



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Zoom Virtual Meeting
May 15, 2020

Panel Members

Janice Roberts
Acting Chairperson

Gloria Bell
Member

Chris Dombrowski
Ex-Officio Member

Ernesto Morales
Member

Gretchen Newsom
Member

Rick Smiles
Member

Douglas Tracy
Member

Ali Tweini
Member

Executive Staff

Peter Cooper
Assistant Director

Michael Cable
Legal Counsel

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I. PUBLIC PANEL MEETING CALL TO ORDER

Acting Chairperson Janice Roberts called the meeting to order at 9:32 a.m.

II. ROLL CALL

Present

Janice Roberts
Gloria Bell
Chris Dombrowski
Gretchen Newsom
Rick Smiles
Douglas Tracy
Ernesto Morales
Ali Tweini

Executive Staff

Peter Cooper, Assistant Director
Michael Cable, Legal Counsel

III. AGENDA

Acting Chairperson Roberts asked if the Panel Members reviewed the Agenda.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Agenda. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0

IV. MINUTES

Acting Chairperson Roberts asked if the Panel Members reviewed the Meeting Minutes from the last Panel Meeting.

ACTION: Ms. Newsom moved and Ms. Bell seconded approval of the Meeting Minutes. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

V. REPORT OF THE ASSISTANT DIRECTOR

Mr. Cooper welcomed the Panel Members, Applicants, and Stakeholders and reported that Today's panel meeting is approximately \$13M plus \$830,346 in delegation orders for a total \$13.9M. As we transition to this new format, ETP is doing our best to make it work for the Panel and for the public. We received a few public comments via email during the last two days and I have shared them with the Panel members. We live in unprecedented times and ETP is taking some bold actions to support workers and employers. During these difficult times, ETP is going to have to make difficult budget decisions. We are expecting to see our funding decrease by at least 20% this upcoming Fiscal Year and plan to put out approximately \$80 million for contracts as compared with \$103 this current fiscal year. In order to be equitable, we anticipate all allocation categories will also take a 20% cut and funding caps will be cut by 20%. Mid-year review by the Panel, likely at the December or January Panel meeting, will be more important than ever as we get new data and information on the status of the Employment Training Fund. In an immediate response to the coronavirus disease (COVID-19) pandemic, ETP has implemented a plan of action to ensure it supports California's employers and workforce.

In March 2020, we released "ETP's COVID-19 Response Plan" that provides some relief for existing contracts. It provides relief through extending contract terms, expediting the release of funds, expediting processing times, allowing alternate retention and recordkeeping requirements, and more. ETP has already revised approximately over 125 contracts to amend terms and allow flexibility during this crisis. Understanding that this is an evolving and changing crisis, we have developed a process of collecting stakeholder input and preparing for recommending further actions. We would like to expand and extend this program today to better serve our current contractors. You will hear the staff proposal to the Panel later today from Lis Testa, our Policy Manager.

Mr. Cooper reported Staff is also proposing a new COVID Rapid Reemployment and Retraining Pilot (COVID Pilot) program. The purpose of this pilot is to rapidly support employers and workers that are in sectors important for the health and safety of Californians and for opening up the economy, and to support new hiring and re-hiring workers. In an attempt to support these industries and to stimulate hiring, the COVID Pilot will support hiring and training in the healthcare, medical manufacturing, agriculture and food supply chain industry sectors, which are critical to the health and welfare of Californians and to re-opening the economy. The Pilot will reimburse employers at \$2,000 per worker to companies with a Retrainee Job Creation and New Hire trainee component. The focus will be on rapidly providing funding to employers in these key industries to hire workers, not on documenting training activities. As you will hear, this program is simple and clear as possible, while leveraging ETP's existing administrative system and our pay-for-performance model.

Mr. Cooper reported Regarding ETP Operations during a Pandemic:

During the past two months, most of ETP's staff have worked almost entirely remotely. On March 19, 2020, the State Public Health Officer and Director of the California Department of Public Health issued an order requiring most Californians to stay at home to disrupt the spread of Covid-19 among the population. ETP acted rapidly to comply with this order and

ensure the safety of our staff and modified procedures to continue operations safely. Neither our office headquarters in Sacramento nor any of our four regional offices typically have direct public interaction in the office and since all staff were already equipped with laptops and docking stations, we were able to quickly make a fairly seamless transition into teleworking. We were able to fulfill our mission in this remote environment and continue to do so. We have been able to perform essential tasks, including administering training funds, developing and monitoring contracts, paying invoices, responding to legal matters, developing new guidelines and policy, continuing our contracting system development, engaging with stakeholders, partners and Panel members. We cancelled our April Panel meeting and immediately began planning to hold today's meeting virtually. We will most likely continue to use the virtual meeting format for both Panel and Policy Committee for the foreseeable future.

