



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**
California Environmental Protection Agency
1001 I Street
Coastal Hearing Room, 2nd Floor
Sacramento, CA 95814
September 23, 2016

PANEL MEMBERS

Barry Broad
Chair

Janice Roberts
Vice-Chair

Gloria Bell
Member

Sonia Fernandez
Member

Will Koch
Ex-Officio Member

Gretchen Newsom
Member

Edward Rendon
Member

Sam Rodriguez
Member

Executive Staff

Stewart Knox
Executive Director

Maureen Reilly
General Counsel

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I. PUBLIC PANEL MEETING CALL TO ORDER

Vice Chairman Roberts called the meeting to order at 9:44 a.m.

II. ROLL CALL

Present

Gloria Bell
Barry Broad
Will Koch
Gretchen Newsom
Janice Roberts
Sam Rodriguez

Absent

Sonia Fernandez
Edward Rendon

Executive Staff Present

Stewart Knox, Executive Director
Maureen Reilly, General Counsel

III. AGENDA

Chairman Broad asked for a motion to approve the Agenda.

ACTION: Ms. Roberts moved and Ms. Newsom seconded the motion that the Panel approve the Agenda.

Motion carried, 6 - 0.

IV. MINUTES

Ms. Newsom was present for roll call at the August Panel meeting. However, the minutes did not correctly show that she was present. Correction noted.

ACTION: Ms. Roberts moved and Ms. Newsom seconded the motion that the Panel approve the Minutes from the August 26, 2016 meeting.

Motion carried, 6 – 0.

V. REPORT OF THE EXECUTIVE DIRECTOR

Stewart Knox, Executive Director, said, welcome and good morning Panel members, applicants, and stakeholders. Following the Panel meeting in August, we have a smaller Panel meeting today with approximately \$7.2M in projects with another \$887,000 in Delegation Orders for a total of just under \$8.1M.

Today we have a mix of Single Employers and Multiple Employer Projects. Gregg Griffin, North Hollywood Regional Office Manager, and Willie Atkinson, Sacramento Regional Office Manager, are here today to present the Proposals.

Mr. Knox said, as some of you may know, Creighton Chan, Foster City Regional Office Manager, retired at the end of this month. Mr. Chan started with ETP in September 1987 as a Staff Service Analyst; he promoted to Associate Governmental Program Analyst within a year, and six years later became the Staff Service Manager.

Under Mr. Chan's management, 1,263 contracts were approved worth over \$436M to train 402,000 trainees; 1,011 contracts completed, \$241M earned, and 219,000 trainees placed. We would like to thank him for his 29 years of service to ETP, and 38 years of service to the State. We wish Mr. Chan a great retirement.

Mr. Knox introduced Anna Nastari. Ms. Nastari has worked in the Foster City Regional Office for the past 17 years as an Economic Development Analyst. Ms. Nastari's comprehensive knowledge of the ETP program and strong working relationships with customers will help her transition smoothly into her new role as she fills in behind Mr. Chan.

Regarding the Budget for Alternative Fuels and Vehicle Technology Program, we signed another \$2M Interagency Agreement in partnership with the California Energy Commission going into the next Fiscal Year (FY) 2016/17. Since this is the opening of the FY 2016/17, we currently have \$2M available within that allocation.

In regards to Core Funds for FY 2016/17, today the Panel will consider \$7.2M in projects with an additional \$887,000 approved by Delegation Order. Should the Panel approve all the projects today, ETP will have approximately \$56M for the remainder of the FY 2016/17.

Under Delegation Order, all project proposals are capped at \$100,000 to be approved by the Executive Director on a continuous flow basis, and as of today, 20 projects were approved totaling over \$887,000.

For FY 2016/17 program funding to date, we have approximately 378 projects submitted, with a value of just over \$54M. If all the projects are approved today, the Panel will have approved close to \$36M in proposals. Financially we are in good shape moving into the new FY.

In regards to the FY 2016/17 Fund Status Report, we have a few items that will affect our budget this FY: the implementation of the ETMS and the relocation of our San Diego Regional Office. Our Sacramento Regional Office is also scheduled to relocate this year. However, we are still in the negotiating process for the move.

Regarding applications for contracts that are remaining in the Regional Offices: Single Employer Contract requests are at \$35M; \$23M in allocation. Multiple Employer Contract (MEC) requests are at \$9.7M; \$15M in allocations. Small Business has \$4M in demand; \$4.4M in allocations. Critical Proposals are at \$1,047,000 in demand; \$6.9M in allocations. Apprenticeships are at \$3.6M in demand; \$5.7M in allocations. Overall demand is approximately \$54M.

Regarding the number of projects remaining in the Regional Offices: Single Employers 138, MECs 20, Small Business 128, Critical Proposals 1, and Apprenticeships 13 for a total of 300. AAU by category: Single Employers 28, MECs 12, Small Business 34, Critical Proposals 1, and Apprenticeships 3 for a total of 78. Most of the projects have been assigned out to the Regional Office at this point.

In regards to the legislative update, the following bills have been introduced in the 2015-16 legislative session that has a potential or direct impact on the Employment Training Panel (ETP) program:

AB 1598 (Assemblyman Philip Ting) Budget Act of 2016 & SB 825 (Senator Mark Leno) Budget Act of 2016.

Summary: These are the budget bill placeholders for this year's budget.

AB1033 (Assemblyman Eduardo Garcia) Economic Impact Assessment: Small Business Definition.

Summary: Bill would, with certain exceptions, authorize a state agency, when preparing the economic impact assessment, to use a consolidated definition of small business to determine the number of small businesses within the economy, a specific industry sector, or geographic region, and would define "small business" for that purpose as a business that is independently owned and operated, not dominant in its field of operation, and has fewer than 100 employees.

AB 1066 (Assemblywoman Lorena Gonzalez) Agricultural Workers: Wages, Hours, and Working Conditions.

Summary: Current law sets wage, hour, meal break requirements, and other working conditions for employees and requires an employer to pay overtime wages as specified to an employee who works in excess of a workday or workweek, as defined, and imposes criminal penalties for the violation of these requirements. Current law exempts agricultural employees from these requirements. This bill would remove the exemption for agricultural employees regarding hours, meal breaks, and would create a schedule that would phase in overtime requirements for agricultural workers, as defined, over the course of 4 years, from 2019 to 2022, inclusive.

