

CALIFORNIA APPRENTICESHIP COUNCIL
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**CALIFORNIA APPRENTICESHIP COUNCIL 2024
FIRST QUARTERLY MEETING
MINUTES**

Thursday, January 23, 2025

9:00 A.M.

I. CONVENE QUARTERLY CAC MEETING

- a. Pledge of Allegiance
- b. Roll Call

Roll Call Present: Chair Sheri Learmonth, Jason Rafter, Yvonne de la Peña, Hugo de la Torre, Larry Hopkins, Frank Quintero, Jack Buckhorn, Gary Adams-Chancellor's Office, Luis Ontiveros, Todd Braverman, Mark Burri, Earl Restine, Richard Harris, and DAS Chief Adele Burnes

Absent: Chip Martin

- c. Installation of new Chairperson

Commissioner Sheri Learmonth thanked everyone for her opportunity to serve as Chair and made a warm welcome to the new CAC chair Luis Ontiveros.

CAC chair Luis Ontiveros stated that he was honored to serve as the new Chair of the California Apprenticeship Council. That he looks forward to working with all of you to advance apprenticeship opportunities and build pathways that support the next generation of skilled workers. Thank everyone for this opportunity.

- d. Executive Session

The Council may recess to closed executive session pursuant to Government Code section 11126(q) to discuss litigation to which the Council is or may become a party.

- No executive session was held this quarter

- e. Approval of the minutes of the previous meeting

A motion and a second for approval of the October 2024 meeting minutes A roll call vote was taken, all approved. The motion carried.

- f. Announcements

Adele Burnes made the announcements the DAS Chief Curtis Notsinneh resigned shortly after the last quarters meeting and she is now happily serving that that role.

g. Communications

A letter was received by Commissioner Chris Christopherson notifying the CACA of his resignation during the quarter.

II. BUSINESS SESSION

a. Legal Matters- Deputy Attorney General

Hutch Meltzler stated that there are no legal matters at this time.

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

i. John B. McVeigh vs. San Francisco JATC for the Electrical Industry – Inside Wireman CAC complaint No: CAC 2024-01, DAS Complaint 2022-15

- Tracy Henderson was given the opportunity to speak. She represents John McVeigh, who was terminated from the apprenticeship program after missing class due to private medical information disclosure.
- She stated that the Commissioners' recommendation violates settled law, ignores competent evidence, and misleads council regarding pretextual termination.
- Mr. McVeigh volunteered extensively in Union halls and built a lab for his teacher but was harassed for over a year by his teacher and JATC staff.
- Despite invoking his right to religious freedom, the JATC committee broke the law and terminated Mr. McVeigh under the pretext of missing classes.
- Attorney Tracy Henderson disputes JTC's claims, stating McVeigh never signed documents requiring experimental medical product or violating consent.
- JTC pressured McVeigh to get COVID vaccine, despite his religious choice not to, creating hostile work environment.
- Tracy Henderson argues that JATC policy violates religious freedom by requiring COVID vaccination or leave of absence without pay.
- Commissioners are advised to address the issue through an interactive process, but the speaker believes this has not happened.
- Representative for the JATC Dick Roswell was able to speak to the council. He stated that Pete Church and the training director were also present remotely. He highlight that Mr. McVeigh signed a last

chance agreement in 2019 and lied about being vaccinated, endangering instructors and apprentices during the early days of COVID-19.

- The JATC could have terminated Mr. McVeigh but instead gave him a 60-day suspension and multiple opportunities to request a leave of absence or religious exemption.
- Dick Roswell refused the claim of harassment, stating that the JATC went out of their way to help Mr. McVeigh, providing him with numerous chances to invoke his religious exemption.
- Several other apprentices requested and were granted religious exemptions, and they are now graduating from the program, contrary to Mr. McVeigh's.

The JATC's recommendation, supported by legal precedents and employer requirements, was to uphold the COVID vaccination policy. He argues that Mr. McVeigh's council provided no new facts or documentation to counter the JATC's well-reasoned decision and requests the body to uphold the recommendation.