During the first ten days of teleworking, ETP was also able to develop, disseminate, post on our web site, and activate a set of new flexibilities and options for existing contract holders – employers, trade associations, apprenticeship programs, and educational groups – to help them be successful through the crisis. ETP's COVID Response Document is posted on our web site and was well-received by stakeholders. In addition, ETP also assisted employers, community colleges, and apprenticeship programs transition to delivering classes remotely with Zoom instead of holding in-person classes. ETP has developed both a new Emergency Telework Policy as well as a Plan to Safely Re-open Office during Covid-19 in preparation for the time when we can re-open offices. Ensuring staff safety is paramount for us.

Mr. Cooper reported Regarding Legislation: The Legislature just returned and yesterday the Governor released the May Budget Revise. Because of COVID-19, California and economies across the country are confronting a steep and unprecedented economic crisis - facing massive job losses and revenue shortfalls. The Governor's budget reflects that emergency. The administration is proposing a budget to fund our most essential priorities – public health, public safety and public education – and to support workers and small businesses as we restart our economy. There are two budget trailer bills that impact us: one that creates the new consolidated Department of Better Jobs and Higher Wages; and one that creates a \$1 million "Paid Family Leave Small Business Grant" program to assist with the training needs of small businesses with employees utilizing the Paid Family Leave Program. The Legislature must pass the State Budget by June 15th.

Regarding the New Computer System and Process Improvements In order to telework efficiently, ETP procured additional virtual meeting licenses (Zoom and GoToMeeting) and a Webinar for ETP Panel Meetings (Zoom) and is in the process of looking at additional licenses for staff for more efficiency and continue telework

ETP has also purchased a Signature software, DocuSign, to allow efficient flow of work and allow our customer to use electronic signature to stay safe at home. Good progress continues on Cal-E-Force, ETP's Contact Management system, for the analysis of 10 years of legacy data that will be migrated to Cal-E-Force. The team has been able to successfully load the contact information along with most of the contract data to-date. Work continues on the financial aspects and trainee data. We are expecting by the end of May to have some of the existing contracts in a sand box for our stakeholders to see the results. We are planning

stages for our initial demonstrations for supporting participating employers and the application process. This has been slowed down due to the legacy data analysis and also the need to get the team set up for remote working.

The system is being deployed in stages. At a to-be-determined point this year new applications will start in Cal-E-Force. It is also planned that active legacy contract will be in Cal- E-Force, including multiple employers contractors (MECs). We will be migrating volunteer employers in the first wave. Information on these activities will be provided well in advance. We will continue to include our stakeholders in system demonstrations and prototype development throughout the summer. One of the great aspects of the Salesforce cloud system upon which Cal-E-Force is base is that it is flexible and will allow us to make adjustments easily once the system is in place. Updates on our system can be seen on our Website, and there is a quick link on the home page

Regarding Alternative Funding:

In the CEC's Clean Transportation Program we have \$266K left, but there are new projects in the queue already that will use up these funds so we don't need any new applications right now. " The May panel has one AB 118 projects, California Labor Federation, AFL-CIO for \$594,090 serving 966 trainees."

Regarding Core Funds for this Fiscal Year:

To date we have had approximately 565 projects submitted. If all proposals are funded today, the Panel will have approved just over \$90.6M in 295 projects to date, ETP will have approximately \$12.4M for the remainder of the year with a demand of \$91.7M. Proposals under Delegation Order will all be capped at \$75K to be approved under the Delegation Order on a continuous flow basis, which as of today we have approved a total of 71 delegations.

Regarding Alternative Funding:

It was reported that in regards to the CEC's Clean Transportation Program, ETP has \$860K left, but there are new projects in the queue already that will use up these funds so ETP does not need any new applications right now.

Mr. Cooper requested a motion to approve the Consent Calendar.