AB 1508 (Assemblyman Kevin Mullin) Workforce Investment Board: Funding

Summary: Current law requires local workforce investment boards to spend a minimum percentage of specified funds for adults and dislocated workers on federally identified

workforce training programs and allows the boards to leverage specified funds to meet the funding requirements, as specified. Current law authorizes a credit of up to 10% of that funding minimum for leveraged funds, which include Pell Grants and employment training panel grants. This bill would expand the types of services to which leveraged funds may be applied to include supportive services and would expand the types of leveraged funds that may be applied to the 10% credit, described above, to include specified federal, local, state, and private funds.

AB 1697 (Assemblywoman Susan Bonilla) Alternative and Renewable Fuel and Vehicle Technology Program

Summary: Current law requires the State Energy Resources Conservation and Development Commission to provide preferences to projects that maximize the goals of the Alternative and Renewable Fuel and Vehicle Technology Program based on certain criteria, including the project's ability to provide economic benefits for California by promoting California-based technology firms, jobs, and businesses. This bill would add to a project's ability to transition workers to, or promote employment in, the alternative and renewable fuels and vehicle technology sector as additional criteria on which preference under the program shall be provided. The bill would revise the eligibility criteria for workforce training programs, as specified.

AB 2288 (Assemblywoman Autumn Burke) Apprenticeship Programs: Building and Construction Trades.

Summary: This bill would require the California Workforce Development Board and each local board to ensure that federal Workforce Innovation and Opportunity Act of 2014 funds respectively awarded by them for pre-apprenticeship training in the building and construction trades fund programs and services that follow the Multi-Craft Core Curriculum implemented by the State Department of Education and that develop a plan to help increase the representation of women in those trades, as specified. The bill would require the California Workforce Development Board to develop policies to implement these provisions. By imposing new requirements on the local workforce development boards, this bill would impose a state-mandated local program.

Mr. Broad said, on behalf of the Panel, I would like to thank Mr. Chan for his years of service. Thank you for the great service you provided this agency and to the State.

VI. MOTION TO ADOPT CONSENT CALENDAR PROJECTS

Mr. Knox asked for a motion to adopt Consent Calendar Items #1 through #5.

| | |
|--------------------------------------|-----------|
| Building Skills Partnership..... | \$49,275 |
| Kimberly-Clark Worldwide, Inc..... | \$210,750 |
| Lancaster Chamber of Commerce..... | \$223,820 |
| Pavement Recycling Systems, Inc..... | \$124,110 |
| PGP International, Inc..... | \$133,056 |

ACTION: Ms. Roberts moved and Mr. Rodriguez seconded approval of Consent Calendar Items #1 through #5.

Motion carried, 6 – 0.

VII. REQUEST MOTION TO DELEGATE IN EVENT OF LOSS OF QUORUM

Mr. Knox asked for a motion for the Panel to delegate authority to the Executive Director to approve Proposals and other action items on the Agenda in consultation with the Panel Chair or Vice Chair.

ACTION: Ms. Roberts moved and Ms. Newsom seconded the approval to delegate authority to the Executive Director in event of loss of quorum.

Motion carried, 6 – 0.

VIII. REPORT OF THE GENERAL COUNSEL

Maureen Reilly, General Counsel, said, staff has been asked to consider twice a year allocation of funding dedicated to the Apprenticeship Program. This request came from the California Federation of Labor (CalFED).

She said, the Panel allocates funds by contract type, as well as imposing caps, as a way of controlling the flow of funds each Fiscal Year (FY). This year, the Panel has allocated \$12.5 million to the Apprenticeship Program under the Strategic Plan. Typically, funding for this program is through a Joint Apprenticeship Training Committee (JATC). JATCs are a type of Multiple Employer Contract (MEC).

This is a complex issue, she explained, because twice-yearly for apprenticeship could ultimately affect other funding allocations. For example, this type of allocation could make it more difficult to flex the money for a JATC and other MECs in the course of a FY.

Given this complexity, and the fact that funding allocations are based on Panel policy, staff is asking the Panel Chair to create an Apprenticeship Funding Committee. (This actually doesn't require a motion, despite what it says on the Agenda/Notice.)

According to the Panel Bylaws, members of the committee maybe appointed by the Chair, in consultation with members of the Panel present.

Also, according to the Panel Bylaws, a Committee must have at least 3 members. In practical terms, she said this means the size can range from 3 to 4 members. There can't be 5 members, because that would be a quorum.

Staff recommends that such a committee convene following a regularly scheduled meeting. Ms. Reilly said, the soonest would be the Panel meeting scheduled for October 28, in order to:

- Ensure there is a room available that is accessible to the public

- Reduce travel time and expense for Panel members and public participants
- Consolidate posting the notice that is required under the Open Meeting Act

The Committee could meet in stages, such that, the first meeting would be for purposes of fact-finding. There could then be a follow-up Committee meeting, to formulate a recommendation. Ms. Reilly said, this would follow a regularly scheduled Panel meeting for the same reasons of administrative convenience and public notice.

Ms. Reilly concluded, the final stage in this process would be for the Committee to bring a recommendation to the full Panel for a vote. Panel action would become effective in the next FY 2016-17 given that funding for a trial Apprenticeship is already underway using the allocations adopted for this current FY.

Mr. Broad said, could someone from the California Labor Federation come forward and explain why we would want to do this? Can you please tell me what we want to be done here?

John Brauer, California Labor Federation, Workforce and Economic Development Director, said, we came to you previously and provided a background paper for the Panel. We wanted you to focus on scheduling, and not so much on setting the allocation of the monies. The ability to schedule the application process twice a year would enable us and the State Building and Construction Trade a more predictable training program when work is not happening; it would make sense with the work schedule in an academic calendar year for the colleges. We feel that this would be a benefit to the ETP, because it would enable the staff to have a predictable process of knowing when applications and workload would come in and how it would work out. Our immediate need is not getting a designated funding, from our perspective; it's more of trying to align the timing, which makes sense for when folks are doing the training during the year.

Mr. Broad said, so you're asking for the Apprenticeship Program to be able to process their applications twice a year, since some of them would be doing it once a year. Mr. Brauer said, I think everybody would try to do it once a year. Our hope was to discuss the training program with the Panel members, and see how the process would work from their end, in terms of the cycle and training, and what to do in relationship to the market itself. This will give you a better idea beyond what we have already provided for you, and to see if that would work with you and your staff. Mr. Broad said, okay.