Commissioner Jason Rafter, Mark Burri and Hugo De La Torre were appointed to the hearing panel October 8, 2024 to prepare a recommendation on the request of hearing John B. McVeigh vs. San Francisco JATC for the Electrical Industry, Meeting was called to order at 9:03 am, Roll call of officers and all officers were present. Jason Rafter was the chair and Mark Burri and Hugo De La Torre along with DIR/DAS Richard Robles was present. Discussion was had amongst the subcommittee regarding the facts and evidence provided and the Decisions by the Administrator of Apprenticeship. Commissioner Burri made a motion to uphold the recommendation of the administrator of apprenticeship which was seconded for a unanimous decision. That a hearing is not warranted the record is enough. To issue an impartial recommendation to the full Council. Based on the findings, facts set forth in the determination and the ministrative record, the three Member Subcommittee panel determined that there was good cause and significant reason by the JATC to terminate Mr. McVeigh's apprenticeship. And appellant John McVeigh's request for hearing is denied. We adjourned at 9:18 AM.

Comments from the commissioners and apprenticeship community were received.

Motion was made to uphold the recommendation of the 3-person panel. A roll call vote was taken and the motion carried.

c. Notice of Appeals during the Quarter

- i. Communication Workers of America / American Communication Contractors Association (CWA/ACCA) JAC

One Appeal was received during the quarter. It was stated that a 3-member panel needed to be assign. It was discussed and

Commissioner De La Torre, Learmonth and Harris were assigned to the three member panel.

d. CAC Appeals Panel Decisions

- i. John B. McVeigh vs. San Francisco JATC for the Electrical Industry – Inside Wireman CAC complaint No: CAC 2024-01, DAS Complaint 2022-15

Glen Forman stated that the panel has met and they came to a decision and the decision has been written it will be presented at the next CAC meeting in January

- ii. Southern California Pipe Trades District Council 16, Appeal of Approval of Amended Apprenticeship Standards for the Southern California Sheet Metal JA & TC and the Sheet Metal JA & TC of San Diego. CAC Appeal 2024-02

Hearing was held yesterday. The 3-member panel assigned was Commissioner Hopkins, Buckhorn and Adams. Commissioner Buckhorn stated that he was the chair. The meeting was called to order at 2:03 PM. The UA did their presentation first giving their facts to the case for us to consider followed by the sheet metal. Once completed we took a break and reconvened later for discussion and deliberation. During the hearing, it was put into evidence that the sheet metal's new standards had new occupations, new O-net codes that were listed that were not in a previous version. And in accordance with 3075 B that new occupations or occupation triggers. A review based on new program standards. Also, the regulations state very clearly that any new program standards are required to be posted on the DAS website for review and comment period. That posting did not take place. And so it's seems to be a clear violation of the policy. Our duty under the complaint was to make a determination where they posted. Or was there a reason they should not have been posted. We had a remedy that we hope to employ. That is found under 203a4. Which allows us to send it back to the party in question for reconsideration and possible amical way. As of next steps, we will have our legal counsel draft up recommendations. And as I understand it, it'll come back to the CAC, to the full body next quarter for possible action. Stated that their hearing adjourned at 3:50.

No Action will be taken today.

Questions and comments were taken from the apprenticeship community.

David to the Socal Sheet Metal JTC, stated that they do not have a problem. With not indenturing any more apprentices for now

under the new O-net codes. Until this issue is resolved if it makes things easier.

- iii. Dorian Antonio Aleman vs. San Mateo County Joint Apprenticeship and Training Committee for the Electrical Construction Industry. DAS Appeal No. 2023-19
CAC Appeal No.: 2024-03

Commissioner De La Torre, Ontiveros and Adams were assigned to the three member panel this panel will be meeting soon to make a decision and determination.

e. Chief's Report – DAS Chief Adele Burnes

The Chief's Report was presented by DAS Chief Adele Burnes and was posted online.

https://www.dir.ca.gov/DAS/DAS_MeetingAgenda/2025/January/2025-1-CAC-Chiefs-Report.pdf

Deputy Chief Adele Burnes gave a detailed update on the ERICA grants and the information was also reported online.

https://www.dir.ca.gov/das/DAS_MeetingAgenda/2024/October/2024-10-EriCA-Report.pdf

f. Old Business

No Old Business

g. New Business

Related and Supplemental Instruction - Common Administrative Practices and Treatment of Costs

Commissioner Buckhorn reported that the CAC successfully defended its statutory authority to regulate apprenticeship standards, including wages, benefits, and working conditions, in a court case that was appealed to the Sacramento Court of Appeals. The decision, upheld unanimously, allows the CAC to promulgate regulations and makes these standards more accessible to the public. The decision also upheld APA requirements but did not set a precedent. The CAC plans to link these standards to the prevailing wage database. The order becomes final in 40 days, with a potential 10-day reconsideration period by the California Supreme Court, but it is unlikely to be accepted or overturned.