Acting Chairperson Roberts asked is there anyone on the panel that is going to recuse himself from the Consent Calendar.

Ms. Bell stated she would like to recuse herself from the Consent Calendar.

Ms. Newsom added she had a concern about one of the items on the Consent Calendar, which would be Tab No. 4 for the California Tire Dealers Association. With all the other items on the Consent Calendar are for priority industry expenditures and this one is not, it's not a priority industry, and know that priority industry doesn't apply to MECs and that's how this one kind of came through, but \$289K for non-priority industry with pretty low wages and create only have \$12.4M after service with a demand of \$91.7M this isn't meeting the criteria for me to feel comfortable with that moving forward.

Acting Chairperson Roberts asked if there any other questions from the Panel regarding the Consent Calendar and asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Consent Calendar, with the exception of Tab No 4, which should be pulled from the Consent Calendar. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

VI. PRESENTATION COVID-19 RESPONSE PLAN EXTENSION & EXPANSION

Ms. Testa presented a presentation on ETP's COVID-19 Response Plan **(1)** On March 25, 2020, ETP released our COVID-19 Response Plan, which can be found on our website here: https://etp.ca.gov/2020/04/07/etp_covid-19_response/ The COVID Plan includes eight (8) COVID related revisions that Contractors may request to help them adjust to the demands of this new paradigm, and also includes an expedited processing prioritization list for COVID related projects for eligibility and development. ETP was able to implement the plan smoothly, and has received much positive feedback on the Plan from both staff and stakeholders.

ETP's COVID-19 Response Plan - Extension **(2)** The COVID-19 Response Plan was originally enacted to be effective until 7/1/2020, when it would be re-assessed and possibly extended. ETP would like to extend the COVID-19 Response Plan until 12/31/2020, with the option to re-assess and extend again at that time if it is still needed. All COVID-19 related revision requests will need to be received at ETP by COB on 12/31/2020. Once approved, revisions are effective for the remainder of the contract term. Similarly, all COVID-19 related projects to be expedited must be received in AAU for eligibility, or in the Field Offices for development, by COB 12/31/2020.

ETP's COVID-19 Response Plan – Expansion **(3)** Staff would also like to expand the COVID-19 Response Plan by adding four (4) additional items that we feel will be of benefit to our stakeholders. These items can be added to existing contracts as revisions, or be included in new projects coming to the July Panel onwards, for as long as the COVID Plan is in effect. 1) The Incidental Placement cap for New Hires in a MEC contract will be increased from 20% to 50%. Incidental placements are for New Hire trainees (unemployed when training begins), who are then placed into Participating Employers who use an alternate method other than paying the Unemployment Insurance tax to meet the requirements of the UI code. By increasing this percentage, ETP hopes to be able to assist in more individuals being hired and moving off of unemployment.

ETP's COVID-19 Response Plan – Expansion **(4)** 2) The 10% cap on Safety Training is being raised to 50%. If a contractor would like more than 50% Safety Training on their

contract, this request can be elevated for Executive Determination. Staff would like to increase this cap to allow for contractors to provide occupation specific COVID related safety training, or other occupation specific safety training. Mandated safety training will still not be eligible for reimbursement.

ETP's COVID-19 Response Plan – Expansion (5) 3) If trainees were unable to meet retention due to being furloughed, and this is brought up during an appeal, as long as the furlough was during the time period that the COVID Response Plan was effective, and as long as the furloughed employee was still retained in employment to maintain their benefits package, then the furloughed time will count for retention and be removed from the overpayment during the appeal. These trainees are still required to meet the minimum training and wage requirements. This applies to 100% furloughs, or to those who were furloughed for a percentage of their full-time hours.

ETP's COVID-19 Response Plan – Expansion (6) 4) ETP would like to implement a new “COVID Rapid Reemployment and Retraining Pilot” (COVID Pilot). The specifics of this new Pilot are outlined in the next section of slides. In essence, this Pilot will provide a flat sum of \$2,000 per trainee for employers in the Healthcare, Medical Manufacturing, Agriculture, Food & Beverage Manufacturing, and Grocery Store industries. Monitoring requirements for these projects will be loosened, and payments can be issued more easily.