Steve Duscha said, I represent many Apprenticeship Committees and contractors. We have not been consulted about this issue, and we do not support this. I think it is unfortunate to represent this as something that all the Apprenticeship Programs do support, and we can go into those reasons. Some of my clients here may want to talk about it; I do not know. This is not a unanimous issue. Mr. Broad said, comment noted.

Mr. Broad asked, is the Committee staffed; will you be there? Mr. Knox said, absolutely; staff will be there. Mr. Broad said, it seems to me that there are a lot of logistical issues that has to do with you guys doing the work, and whether it's doable. Let's assume it's desirable, so we're going to need that input from the staff.

Mr. Broad said, I understand Mr. Duscha's point that this might not be a unanimous due. It seems to me, if there is not a general consensus, it would probably be hard to move forward; maybe everyone can work this out. I will appoint Ms. Newsom, Mr. Rendon, and Ms. Bell as members of the Committee, if you are all amenable. Mr. Rendon is not here, so he is amenable. You can appoint among yourselves a Chair who will be in charge of reporting your views of this. Obviously, there is no voting here, because there is no quorum. There is no official action, other than taking information and reporting it back to our Panel. With that, we will consider that action acted upon. Mr. Brauer said, thank you for the conversation.

IX. REVIEW AND ACTION ON PROPOSALS

Single Employer Proposals

Docummun Aerostructures, Inc.

Gregg Griffin, Manager of the North Hollywood Regional Office presented a Proposal for Ducommun Aerostructures, Inc. (Ducommun) in the amount of \$444,736. Founded in 1849, Ducommun is a global provider of manufacturing and engineering solutions for customers in the aerospace, defense, and industrial markets, specializing in two core areas: Electronic Systems and Structural Systems. The Company produces complex products and components for commercial aircraft platforms, mission-critical military and space programs, and sophisticated industrial applications.

Mr. Griffin introduced Jeff Gerow, Human Resources Partner.

Ms. Roberts said, this is a great contract; it's what we look for in first time manufacturing. Have you been involved with ETP in the past? Mr. Gerow said, I have been involved with three ETP projects in the past. Ms. Roberts said, I just want to make sure that you're hands-on in the business. Mr. Gerow said, completion is part of my annual goal.

There were no further questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Newsom seconded approval of the proposal for Ducommun Aerostructures, Inc. in the amount of \$444,736.

Motion carried, 6 – 0.

SYSCO San Diego, Inc.

Mr. Griffin presented a Proposal for SYSCO San Diego, (SYSCO SD) Inc. in the amount of \$239,580. Founded in 1996 and located in the City of Poway, SYSCO SD is a wholly-owned subsidiary of SYSCO Corporation, located in Houston, Texas, SYSCO SD warehouses and distributes more than 10,000 food products, beverages, supplies and equipment throughout San Diego County. This is the seventh ETP Agreement between ETP and SYSCO SD, the third in the last five years.

Mr. Griffin introduced Sarah Cheung, Human Resources Manager.

Mr. Broad said, we heard this proposal last month. Because SYSCO SD is operated independently, LLC, we suggested that they think about adding a substantial contribution, and they have agreed to that. They have done what we asked them to do.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Newsom seconded approval of the Proposal for SYSCO San Diego, Inc. in the amount of \$239,580.

Motion carried, 6 – 0.

Boehringer Ingleheim Fremont, Inc.

Willie Atkinson, Manager of the Sacramento Regional Office presented a Proposal for Boehringer Ingleheim Fremont, Inc. (BIFI) in the amount of \$374,640. BIFI is a subsidiary of the family owned parent corporation, Boehringer Ingleheim, a global pharmacology corporation founded in 1885 in Ingleheim, Germany. The Company researches and produces human and animal pharmaceuticals and employs over 42,000 people worldwide in 15 countries, including the US and Canada.

Mr. Atkinson introduced Susan Harrington, QA Manager, Alphonso Perez, QA Specialist, and Phil Herrera, Consultant.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Newsom seconded approval of the proposal for Boehringer Ingleheim Fremont, Inc. (BIFI) in the amount of \$374,640.

Motion carried, 6 – 0.

Linear Technology Corporation

Mr. Atkinson presented a Proposal for Linear Technology Corporation (Linear) in the amount of \$372,280. Founded in 1981 and located in Milpitas, Linear designs, manufactures and markets a broad range of high performance analog integrated circuits for companies worldwide.

Mr. Atkinson introduced Anthony Hoffner, Quality Manager.

Ms. Roberts asked, is Deloitte going to help you with the administrative portion of this contract? Mr. Hoffner said, no. We will be tracking the training to make sure that the plans are executed; we have a comprehensive plan. For the individual groups, like production and maintenance, they will do the training, and we will make sure that training is done.

Ms. Roberts said, this is your first time contract. We want you to be successful; that's why I make these comments. I want you to be accountable, because I want you to come back next time with a 100% performance.

Mr. Rodriguez asked, are these incumbent workers; no new hires? Mr. Hoffner said, we have a \$14M extension going on right now. If everything stays on course, we plan to hire individuals for our production. That demand would be required for the expansion to be completed. I think it is reasonable to expect that we can hire some individuals that will be placed on the plan.

ACTION: Ms. Roberts moved and Ms. Newsom seconded approval of the proposal for Linear Technology Corporation in the amount of \$372,280.

Motion carried, 6 – 0.

Pyramid Berkeley Management L.P. dba Doubletree by Hilton Hotel Berkeley Marina

Mr. Atkinson presented a Proposal for Pyramid Berkeley Management L.P. dba Doubletree by Hilton Hotel Berkeley Marina (Pyramid Berkeley Management) in the amount of \$178,500. Pyramid Hotel Group was founded in 1999 and is headquartered in Boston, MA. It manages 71 hotels and 4 resorts throughout the continental United States, Hawaii, the Caribbean, Ireland and the United Kingdom. Pyramid Hotel Group is the employer of the two hotels participating in this proposal.

Mr. Atkinson introduced Bruce Carlton, General Manager and Bay Area Managing Director, Raquel Navas, Regional Director of Human Resources, Amy Bona, Director of Human Resources, Pleasanton Marriott, and Dianna Teves, General Manager, Pleasanton Marriott.

Mr. Broad said, this question is for staff. Is there a letter from Local 2850? Mr. Atkinson said, I will check on that. Mr. Carlton said, we did have a letter from the president of Local 2850. Mr. Broad said, we are supposed to see the letter; assuming we approve this. Ms. Roberts said, this proposal was pulled off from the Consent Calendar last month; the letter was in the August Panel packet. Mr. Broad said, ok; I remember seeing that.