DAS Adele Burnes introduced Shelley Doran, who has been appointed to the California Apprenticeship Council. She joined us virtually today Doran has been working in the trades and with apprenticeship for many

years. She stated that she is excited to work with this body and help with shaping career opportunities.

On the previous case, Commissioner Quintero stated that he wanted to commend Commissioner Buckhorn because he insisted that we should pursue the case and he said we would win the case, and he was absolutely right. It was clear from the District Court and the appellant court, that we were well within our rights.

III. FORUM

- a. Recruiting a Diverse Workforce Through Social Media”
Yvonne de la Peña, Executive Director, California Firefighters Joint Apprenticeship Committee

The Forum focused on recruiting a diverse workforce through social media recruitment strategies. The harsh reality of underrepresentation within our firefighter demographic—women at 4.4%, African Americans at 8.4%, Hispanics at 13.1%, and Asians at a mere 1.2% (per Bureau of Labor Statistics data)—underscores the urgent need for proactive change.

The session powerfully illustrated the “curb cut effect,” emphasizing that initiatives designed to support marginalized communities ultimately benefit everyone by creating a more inclusive and accessible system. Yvonne’s team unveiled the innovative “Recruitment in the Spotlight” program, a multi-faceted approach designed to address this challenge head-on.

This program isn't just about checking boxes; it's a comprehensive strategy built on three pillars:

1. Pre-Production Excellence:** This phase prioritizes meticulous planning, including crucial leadership and inclusivity training for all panelists and staff involved in the recruitment process. This training will equip our team to foster genuine connection and understanding with diverse candidates.
2. Dynamic Live Recruitment Events:** We'll move beyond traditional recruitment formats. Our live events will be interactive, engaging experiences featuring dynamic Q&A sessions, fostering a welcoming atmosphere where potential candidates feel comfortable asking questions and sharing their aspirations. Post-event interviews will provide valuable individual feedback and personalize the candidate experience.
3. Targeted Post-Production Content Optimization:** We'll leverage the power of targeted content distribution across various social media platforms. Our strategy will focus on culturally relevant messaging that

speaks directly to the unique experiences and perspectives within diverse communities. This includes creating compelling content that addresses intersectionality and recognizes the multifaceted challenges faced by individuals with multiple marginalized identities.

The presentation also stressed the vital importance of demystifying the firefighter recruitment process. We need to create transparent, accessible materials showcasing the diverse successes within our department, inspiring those who may have previously felt this career path was unattainable.

To achieve these ambitious goals, the following action items are critical:

Content Creation & Strategy: Develop a robust content calendar featuring engaging videos, infographics, and articles that effectively communicate the realities of being a firefighter and highlight the diverse perspectives within our organization. We need to reach potential applicants at different levels of understanding, ensuring that our message resonates with everyone.

Comprehensive Event Training: Implement a rigorous training program for all involved in the live recruitment events, emphasizing inclusive communication, active listening, and respectful engagement. This will ensure every interaction is positive and empowering.

Supplemental Content Production: Create high-quality pre-recorded videos and resources to complement our live events. This supplementary content should provide more in-depth information and address specific questions raised during the live sessions.

Cultivating a Welcoming Atmosphere: Organize studio tours, meet-and-greets, and team-building activities to create a welcoming and comfortable environment for potential candidates. Building rapport and showcasing our department's inclusive culture is crucial.

Strategic Multi-Channel Outreach: Develop a sophisticated social media and outreach strategy that ensures our materials reach the right audiences through the most effective channels.

Related and Supplemental Instruction - Common Administrative Practices and Treatment of Costs

Jack stated that they have been working on this document for 18 months now with the RSI committee. We finished our work last quarter and submitted it to CAC for approval, but at our meeting yesterday. It was our recommendation that we table this until the next quarter meeting to give the Chancellor's office the opportunity to let their legal team review it and then come back with possible edits. But they are fiscal agent and I think it would be very appropriate to give them an extra 90 days to do some legal review.

So I'd like to make a motion that we table this item until next quarters meet meeting.

A motion was made. Seconded and a roll call vote was taken to approve a 90 day extension. So that the Chancellors Office legal counsel could review this item, and it will be tabled for next CAC Quarterly meeting this vote was approved.

IV. EDUCATIONAL AGENCIES REPORT

- a. California Community Colleges –, Coordinator of Apprenticeship Programs, California Community Colleges Chancellor's Office

Gary W. Adams, Dean advised the council of a new member of the chancellor's office that will now be participating with the CAC and will be taking over some of the duties of Sean McCobb who recently took another position. Her name is Sabrina Aguila, her title is Specialist, Workforce and Economic Development. She was the director of apprenticeship programs at Bakersfield College. She has written, conceived and won over 19 apprenticeship grants during her time there.