ETP's COVID-19 Response Plan (7) Action Item Request: Staff is requesting that Panel approve that the COVID-19 Response Plan be extended, as described, through COB 12/31/2020, with the option to re-assess and extend again at that time if it is still needed. Staff is also requesting approval of the COVID-19 Response Plan expansion, as described on previous slides, pending the approval of the COVID Pilot, which will be presented next. If approved, ETP will submit the revised Plan to Labor Agency, the Governor's Office, and the State Operations Center for approval, which must be received before the revisions to the Plan can be published or become effective.

Ms. Testa asked the Panel if there were any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the COVID-19 Response Plan. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

COVID Rapid Reemployment and Retraining Pilot

Staff would like to add this new COVID Pilot as one item in the COVID-19 Response Plan expansion, also being considered at today's meeting. Purpose: To rapidly support employers

and workers in the healthcare and food supply chain that have been at risk working through the stay-at-home orders and now need to train newly hired staff. To support industries that are critical to the health and welfare of Californians and the reopening of the economy during the Covid-19 pandemic. Scope: Taking a holistic view of healthcare to include health systems, protective equipment for workers and the public, and food and nutrition. Support for new hire training in the healthcare and food supply chain.

COVID Pilot (2) For Single Employers (SEs) or MECs, with SEs and Participating Employers (PEs) holding one of the following EDD assigned NAICS codes:

62 Healthcare

44611 Pharmacies

3254 Medical and Pharmaceutical manufacturing

3345 Measuring Device manufacturing

3391 Medical Equipment manufacturing

541380 Testing Laboratories

11 Agriculture

311 Food Manufacturing

3121 Beverage Manufacturing

3256 Soap & Toilet Paper Manufacturing

445 Food & Beverage (ie Grocery) Stores

COVID Pilot (3) For new contracts approved starting with the July, 2020 Panel meeting through all Panel meetings held while the COVID Plan is active. COVID Pilot projects must be stand-alone projects; COVID Pilot job #s cannot be mixed with non-COVID Pilot job #s in a single contract. COVID Pilot project cap is \$200,000. Contractors may hold a non-COVID Pilot contract and a COVID Pilot contract simultaneously. Concurrent enrollment block will be removed for these instances. Both projects may be for their full respective caps.

COVID Pilot (4) For SEs, trainees must qualify as Retrainee Job Creation (RJC) trainees: Hired any time from 90 days before contract term begins, through contract term. For MECs, trainees must either be RJC trainees or New Hires. RJC and New Hire trainees must be separated by job number. MECs will use SET Certification Statements for their PEs. Normal New Hire certification procedures apply.

COVID Pilot (5) Wage requirement: minimum \$17.50/hour, with the possibility of using \$2.50 in health benefits to meet the minimum wage. Collective Bargaining Agreement wages will also be accepted. Retention period: 3 months (90 days) at a minimum of 20 hours per week. Curriculum: will be 'standardized' for all COVID Pilot job #s. Delivery Method listed in curriculum will be Class/Lab However, contractors may use any Delivery Method when actually delivering training.

COVID Pilot (6) Training Type will be "COVID Training Bundle" Employers are encouraged to include COVID related safety training in this bundle, but any and all course content will be

accepted. Trainer:trainee ratios do not apply. Trainees must be enrolled into ETP's online system. All training must be tracked into ETP's online system.

COVID Pilot (7) Rosters are required, however, contractor can utilize an alternate record keeping method, such as are being approved under the COVID-19 Response Plan. Reimbursement = \$2,000 per trainee. There will be no support costs for MECs for COVID Pilot projects, given that they can hold a 'normal' ETP contract with support costs simultaneously with a COVID Pilot project.

COVID Pilot (8) Monitoring for COVID Pilot projects (job #s) will include only: A start-up visit per normal procedures A final visit per normal procedures Technical assistance for contractors Verifying enrollment and hours tracked match information contained in the rosters/alternate record keeping documents. Verifying that PEs have a Pilot eligible NAICS code once certification statements have been entered into ETP's online system.

COVID Pilot (9) Contractors will use normal ETP applications, but will indicate to analyst that they would like this pilot for their contract. Developing analyst will discuss this pilot with eligible contractors. ETP's EDU unit will focus education and outreach to employers in these sectors.

COVID Pilot (10) Staff is requesting approval of the COVID Rapid Reemployment and Retraining Pilot (COVID Pilot) as described above, and for the COVID Pilot to be added as one item of the COVID-19 Response Plan expansion, as presented earlier.