Mr. Broad asked, are both hotels unionized? Mr. Carlton said just the Doubletree; the Pleasanton area in non-union.

Ms. Newsom asked, can you please elaborate about the structure of your wages that includes the mandatory service charges and banquet tips? You're saying that up to \$6.02 per hour maybe used to meet the post-retention wage. Can you please elaborate a little bit further on that structure? What happens if those tips aren't achieved? Mr. Carlton said, at the Doubletree Berkeley Marina, it's all broken down per the CBA; dedicated portions of all gratuities go to our banquet associates, in addition to the minimum wage. We have a copy of the union contract that provides the specifics.

Ms. Newsom said, it's stated in the Panel packet that you are going to use up to \$3.74 per hour for employer paid health benefits to reach the post-retention wage. What is the out-of-pocket expense for the employee to be a part of the plan and receive healthcare benefits? Mr. Carlton said, for the union associated, after a period of time, there is no contribution toward the healthcare premium. Ms. Newsom asked, what is that period of time? Ms. Carlton said one year. Ms. Newsom asked, they have to wait one year to get healthcare

benefits? Mr. Carlson said, the healthcare benefits are immediate, but there is a contribution up until one year per the CBA, then it becomes no-charge for the union associate.

Ms. Newsom said, I'm all about respecting union contracts, but I'm also curious as to what that out-of-pocket-expense is for that year; for Doubletree, I'll be asking you the same question. Ms. Bona said, for Doubletree, we have a 90-day waiting period for medical benefits. Our medical benefits have a different range; the employee contribution is \$30 per paycheck. Ms. Newsom asked, is that family or single? Ms. Bona said single. Ms. Newsome asked, what is it for family? Ms. Bona said \$106. Mr. Broad said I believe under the union contract it's full family healthcare coverage.

Mr. Broad said, if you guys want to take a few minutes to take a 15-minute break, that would be fine; then you can give Ms. Newsom the answer she wants. Mr. Carlton said, thank you; we appreciate that. Mr. Broad said, I will bring this back up in a few minutes. I'm prepared to make a motion to approve this proposal. Mr. Carlton said, thank you very much.

(Return from break)

Ms. Newsom said, the applicant had stated that according to their CBA, it would take a worker approximately 12 months to no longer have to pay out-of-pocket for their healthcare cost, and I was wondering as to what those out-of-pocket expenses were on a monthly basis. Mr. Carlton said, thank you for the pause. For the first year, the hotel pays 80% of the premium; 90% for the second year, 95% for the third year; after 3 years, the hotel pays 100% of the healthcare premium.

Ms. Newsom said, you are requesting a modification regarding full-time employment from 35 down to 30 hours. It's also stated in your application that the employees would still be eligible to receive full-time healthcare benefits. Is there a difference in the level of health care coverage for those who are working 30 hours a week, as opposed to 35+ hours? Mr. Carlton said, the benefit is the same. Ms. Newsom said thank you.

ACTION: Mr. Broad moved and Ms. Newsom seconded the approval of the proposal for Pyramid Berkeley Management L.P. dba Double Tree by Hilton Hotel Berkeley Marina in the amount of \$178,500.

Motion carried, 6 – 0.

Belkorp AG, LLC

Mr. Atkinson presented a Proposal for Belkorp AG, LLC (Belkorp) in the amount of \$258,880. Founded in 2011 and headquartered in Modesto, Belkorp sells and services farming equipment including mowers, tractors, harvesters and balers. The Company provides maintenance services for different brands, but specializes in John Deere.

Mr. Atkinson introduced Trish Smith, Human Resources Director and Nathan Greene, Chief Operating Officer.

Ms. Roberts said, this is your first contract, and you don't have any administrative help on this; are you a manufacturing company? Mr. Green said no; we are a distributor. Ms.

Roberts asked, are you going to get people off the distribution and logistics floor, and have them go into a classroom for 80 hours per employee? This means that at least every employee has to have at least one hour of training per week according to the contract; is this correct? Mr. Green said that is correct. That's not abnormal in our line of business. 70 of our 200 employees are technicians. There'll be non-stop training in order to understand how the equipment is working; there are changes in the equipment that come up each and every year from John Deere.

Ms. Roberts said, training 80 hours per employee is difficult. Mr. Green said, Ms. Smith has been involved in this program before; she's experienced. Ms. Smith said, I'm the director of human resources. I have worked with all of our store managers to develop the training program for each employee. What we will mainly do is utilize downtime when our slow season comes. There's a good three months coming up this year; we'll be slower than our normal schedule. We have the commitment from our store managers and senior leadership to utilize this time to focus on training that is needed to elevate the skill level of our technicians.

Mr. Broad said, so basically, when a farmer walks into the store and asks about an equipment, does your staff explain to the customer how the equipment can assist with their farming operation? Mr. Green said, our sales team could potentially do that, or the parts team. We also have 73 technicians who can work on the equipment as well. Mr. Broad asked, is the training for fixing, maintaining, and understanding new technology? Mr. Green said yes. We also have a sales team of 30 or so; they explain to the farmer why this new technology is good for them.

Mr. Broad asked, would the technicians, parts specialists, and managers go to Walla Walla, Washington for training, bring back knowledge, and pass it on to other employees? How is that going to work? Mr. Green said, John Deere only has two training facilities in the country for technicians; Walla Walla and Texas. Our technicians will go to Walla Walla to get hands-on training with the computer technology, but they would not be passing the knowledge down to others. All our technicians are expected to do the training as part of their qualification.

Mr. Broad asked, would they receive a certificate upon completion of the training. Mr. Green said yes. There are 4 to 5 training levels; trainees work their way up to be a master technician, which is a recognition from John Deere. Mr. Broad asked, are those people receiving valuable and translatable skills? Mr. Green said, they receive the core training, advance training, and master technician; and that is a recognized skill set. Mr. Broad said very well.

Ms. Bell asked, are the tractors equipped with GPS technology or rural crop formation? Who teaches the new technology to the farmers? Mr. Green said, it's a combination of our sales team and precision AG specialist within our company that help train the farmers and workers on how to use the GPS technology. Ms. Bell said thank you.