- Sabrina Aguilar provides an update on RSI funding.

RSI – FY 2024-25 Allocation

- Total Allocation: \$94,407,000
- CCD Allocation: \$34,690,000
- LEA Allocation: \$59,717,000
- Increase from FY 23 - 24: \$966,000
- Reimbursement Rate: \$10.05 per hour
- Reimbursement Rate FY 23 - 24: \$9.98 per hour

Total Allocation (since 2018-19) \$542,130,844.

Shortfall of Approximately \$6M for FY 2022-23 and FY 2023-24 and will request additional funding to address the shortfall.

FY 2023-23 ReCalc According to NOVA data

- RSI
- Hours of Instruction: 9,636,060 hours
- Number of Apprentices Instructed: 121,135
- FTES
- Hours of Instruction: 88,185 hours
- Number of Apprentices Instructed: 1,806

FY 2023-24 ReCalc

- RSI
- Hours of Instruction: 9,751,804 hours
- Increase in previous year by 115,744
- Number of Apprentices Instructed: 131,957
- Increase in previous year by 10,822
- FTES
- Hours of Instruction: 97,433 hours
- Increase in previous year by 9,248
- Number of Apprentices Instructed: 2,515
- Increase in previous year by 709

CAI Grants – Allocation FY 2023-24

79 New CAI Allocations were funded with \$37 Million. The following are the grant type and amounts funded:

1. Planning Grant:
 - 35 one-year awards up to \$120,000 each.
 - Total Funding: \$4 million
2. Pre-Apprenticeship Implementation Grant:
 - 13 three-year awards up to \$500,000 each
 - Total Funding: \$4.7 million
3. Apprenticeship Implementation Grant:
 - 30 three-year awards up to \$1.5 million each
 - Total Funding: \$27.6 million
4. Expansion Grant:
 - One two-year award totaling \$953,691

CAI Outcomes

- New Apprenticeship Programs:
- Number of Programs: 37
- Enrolled Apprentices: 864

- Current Funding and Grants:
- 23 successful one-year grant recipients applying for implementation grants
- 211 apprentices registered through May 22, 2023 via implementation grants
- Expansion Efforts:
- Requesting 90M for the upcoming Fiscal Year (FY)

V. CAC STANDING COMMITTEES REPORT

- a. CAC/CCA Liaison Committee – Report from January 22, 2025– CCA Chairperson Benjamin Rivera

The meeting convened yesterday. A roll call was taken and then the audience joined in a pledge of allegiance. Minutes for 3rd and 4th quarter were approved.

Treasury report was given. Payment was made for coffee service. Motion was made and seconded to approve the Treasurer Report. The motion passed. Dues and Per Capita notices has gone out. The website is active.

Discussed CCA Conference the next CCA will be held in a Northern California location in 2026.

The Venue for the California Conference on Apprenticeship (CCA) 2026 is Hyatt Regency Sonoma Wine Country located at 170 Railroad St, Santa Rosa, CA 9540. Charles M. Schulz - Sonoma County Airport is the nearest airport. Meeting adjourned.

- b. Public Relations & Publicity Committee- Report from January 22, 2025–
– Chairperson

No meeting held this quarter

- c. Related Supplemental Instruction Committee– Report from January 22, 2025– Chairperson

Jack Buckhorn stated that the meeting was called to order at 1pm there was a motion, second and carry to approve the previous minutes. In old Business We had a recommendation for the California Apprenticeship Council policy on Common Administrative Practices and Treatment of Cost and related RSI be tabled for 90 day to allow the Chancellors Office legal council a chance to review. This item will be on the next quarterly meeting agenda. In New Business it came to our attention that Throughout our discussions on best practices, recurring concerns have emerged regarding the interpretation and implementation of audit requirements for RSI reverse reimbursement in both K-12 and community colleges. Specifically, there have been discrepancies in tracking hours, leading to varied expectations across sectors. Given the importance of ensuring clarity and consistency, I would like to initiate a conversation on this topic and identify content experts who can provide insights through a dedicated presentation.

Thanks was given to Glen Forman and Don Simonich on helping with this document and making amendments. We went through each of the recommended edits and at the end of the review a motion was made to accept the edits and move the document to the 1st quarter CAC meeting for review and approval. Jack Buckhorn gave thanks to everyone who participated in the improvement of this document. We received a request for an RSI audits procedure discussion.