Ms. Testa asked the Panel if there were any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the COVID Rapid Reemployment and Retraining Pilot. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

Expansion of the RESPOND Program

Expansion of the RESPOND Program (1) In April, 2014, Panel approved the Rapid Employment Strategies On Natural Disasters (RESPOND) Guidelines, originally designed to address the Governor declared State of Emergency due to extreme drought conditions. The original RESPOND program was funded primarily through \$2M in General Fund dollars, what ETP considers to be Alternative Funding, which was then split into two sections. There was also a Core Funding component to the original RESPOND program. The original RESPOND program elements were different, depending on the funding source being utilized. This

created a level of complexity in implementation that was confusing for both staff and stakeholders.

Expansion of the RESPOND Program (2) ETP would like to address these limitations by simplifying the guidelines, and by expanding the RESPOND program to all natural disasters, as it's name implies, rather than just to drought related projects. The revised, streamlined, and expanded RESPOND guidelines were discussed at the February, 2020 Policy Committee meeting. The Policy Committee had a few clarifying additions to the revised guidelines, and approved bringing the guidelines to Panel for approval. Follows is a summary of the attached revised RESPOND guidelines:

Expansion of RESPOND Program (3) Adding definition of natural disaster. Grants all RESPOND projects Critical Proposal status. Both Single Employers and MECs are eligible. Funding: ETP Core Funds (for both OSC and SET) can be used. Alternate funding may be used if it is obtained in the future. Alternate funding may require additional program elements to be added or restricted. Reimbursement rate will be the highest rate at whatever is set for a given FY. CBT training will still be reimbursed at the CBT rate.

Expansion of RESPOND Program (4) Retention Period: Standard 90 days; or, 500 hours w/in 272 days. Turnover Rate requirements waived (but must still be reported). MEC support costs limited to 12%. Standard ETP wage requirements will apply, and all projects must conform to all federal, state, local, and prevailing wage requirements. Curriculum: standard curriculum guidelines apply, except: OSHA 10/30 allowed Literacy Training allowed up to 50% Occupation-specific safety training allowed. Productive Lab ratio raised to 1:10.

Ms. Testa asked the Panel if there were any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Expansion of the RESPOND Program. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

Funding Strategies for FY 20/21:

Caps, Allocations, Reimbursement Rates, Priorities/Moratorium. Funding Strategies for FY 20/21: Project Caps Staff would like to lower the caps for next FY to better accommodate the high levels of demand for the ETP program. Lower caps will enable us to serve more customers.

Funding Strategies for FY 20/21: Allocations (1) Staff is requesting some changes to our allocations. From a total budget of \$96M, we would like to use \$16M to apply to prior year liabilities, to help us move more smoothly through the first year of the upcoming recession. This will cause a reduced total contracting capacity for this year of \$80M, which can also help

ease the financial stress of a recession. We would also like to slightly increase the allocation for Small Businesses, who have been disproportionately affected by the COVID-19 outbreak. Funding Strategies for FY 20/21: Allocations (2) Staff is requesting the following allocations, based on a total contracting capacity of \$80M: COVID Pilot will be limited to utilizing half of the allocations set for SEs, SBs, CPs, and MECs.

Funding Strategies for FY 20/21: Reimbursement Rates Staff is recommending a slight change to the Reimbursement Rates, namely: Category: Please note that these rates are presented assuming that Panel will also approve a continued moratorium on non-priority industries and other 'lowest funding priority' projects. Advanced Technology had a \$26 reimbursement rate last FY.

Funding Strategies for FY 20/21: Moratoriums (1) Staff is recommending a continuation of the moratorium on our traditional "lowest funding priority" projects, including: Adult Entertainment, Commission on Retail Trades, Gambling, Mortgage Banking, Multi-Level Marketing, Training for Employees of Training Agencies, Truck Driving Schools, Partners & Principles in Professional Firms.

Funding Strategies for FY 20/21: Moratoriums (2) Staff is also requesting a moratorium be placed on non-Priority Industry projects. Last FY, due to extremely high levels of demand, and the processing order that Panel had approved for Preliminary Applications, we were not able to serve non-Priority industry projects. These projects were deactivated. This year, given the same high level of demand, combined with a lower total contracting capacity, staff is requesting an official moratorium be placed on non-Priority Industry projects for this Fiscal Year.