Mr. Rodriguez said, I am slightly familiar with the John Deere facility in Walla Walla. Is your biggest challenge retaining the trainee after they complete the level 4 certification? Mr. Green said, finding a good technician, and keeping them is always a challenge. What we try to do is convince them that our company is a great place to work for.

Mr. Rodriguez asked, once the trainees return to your facility in California, will they train the trainees; are they embedded into your cluster group? Mr. Green said, some of them are; we have service supervisors within our stores who work with the younger team, and help them bring their level up. At the end of the day, most technicians, for them to advance in their career, they want to be certified as a master technician, which means they would have to go to Walla Walla for training and recognition.

Mr. Rodriguez asked, are they simulating the training that takes place in Walla Walla down at your site? Ms. Smith said, the employee will have those skills, and that comes along with a higher pay range and a higher bonus structure. What we plan to do is help those employees who have troubleshooting skills. So, when a technician is having an issue, or takes a longer time to perform a repair, we then utilize some of the skills of the master and advance technician to spread that knowledge to other employees.

Mr. Rodriguez asked, when you sell your machinery, does it come with a multi-year service contract package? Mr. Green said, there is a warranty period, and you have the option to purchase extended parts warranty for five years with any tractors. Tractors have more challenges on service than a car. We expect to see our tractors to come into the shop every year through their lifetime to be worked on, and that is a key piece of our business. Mr. Rodriguez said thank you.

ACTION: Mr. Rodriguez moved and Ms. Bell seconded approval of the proposal for Belkorp, AG, LLC in the amount of \$258,880.

Motion carried, 6 – 0.

Cottage Bakery, Inc.

Mr. Atkinson presented a Proposal for Cottage Bakery Inc. (Cottage Bakery) in the amount of \$255,420. Founded in 1986 and headquartered in Lodi, Cottage Bakery, is a subsidiary of TreeHouse Private Brands (TPB). Cottage Bakery was formally a wholly owned subsidiary of ConAgra Foods in 2016. TreeHouse Foods, Inc. acquired the company. Cottage Bakery manufactures cakes, donuts, artisan breads, bagels and danishes. Their customers include Safeway, Costco, Wal-Mart, and WinCo. Training will take place at the Company's location in Lodi.

Mr. Atkinson introduced Rob Tiberino, Plant Manager, Jonathan McCloud, QA Manager, Anna Schoop, Senior Human Resources Generalist, Gabrielle Raygoza, Human Resources Manager.

Ms. Bell asked, are all of your 430 associates full-time, year-round employees? Mr. Tiberino said yes. Ms. Bell asked, what is your recruiting strategy? Ms. Raygoza said, we typically try to promote within. We also use a temporary agency to recruit for the entry-level positions, and we work with the local job board and unemployment office for the positions that require more skill. Ms. Bell asked, how long is the wait period before a temporary employee converts to a full-time position? Ms. Raygoza said, our contract with the employment agency is 320 hours. Ms. Bell asked, once an employee becomes permanent, how long does it take to

qualify for medical benefits? Ms. Raygoza said, for the hourly position, it's 60 days. Ms. Bell said, thank you.

Ms. Roberts said, this is mostly for staff. It states here in the Panel packet that there are four agreements in the last five years, but I only see two. Mr. Atkinson said, that is a typo.

Ms. Roberts said, this contract is about five times greater than your last contract, and your performance was at 100%; it sounds like you're ready to go. I don't really see any problem here, but I just want to make sure that you understand that this contract is five times greater than your previous contract. I don't want your performance level to drop; you need to stay at 100%. Mr. Tiberino said, that's our goal.

Ms. Bell asked, do you operate 24 hours a day, 7 days a week? Mr. Tiberino said yes. Ms. Bell asked, how do you plan to do your training if you're operating 24/7? Mr. Tiberino said, we allow time for the associates to come to the classroom and take our alchemy; most of our training is conducted on the floor. Ms. Bell said, your training list doesn't include a GMP. Mr. Tiberino said, we do have some GMP training. Ms. Bell asked, is there a third shift for sanitation? Mr. Tiberino said, the sanitation works on several shifts; there could also be three shifts. Ms. Bell said, thank you.

Mr. Broad asked, can you please explain why the training needs to take place while production line is running? In other words, why can't you train people in a simulated time when production isn't running? Mr. McCloud said, we have a model to help us be successful in this contract. We call it the "continuous skills development program", and it has three components. The first component is a formal classroom training presented through a theoretical lab. The second component is hands-on with your mentor; trainees are coupled with an experienced trainer. The final component is the verification of skills that is required to do the job successfully; and that is where the working lab component comes in.

Mr. Broad said, with respect to setting up, line dismantling, and equipment cleaning and repair, I assume that production wouldn't be running while you're doing those tasks, because that really is not part of productive lab. Mr. McCloud said, you have to stop the equipment to perform the task. Mr. Broad asked, are you stopping in the middle of a production cycle, or are you doing it all at the same moment? Ms. Raygoza said, our employees are taught how to mold the bread, so they are actually producing the product. Mr. Broad said, I understand that; but in the Panel packet, it says, "*The instructor must be dedicated to training delivery during all hours of training. Productive lab training will allow supervisor and leads to demonstrate how to set-up and adjust the baking line. Trainees will learn how to disassemble and rebuild parts of equipment, which cannot be done in a simulated environment.*" I don't understand how you could take apart an equipment and put it together in anything but a simulated environment, otherwise, you'd be waiting for things to break. Ms. Raygoza said, the wording in the narrative does not explain the entire process correctly.

Mr. Broad said, I'm trying to understand what's considered productive lab and what isn't. Classroom training should be in a classroom; what you're describing to me doesn't sound like a productive lab. Mr. Atkinson said, you are correct; productive lab is more of a process. Mr. Broad said, so this is more like 5% rather than 10%. Mr. Atkinson said, it's actually 10%, but the narrative doesn't explain it clearly. If you'd like, we can come back with further

explanation. Mr. Broad said, that won't be necessary. For us, productive lab has always been a sensitive area. Our monies are going to pay for training during a period of time when they are producing goods, therefore, it looks like they are subsidizing production, as opposed to just training their employees. I'm not suggesting that there's a problem here, I'm just suggesting that it's a little bit confusing in the description. Mr. Atkinson said, the analyst had a conversation with the contractor regarding productive lab; it wasn't clearly explained in the narrative.

Mr. Broad asked, is this training for the incumbent workers? Mr. McCloud said, yes.

