018 we have \$95 million dollar in the core funding plus roughly \$3 million dollars from the energy

commission. So far this year \$15 million dollars has been approved. It was stated that we are considering some potential revisions to our program. He stated that they are looking at the flat rate reimbursement policy. He stated that currently it is \$13 for the apprenticeship program. So for the next fiscal year 2018-19 we plan to raise the rate up to \$15. It was reported that the other exciting thing for the apprenticeship community is that we are having discussions with our panel about our caps and right now for our larger apprenticeship programs multi-employer contractors is \$1.2 million dollars. This cap is going to increase to \$2 million dollars for the 2018-19 fiscal year. It was reported that these are both in recognition of the economy getting stronger, we have more money to administer with the same staffing levels.

Peter Cooper presented a PowerPoint presentation regarding a 5-Year summary of ETP apprenticeship program (Please see the attached).

DAS Chief Diane Ravnik mentioned to the apprenticeship community that Peter Copper and ETP is a regular contributor to our reports at CAC. She wanted to mention that prior to Peter joining ETP there was no apprenticeship funding and he helped to develop an “apprenticeship white paper “ which was the bases of educating his ETP board on what apprenticeship was and the value. DAS Chief Diane Ravnik stated that it has continued to get better and better over the years.

B. DLSE- Public Works, Michael Nagtalon, Senior Deputy

Kauri Anderson gave the report on behalf of DLSE. She report that training Funds Collected for fiscal year 2017 was \$166,079.51.

It was reported that last fiscal year DLSE recovered over \$1.9 million in penalties for apprenticeship violations.

In training funds DLSE has assessed over \$488,884 in penalties and recovered over \$197,714.

DLSE assessed over \$4.4 million in penalties for 1777.7 apprenticeship violations.

C. U.S. Department Of Labor Employment and Training Administration Office of Apprenticeship (USDOL/ETA/OA) Patty Garcia, Regional Director

DAS Chief Diane Ravnik reported that Patty was not able to join us here today. Diane Ravnik reported that Rick Davis is retiring as of July 30, 2017.

D. Tradeswomen Inc. Meg Vasey, Executive Director

Meg Vasey reported that Tradeswomen stated that the numbers for this quarter show that there is a slight decrease in the percentage of woman. She

stated that Tradeswomen has a goal to for Woman to make up 20% of all apprentices by the year 2020, and they are starting to see the some success.

She stated that Women in Apprenticeship Training Institute was held on June 2, 2017 in San Leandro at the Sheet Metal Workers facility. She stated over 80 partners in apprenticeship attended. Meg Vasey of Tradeswomen, Inc., reported presentations and discussions, including DAS Chief, DOL presentations, legal discussions, and an inspirational panel of female apprentices. They held a workshop regarding worksite culture. They discussed bullying, harassment and worksite violence. She stated there are new standards and training requirements in the new 29 CFR Part 30 – Equal Employment Opportunity in Apprenticeship and that these regulations will need to be implemented by January 2019.

She announced that Woman build Nations annual conference will be held October 13-15, 2017 at the Hyatt Regency McCormick Place in Chicago, IL.

Meg Vasey introduced Madison Hall, she is a member of the building trades union woman's committee and president of Tradeswomen board.

E. California Association for the Advancement of Apprenticeship Training (CAAAT) Tracy Barrett

Associated Builders and Contractors – Los Angeles/Ventura Chapter (ABC-LA Ventura)

- 2017 Graduation Ceremony will be held on August 5, 2017 at the Autry Museum
- 2018 Local Craft Championship will be held on January 13, 2017

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

- On July 11, 2017, ABC NorCal held a job fair at the Clovis Community College Herndon Campus in Fresno, CA. Graduates from State Center Community College District pre-apprenticeship program completed NCCER assessments and were interviewed for employment with ABC NorCal members in the Fresno area.

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

- The San Diego ABC Training Trust recently awarded two apprenticeship scholarships in electrical. Both students receiving scholarships were graduating seniors from North County Trade Tech in Vista.
- Three apprentices from the San Diego ABC program competed in the National Craft Championships in Fort Lauderdale, Florida in March. Apprentices represented the trades of plumbing, sheet metal and electrical. Were returned home with a SILVER medal in Sheet

Metal and a BRONZE medal in Plumbing. San Diego ABC Apprentices have won twenty-one national medals in different trades in the last seventeen competitions.

- The San Diego ABC Annual Graduation Ceremony was held in June, honoring eighty-nine apprentice and craft trainee graduates.

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

- ABC SoCal hosted over 25 young ladies at their annual Camp NAWIC (National Association of Women in Construction) outing. The students received safety training, built a lamp, toured the training facility and received information about the advantages of a career in construction.
- The chapter is displaying phenomenal growth in students by started its fall semester with 151 more students than they had last year, increasing their enrollment from 780 to 931 students.

Masonry Industry Training Association (MITA)

- MITA hosted its 19th Annual Top-Notch Trowel interscholastic high school masonry competition. The skills challenge has 4 different projects and the school with the highest overall points takes the Perpetual Trophy back to campus for the year to display. MITA promotes apprenticeship to masonry students in 9th through 12th grades at MITA schools where they can take it like a shop class.

Plumbing Heating Cooling Contractors (PHCC)

- PHCC GSA has our 19th Annual Apprenticeship Contest scheduled for October 25, 2018, that will be hosted at the PHCC GSA Training Facility. This all-day event showcases our apprentice plumbers competing against each other at plumbing bathroom fixtures.

Western Electrical Contractors Association, Inc. (WECA)

- On Friday, June 30th, WECA HQ in Rancho Cordova was proud to host and introduce school counselors to WECA's electrical and low voltage training and apprenticeship programs. Brought together through the North State Building Industry Foundation's Counselors Summer Institute, groups of school counselors came to learn more about potential career opportunities for students and/or career changers. After Workforce Development Manager Wendy Flanagan detailed the career paths available through WECA, and the impressive stats on electrical and low voltage employment opportunities, Instructor Jimmie Slep toured counselors through some of WECA's hands-on labs.
- WECA held its Northern California Graduation Ceremony on Saturday, June 24, 2017 with 53 Apprentice and 2 Electrician Trainee Graduates. WECA's Southern California Ceremony will be

held Saturday, July 29, 2017 with 35 Apprentice and 4 Electrician Trainee Graduates.

F. California Apprenticeship Coordinators Association (CACA) Frank Cuneo, President

- CACA met on April 26, 2017 at 4:48 pm.
- Previous minutes were approved. Self-introductions were made by members present.
- All apprenticeship activities and events were reported throughout California by all members.
- Don Merrill, DAS reported on DAS activities, including staff training, working to fill open positions and streamlining processes. Contributions to the CAC newsletter were also discussed.
- The treasury report was approved.
- CACA members voted to pay for printing of 25,000 cards in partnership with the California Student Aid Commission arranged through the Green 360 organization with links to both apprenticeship information and CSAC. These cards will be distributed to high school students as part of college and student aid materials provided to them and their parents annually as part of a continuing partnership with Green 360. In addition, the cards will be distributed at various career fairs by apprenticeship programs and a landing page will be developed from the Green 360 website with linking information.

VII. ADJOURNMENT

A motion and a second were made to adjourn the meeting. All were in favor. The meeting adjourned at 10:44 a.m.