Sabrina with the Chancellor's Office provided a RSI report.

- d. Legislation Committee – Report from January 22, 2025— Chairperson

No Legislation Committee meeting was held.

- e. Equal Opportunity in Apprenticeship Committee – Report January 22, 2025— Chairperson

Commissioner Learmonth stated that the meeting was called to order there was a motion, second and carried to approve the previous minutes. There was a quorum. Kathleen Barber, representing Strategy Workplace, provided an overview of the Erica Grant, which focuses on promoting equal representation in construction and apprenticeship programs. Meg Vassey provided an update on the Women in Construction Advisory Committee that is part of the Erica Grant requirements. DAS Chief Adele Burnes discussed the second round of

the ERICA grant. With the successful implementation of the first round of the grant, the DAS will continue its efforts to expand access to apprenticeship opportunities in construction for populations that are underrepresented. With no other business, the meeting adjourned.

- f. Standards, Rules, Regulations & Operating Procedures Committee – Report from January, 2024-

No Standards, Rules, Regulations & Operating Procedures Committee meeting was held.

VI. REPORT OF ADMINISTRATIVE AND COOPERATING AGENCIES

- a. Division of Labor Standards Enforcement (DLSE) Public Works

Michael Nagtalon, Senior Deputy Labor Commissioner made an introduction and Selene Barillas, Deputy Labor Commissioner gave the report.

For fiscal year July 2023 through June 2024.

- The number of demand letters was 383.
- Total CWSA issued/demand letters. 811.
- 1777.7 Penalties assessed amount was \$4,014,264.50.
- Training fund assessed amount was \$323,384.46.
- 1777.7 Penalties Collected amount was \$2,261,502.41.
- Training fund amount collected \$222,364.56.

For current year January 2024- current

- The number of demand letters was 347.
- Total CWSA issued/demand letters. 611.
- 1777.7 Penalties assessed amount was \$2,577,572.15.
- Training fund assessed amount was \$290,370.53
- 1777.7 Penalties Collected amount was \$1,904,126.32.
- Training fund amount collected \$224,379.09.

- b. U.S. Department of Labor Employment and Training Administration
Office of Apprenticeship (USDOL/ETA/OA) Douglas Howell, California
State Director

Raymond Carillo Servicing ATR in Sacramento provided the report. This report was also available on the CAC website:

https://www.dir.ca.gov/DAS/DAS_MeetingAgenda/2025/January/2025-1-California-Region-6-Report.pdf

- c. Tradeswomen Inc.
Nothing to Report

- d. Women in Non-Traditional Employment (W.I.N.T.E.R)
Nothing to Report
- e. California Association for the Advancement of Apprenticeship Training (CAAAT)

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

- ABCSD held its 24th Annual Local Craft Championships in November, celebrating the talents of skilled tradespeople. We're excited to announce we had three local winners in the electrical, plumbing, and sheet metal categories! These first-place winners will proudly represent ABC San Diego at the 2025 ABC National Craft Championships in Las Vegas this February, competing against champions from across the country.
- In October, we teamed up with Work for Warriors and National University in San Diego to participate in a job fair designed specifically for military affiliated students, veterans, transitioning service members, and their families. The event was an incredible opportunity to connect with over 100 veterans and their families, introducing them to our apprenticeship program and sharing insights about career opportunities in the construction industry. It was inspiring to see so many motivated individuals exploring new paths, and we were honored to be part of their journey toward meaningful careers.

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

- ABC NorCal worked with CleverTouch Technologies to upgrade our classrooms smartboards to be more interactive, easier to plug in laptops and external devices for showcasing on the screens, and for hosting virtual classes through the built-in cameras. The advanced technology allows staff to markup pages directly on the smartboard and has built in whiteboard options for classes to interact with as well.
- ABC NorCal wrapped up 2024 with 218 new apprentices and 78 graduates! • ABC NorCal's outreach team wrapped up 2024 by participating in numerous recruitment and career events, including the Sacramento Trades Day, Turlock USD Future Pathways Night, Career-Tech Fresno, Linden High School Career Fair, Chabot & Las Positas Community College District Apprenticeship Fair, San Joaquin Delta College Apprenticeship Event, and Valley Builders Exchange Stanislaus Trades Day. Through these efforts, ABC NorCal was able to engage with hundreds of students, educators, and industry professionals, showcasing the value of skilled trades and career pathways in construction. The team looks forward to building on this momentum in 2025 with continued outreach and expanded partnerships to further support workforce development in the region.