Mr. Broad asked, it says here that the trainee will need an 80% score in order to pass the productive lab training. What happens if they score 75%; will they fail? Ms. Raygoza said, if they don't pass, the person who validates the training goes back to the supervisor, and the trainee is given another chance. They would then go back to the classroom training and work with a mentor; they go through the validation process to complete the training.

Mr. Broad said, we don't want to have a negative view of the notion that we fund a training where incumbent workers get fired if they don't pass the training. Ms. Raygoza said, our CSD process is not a disciplinary process; it's a process to develop the employee skill, since everybody learns differently.

Mr. Tiberino said, we want to identify the gaps and close those gaps in our training. Mr. Broad said, if these are new trainees, I would absolutely say no. In other words, you can't use our funding to vet new workers; that won't work for us. It would make sense if it's for the incumbent workers, and it's not a punitive or disciplinary process.

Ms. Bell asked, is your training conducted in English or Spanish? Mr. Tiberino said, both. Ms. Raygoza said, it's 55% in Spanish and 45% in English.

There were no further questions from the Panel.

ACTION: Ms. Roberts moved and Mr. Rodriguez seconded approval of the proposal for Cottage Bakery, Inc. in the amount of \$255,420.

Motion carried 6 – 0.

Gallo Cattle Co., LP dba Joseph Gallo Farms

Mr. Atkinson presented a Proposal for Gallo Cattle Company, LP dba Joseph Gallo Farms (Gallo Farms) in the amount of \$749,520. Gallo Farms is a natural cheese manufacturer. They are one of the first cheese plants built in California, have their own milking herd, and grow their own feed, giving them control over their product.

Mr. Atkinson introduced Jennifer Cargill, Human Resources Director and Beth Ingle, President.

Ms. Roberts said, I have a problem with the amount of training hours for your employees. I have worked in the manufacturing industry most of my life, and training 82% of your

workforce for 120 hours would be difficult. This means that you would be training in a classroom for at least two hours for 21 months. I came out of PepsiCo, and 24 hours of training is difficult to attain from a 24/7 operation. I just want to know that you'll have your hands on this. I don't see the training taking place, unless you shut down your operation for two months. Ms. Cargill said, the hours stated in the proposal are understated based on our actual projections. Last year, we averaged 80 training hours per employee. We are committed to training our workforce, and we definitely need the training to get to where we want to be with all the initiatives that are coming in the next 24 months. I don't see this as being unrealistic. This is not my first time with ETP. I've worked for Hilmar Cheese Company for seven years, and they have had successful contracts with ETP. I also worked for In-N-Out Burger, and I bring value to Joseph Gallo Farms. We have a skill-based wage scale that we're developing, and that is installed with our employee; it's an employee driven compensation strategy.

Ms. Cargill said, we want to increase the wages of our employees; therefore, we are committed to training and developing them internally. We have a robust curriculum, and we have subject matter experts throughout the company that are extremely excited about being able to provide additional training to our employees. Ms. Roberts said, that sounds good; you can tell me all about the robust training around your manufacturing skills, because that's where you're going to get the most bang for your buck, but I still don't see how you can get an average 120 training hours for 82% of your population. I'm trying to do the math; it's going to be difficult in a 24/7 operation. That's two hours for every employee, every day of the week, for 21 months. Ms. Cargill said, I understand your concern. I can tell you from experience with my company, it doesn't seem unachievable for us; we are committed to going down this road

Mr. Rodriguez said, Ms. Cargill, Ms. Roberts has made some good points, and you're going to have to deliver from your end. I sensed urgency in your voice when you mentioned training for 24 months. Ms. Cargill said, we have a new equipment line that is being installed in our packaging department. This is going to cause a significant increase in automation and technical training for employees; skills will need to be developed to operate the new equipment. In addition to that, we have some Lean Manufacturing initiatives that we have to deal with. Also, we participated in an efficiency study, and an efficiency consultant came in and worked with us last year. We are going through a lot of changes and improvements to be able to increase our skill-set, and be an employer of choice in our area.

Mr. Rodriguez said, it sounds like you brought in industry leaders to help you be competitive. Ms. Cargill said, that is correct; we've worked with consulting companies in the past, and we have an initiative to continue working with them when it comes to efficiency.

Mr. Rodriguez asked, of the 400 employees that are in your facility, what is the breakdown between full-time and part-time employees? Ms. Cargill said, they are all full-time employees. Mr. Rodriguez said, according to the documentations that we have here, your approximate budget for in-house training is \$100,000, and your funding request is \$800,000; and you've been warned by one of our prestigious Panel member.

Ms. Bell asked, are you in the outskirts of Atwater? Ms. Cargill said, we're in the middle of Highway 40; we are in Gustine. Ms. Bell asked, how do you recruit your employees, and how

do you compete with the other agricultural industries? Ms. Cargill said, we employ direct, recruit from the unemployment office and locally, and we have recruiting events as well. We have many long-term employees who have been with us for 30 to 40 years, and we have done a lot of hiring in the last year as well. Ms. Bell asked, how long have you been with the company? Ms. Cargill said, I've been with the company for three years. Ms. Bell said, this proposal is not right-sized. I wish you well, and hope that you are successful.

Mr. Broad asked, do you plan on hiring new employees? Ms. Cargill said, we are a privately held company. At this point, expanding has not been identified, or that we're publicly communicating. We don't have any ongoing projects that would involve expansion to our current work environment. Mr. Broad said, so there won't be an influx during this training period, and you won't be getting a bunch of new employees with no experience. Ms. Cargill said, that is correct. Mr. Broad said, that's probably good in this situation. Obviously, Ms. Roberts has painted a daunting scenario. I can't recall seeing a project with this high percentage of workforce that's going to be subject to training.

Mr. Broad said, you're obviously not going to roll out a plan where all your employees will be training for two hours each week; how is this going to work? Is the training plan spaced out; what's your plan? Ms. Cargill said, the training curriculum that we have are offered during different times of the year; it's based on skill-set. Each department can schedule the training to meet the required quota of training hours. There are times when the facility will incur downtime, or production day is not running, and we conduct extensive training during that time. Most of the trainings are in a 24/6 or 24/7 environment, and are scheduled during regular work hours, or incurred overtime.

Mr. Broad asked, are you training your administrative staff together with you maintenance staff? Do they have a separate training curriculum? Ms. Cargill said, it depends on the topic. If we have a CBT, learning ERP, or quality certification; there are several trainings that include the entire organization, and there are other training requirements that are specific to a skill level certification.

Mr. Broad asked about the training hours and classes that will be conducted. Ms. Cargill said, it's a weighted average. The classes within our plan and employee population will be under 120 hours; there are other training plans that will reach beyond 200 hours.

Mr. Broad said, I'm not arguing with you that your intentions are good, and that you intend to earn this money, but I'm skeptical. I have a great deal of respect for the Vice-Chair's knowledge in the manufacturing industry, because she has done it most of her life. I rarely see her respond, as vociferously as she has, with this particular proposal, and I'm troubled by that. I would like for us to come up with a way to move forward; I would like input from the other Panel members, and perhaps our staff, if they wish to comment. What we have done in the past is break up the funding amount into two or three segments. Then you can come back before the Panel and schedule to earn 100% of this money. If we were to do that, would that be agreeable with you? Ms. Cargill said, I'll take what I can get. Mr. Broad said, that's a good answer. You can walk away from this at any time, but we have to protect the taxpayers' dollars. I would suggest, since this is a large proposal, and you're not a huge company and you're training almost everyone, that we cut this in phases. You can request

for the first third of the funding, and then you can return for an amendment when you have demonstrated 100% performance, or near 100% of that funding.

Mr. Rodriguez said, maybe we could phase this into two, instead of three. If their performance is at 95%, or close of \$350,000, we can have an amendment to approve the second part of it.

Mr. Rodriguez asked, are you currently training your staff? Ms. Cargill said yes. Mr. Rodriguez asked, how many hours of training per week are you doing on an average? Ms. Roberts said, you mentioned that your budget is \$100,000 per year; you're asking for seven times the amount. Like you said, a lot of it will be on overtime; production line will be down, and you're going to bring everybody in a classroom for training. I've been down that road before, and not everyone would want to work overtime, since it's not mandated. Ms. Cargill said, not necessarily; we are in a lower income area. Ms. Roberts said, Modesto is also a low-income area; you're paying \$12 an hour, and we were paying \$18 an hour. Ms. Cargill said, they are making \$12 an hour, so they want as many possible hours as they can get. When the production line goes down, they'll take the training verses going home.

Mr. Broad said, if your turnover rate is 10%, 40 of the 400 employees would leave during the course of training; that math is just too daunting.

Ms. Bell said, you mentioned earlier that you would be adding new automated equipment. When I hear that kind of efficiency, I hear layoffs; that's also a concern for me. I like the suggestion of downsizing this proposal, and have them come back in six months.

Mr. Broad said, I vote for half of the funding, but I'm still skeptical. We will divide this into two parts, and they can return for an amendment for the other half once they've shown performance.

Mr. Rodriguez asked, in terms of efficiency and downsizing, can you address that? Ms. Cargill said, at this point, we don't have any plans on layoffs or downsizing. What we're doing is building a multipurpose crew that can service all of the department; some staff will be placed in additional areas or aspects of our business. We also planted 2300 acres of almonds that are in production at this point. We are selling them to a hauler, and we do have plans to process almonds at a later point in time. Mr. Rodriguez said, thank you.

ACTION: Ms. Roberts moved and Ms. Bell seconded the approval of the proposal for Gallo Cattle Co., LP dba Joseph Gallo Farms in the amount of \$374,760. (Original amount request was \$749,520.)

Motion carried, 6 – 0.

Keysight Technologies, Inc.

Mr. Atkinson presented a Proposal for Keysight Technologies, Inc. (KT) in the amount of \$432,000. Founded in 2014 and headquartered in Santa Rosa, KT is a manufacturer and distributor of electronic measurement instruments. These instruments are used in the design, development and production of electronic equipment.

Mr. Atkinson introduced Beck Kageyama, Global Business Human Resource Manager and Phil Herrera, Management Consultant.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Newsom seconded approval of the proposal for Keysight Technologies, Inc. in the amount of \$432,000.

Motion carried, 6 – 0.

Multiple Employer Proposals

Los Angeles & Orange Counties Air Conditioning and Refrigeration Joint Journeyman and Apprenticeship Training Committee

Mr. Griffin presented a Proposal for Los Angeles & Orange Counties Air Conditioning and Refrigeration Joint Journeyman and Apprenticeship Training Committee (JJATC) in the amount of \$601,060. The Los Angeles & Orange Counties Air Conditioning and Refrigeration JJATC was founded in 1949 by a consortium of labor and management organizations to provide training for air conditioning and refrigeration technicians in Southern California. The JJATC administers a training trust fund created through collective bargaining and funded by signatory employers.

Mr. Griffin introduced Lewis Reyes, Training Coordinator and Oscar Meyer, Los Angeles Unified School District.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Bell seconded approval of the proposal for Los Angeles & Orange Counties Air Conditioning and Refrigeration Joint Journeyman and Apprenticeship Training Committee in the amount of \$601,060.

Motion carried 6 – 0.

Inland Training Fund dba Inland Empire Electrical Training Center

Mr. Griffin presented a Proposal for Inland Training Fund dba Inland Empire Electrical Training Center (ITF) in the amount of \$801,440. The ITF was founded in 1985 to jointly manage the training trust funds for IBEW Local 440 (Riverside) and Local 447 (San Bernardino). Each Local sponsors a separate apprenticeship program, as registered with the Division of Apprenticeship Standards. The ITF manages Apprentice and Journeyman training for both programs. These programs were established through collective bargaining between Locals 440 and 447, and the Southern Sierras Chapter National Electrical Contractors Association (NECA).

Mr. Griffin introduced Richard Purper, Training Coordinator.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Newsom seconded approval of the proposal for Inland Training Fund dba Inland Empire Electrical Training Center in the amount of \$801,440.

Motion carried, 6 – 0.

Southern California Resilient Floor & Decorative Covering Crafts JATC

Mr. Griffin presented a Proposal for Southern California Resilient Floor & Decorative Covering Crafts JATC (Flooring JATC) in the amount of \$229,840. This will be the fourth Agreement between ETP and Flooring JATC. The JATC was founded in 1953 pursuant to the collective bargaining agreement between Carpet, Linoleum, and Soft Tile Local Union 1247 and the Floor Covering Contractors Association of Orange County, Harbor Floor Covering Institute, and San Gabriel Valley Floor Covering. Local Union No. 1247 currently represents over 560 Floor Covering Installers in Southern California (approximately 184 Apprentices, 32 Material Handlers, and 344 Journeymen).