Associated Builders and Contractors: Southern California Chapter (ABC SoCal):

- In November we celebrated National Apprenticeship Week, by having 2 local high school tours! We did fun activities, pizza, and tours of our building.

ABC SoCal held its 31st Annual Local Craft Championships on January 11th, 2025, celebrating the talents of skilled tradespeople. We're excited to announce we had three local winners in the electrical, plumbing, and Low voltage categories! We had over 500 in attendance and 40 local vendors who supported the event!

California American Fire Sprinkler Association (CAFSA):

- CAFSA Spring semester began the week of January 6, 2025.
- CAFSA's will be participating in the Orestimba High School Career Expo in February.
- CAFSA will be participating in the Livermore High School Career Expo in March.
- CAFSA's will be hosting Viking, Spears, and Blaze Master in February.

Masonry Industry Training Association (MITA)

In November and December, MITA conducted three virtual forums working with the Riverside County Office of Education to share the trade of masonry with high school students. Over 150 attended the forum from various locations throughout Southern California.

We also attended the 2024 Apprenticeship Expo in Moreno Valley during National Apprenticeship Week. We had a booth and conducted a demo showing students how to "butter" a brick. Expo stats stated that 1,093 students attended and 183 people from the community. 32 high schools throughout Southern California were represented. In addition, we attended a Career Day at San Diego College with 500+ in attendance and had a booth/demo for middle school students in Corona with 250+.

f. California Apprenticeship Coordinators Association (CACA)

Meeting was held yesterday, minutes were approved. Nominations and Elections of CACA Officers. CACA Chairman, Michael Peterson was nominated and accepted the nomination. Michael Peterson was elected CACA Chairman. Hannah Holden was elected Vice Chair. Louis Blackwell was re-elected as CACA Treasurer. Jonathan Clark was elected CACA Recording Secretary. Legal Council Report was given by Katie McDonagh. Reports for Regional Areas were received.

Southern California

Cody gave a well written report for So Cal. and it highlights the success that So Cal JATC's are having.

San Diego

The Pipe Trades opened a brand-new training center that they just built.

North Bay

Sebrina Martin gave the area report.

Her report was very well written and it highlights the success that North Bay JATC's are having.

Bay Area

The Cement Masons have purchased property to build a new training center. The Ironworkers opened a new training center in Livermore, CA.

San Joaquin

Hannah Holden gave the area report.

The Operating Engineers Local 3 JATC is finally breaking ground on their new pull barn. This is something that they have been fighting to make happen for years and finally got the permits last year. It is still in the beginning phase but once completed it will give them the space to allow for training throughout the year, even in wet weather.

The State Building & Construction Trades Council of California and the California Federation of Labor Unions are pleased to host **UNION WOMEN: STRONGER TOGETHER 2025**, a conference for California union women from all industries!

This conference aims to unite women from all fields to celebrate and highlight the benefits of union sisterhood. Attendees will have the opportunity to hear from union leaders, California legislators, and fellow sisters in the labor movement at workshops, plenary sessions, panels, and other activities over the two-day event.

This conference has something for everyone, regardless of your field or career stage. Whether you are exploring union career options, looking to become more involved in your union, CLC, or local Building Trades Council, or considering retirement, we've got you covered! Or, if you're simply looking for a chance to network with other women, this is the ideal event for you.

Register today to guarantee your spot at this exciting event! We look forward to seeing you in Los Angeles!

Registration Fee: \$90/person

[REGISTER ONLINE](#) or by mail using the attached registration form.

California Firefighters

Yvonne de la Pena spoke about the California Fire Foundation. The foundation is set up to help and support victims of wildfires. Yvonne invited everyone to a reception hosted by the California Fire Fighters location nearby.

Lois Blackwell gave the Treasurer's Report. No old business or New Business was reported.

Yvonne De La Pena stated that she wanted to say thank you for the California Apprenticeship Coordinators Association (CACA) for attending the open house yesterday and for them contributing to the refreshment provided.

- Upcoming CAC meeting dates:

2nd quarter- May 7-8,2025 at the Hilton Los Angeles North/Glendale
100 W Glenoaks Blvd, Glendale, CA 91202

3rd quarter- August TBD, Best Western Plus Island Palms Hotel & Marina
1 Shelter Island Drive San Diego, California 92106

4th quarter- October 2025 TBD

VII. ADJOURNMENT

Meeting Adjourned.