Mr. Griffin introduced David Romero, Director of Training.

Mr. Broad said, you had a prior project with poor performance that was attributable to the contractor not performing very well, and then your subsequent proposal was at 100% performance, which is good because you fixed the problem. Are you using the same contractor for the second proposal; did you change contractors? Mr. Romero said, we are doing it in-house now.

There were no further questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Newsom seconded approval of the proposal for Southern California Resilient Floor & Decorative Covering Crafts JATC in the amount of \$229,840.

Motion carried, 6 – 0.

Northern California Construction Inspectors Joint Apprenticeship Committee

Mr. Atkinson presented a Proposal for Northern California Construction Inspectors Joint Apprenticeship Committee (NCCIJAC) in the amount of \$281,820. The NCCIJAC is a joint labor-management committee comprised of representatives from the inspection and testing industry through its trade association, the Council of Engineer and Laboratory Employers (CELE); and labor, which is represented on the JAC by the Operating Engineers (IUOE) Local 3. The JAC was established in 2005, and the current apprenticeship standards were enacted in 2012.

Mr. Atkinson introduced Joanie Thompson, Administrator and Lisa Clark.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Bell seconded approval of the proposal for Northern California Construction Inspectors Joint Apprenticeship Committee in the amount of \$281,820.

Motion carried, 6 – 0.

Santa Clara County Electrical Joint Apprenticeship and Training Trust

Mr. Atkinson presented a Proposal for Santa Clara County Electrical Joint Apprenticeship and Training Trust (Santa Clara JATT) in the amount of \$501,200. The Santa Clara JATTorg was founded in 1958. The trust is funded through collective bargaining between signatory employers that are members of the National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Local 332.

Mr. Atkinson introduced Jon-Paul Wolfe, Apprentice Coordinator.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Bell seconded approval of the proposal for Santa Clara County Electrical Joint Apprenticeship and Training Trust in the amount of \$501,200.

Motion carried, 6 – 0.

Fresno Area Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee

Mr. Atkinson presented a Proposal for Fresno Area Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee (Fresno Area Plumbers JATC) in the amount of \$237,800. Founded in 1942, Fresno Area Plumbers JATC trains Apprentices and Journeymen for the piping industry. The JATC serves 600 union members across 4 counties (Fresno, Madera, Kings and Tulare), and consists of three management representatives from the Mechanical Contractors Association and three members from UA Local 246 representing labor. There are 18 signatory employers, 90% of which are small business.

Mr. Atkinson introduced Robert Topete, Training Coordinator.

Mr. Broad said, we seem to be able to routinely expect 100% performance out of the apprenticeship program, but your last project was at 75%. Can you please explain what happened? Mr. Topete said, there were jobs that were expected to start or continue, but they were delayed. There was a hospital in Tulare that had concrete issues; there were members that hindered us from meeting the retention. Mr. Broad said, so the retention was tied to the failure of a building project, and you were unable to move forward in a timely manner. Mr. Topete said yes. Mr. Broad said, had that not happened, your performance would have been 100%. Mr. Topete said, yes; we would have.

Ms. Roberts said, now you're asking for \$100,000 more, and your previous contract was at 75%; instead of asking for \$130,000, you're asking for \$237,000. You're asking for more

money. What's going to generate that? Mr. Topete said, there are more projects that have started. In the previous contract, our unemployment was at 25%. We are now at 10%, and we have bigger jobs that are taking off; we shouldn't have any more issues. We also have the California Title 24 for every building that goes up or remodel. There are new trainings that are ongoing, and more facilities are able to train our members. We have a lot of pipeline work that is also ongoing.

There were no further questions from the Panel.

Action: Ms. Newsom moved and Mr. Rodriguez seconded approval of the Fresno Area Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee in the amount of \$237,800.

Motion carried, 6 – 0.

Northern California Heat & Frost Insulators and Allied Workers Joint Apprenticeship and Training Committee

Mr. Atkinson presented a Proposal for Northern California Heat & Frost Insulators and Allied Workers Joint Apprenticeship and Training Committee (Insulators JATC) in the amount of \$250,200. Founded in 1961 and headquartered in Benicia, Insulators JATC administers the apprenticeship program created in collective bargaining between representatives from Local 16 and the Western Insulation Contractors Association. The JATC operates a state-of-the-art training center serving 47 counties in Northern California.

Mr. Atkinson introduced Billy Hodges, JATC Coordinator.

Mr. Rodriguez asked, do you recruit any students from Cal State Maritime University? Mr. Hodges said no. I attend job fairs; we take applications 4 times a year. I get a lot from RichmondBUILD, CityBuild; veterans are key. I just hired three veterans. Mr. Rodriguez said, thank you.

ACTION: Mr. Rodriguez moved and Ms. Roberts seconded approval of the proposal for Northern California Heat & Frost Insulators and Allied Workers Joint Apprenticeship and Training Committee in the amount of \$250,200.

Motion carried, 6 – 0.

Amendment

Employers Group

Mr. Griffin presented an amendment for Employers Group in the amount of \$243,898. Founded in 1896, Employers Group is a non-profit trade association dedicated to Human Resources (HR) management. It offers several programs and services for its members including: telephone support and public workshops for HR professionals; consulting services on affirmative action planning and employee relations; surveys on compensation and benefits

trends; and training in compliance, leadership, quality, productivity enhancement, and Lean Manufacturing.

Mr. Griffin introduced Jeffrey Hull, Senior Director.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Bell seconded the approval of the amendment for Employers Group in the amount of \$243,898.

Motion carried, 6 – 0.

Professionals in Human Resources

Mr. Griffin presented an amendment for the Professionals in Human Resources (PIHRA) in the amount of \$273,938. Established in 1944, and headquartered in Gardena, PIHRA is a non-profit membership organization dedicated to providing business education, networking and advocacy with an emphasis on the human resources environment. PIHRA has 17 locations throughout California, located in Los Angeles, Orange, Riverside, San Bernardino and Ventura counties and is the largest affiliate of the Society for Human Resources Management Organization.

Mr. Griffin introduced Brian Allain, Deputy Executive Director.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Bell seconded the approval of the proposal for Professionals in Human Resources (PIHRA) in the amount of \$273,938.

Motion carried, 6 – 0.

XI. PUBLIC COMMENTS

There we no comments from the public.

XII. MEETING ADJOURNMENT

Mr. Broad adjourned the meeting at 11:49 a.m.