Funding Strategies for FY 20/21: Moratoriums (3) This moratorium can be revisited for next FY (21/22). By non-Priority Industry, we mean: Single Employers (including Small Businesses) whose EDD assigned (North American Industry Classification System) NAICS code does not appear on ETP's listing of Priority Industry NAICS codes. An exception to this moratorium will be granted to non-Priority NAICS code Industry companies who do appear on the COVID-19 Response Plan as a Governor Declared essential industry for expedited processing during eligibility and development. These companies will not be subject to the moratorium.

Funding Strategies for FY 20/21: Preliminary Application Processing Order (1) Given the still extremely high levels of demand ETP is experiencing currently, we would like to utilize the following strategy for the processing order for Preliminary Applications: First: Follow the processing order that is laid out in the COVID-19 Response Plan (including the COVID Pilot) until that Plan expires. MECs, Small Businesses, Critical Proposals, and Governor declared essential industries.

Funding Strategies for FY 20/21: Preliminary Application Processing Order (2) Second: Once the COVID Plan expires, follow the processing order Panel had approved last year, with one change: No longer group Preliminary Applications by quarter, but simply use the Pre-Apps Reference Number, working through the processing list categories chronologically by Reference Number, regardless of quarter. As a reminder, the previously approved

processing order was as follows: First-time automatic OSC NAICS; Repeat automatic OSC NAICS, First-time Priority Industry NAICS (not automatically OSC) Repeat Priority Industry NAICS (not automatically OSC).

Funding Strategies for FY 20/21: Action Item Requests Staff is requesting approval to the following items, as described during this presentation: Project Caps, Allocations, Reimbursement Rates, Moratoriums, Preliminary Application Processing Order.

Ms. Testa asked the Panel if there were any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Smiles seconded approval of the Funding Strategies for FY 20/21. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 – 0.

REVIEW AND ACTION ON PROPOSALS SINGLE EMPLOYER CONTRACTS

Tab No. 18: Darburn Enterprises, Incorporated dba All Saints Healthcare

Mr. Swier presented a proposal on behalf of Darburn Enterprises, Incorporated dba All Saints Healthcare, which is a Priority Industry and a First Time Contractor with total ETP funding being requested of \$297,850 to train 370 retrainees located in North Hollywood, California.

Mr. Swier stated that Staff recommends approval of this project and introduced Pamela Rupp, Vice President of Operations.

Acting Chairperson Roberts asked if the Panel had any other questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of Darburn Enterprises, Incorporated dba All Saints Healthcare in the amount of \$297,850. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 19: Applied Medical Corporation

Ms. Torres stated this is for proposed contractor Applied Medical Corporation, which is a first time applicant for ETP funding being requested for the total amount of \$373,635. They are proposing to train a total of 642 combination of incumbent and job creation trainees. Their locations are for Irvine, Santa Margarita, and Lake Forrest, all in Orange County. This has

been designated a Critical Proposal by the Governor's Office of Business and Economic Development (GO-Biz).

Ms. Torres stated that Staff recommends approval of this project and introduced Matt Petrine, Vice President of Global Education; and Matt Brunett, Director of Applied Learning.

Mr. Dombrowski shared they are working with this company in their office, and appreciative of what they are doing around switching their manufacturing and helping produce more valuable PPE, given this crisis.

Ms. Newsom inquired about the job creation component into lower wages and if they might be willing to have the same wages as Job Number 1 for the retrainees. For example, moving the lowest wage for the manufacturing team, the machinists, the technicians, the operation machinists, and the managers from \$15.33 an hour up to \$18.39 an hour, so then they're getting paid the same.

Acting Chairperson Roberts asked Mr. Brunett if he could address that?

Mr. Brunett responded that he would have to review this with the team internally to see if that is something that they could do. They are certainly planning to continue to hire as they move forward and have been despite the virus that we've seen. And they are looking to continue to expand not only here in, but also looking to expand outside the state as well. So that is something that they'll have to look at regarding, taking those particular wages up from the \$15.33 to the \$18.39 but it's something he'd have to take back and it's not something that he could commit to them today, but it'd be something they could discuss.

Acting Chairperson Roberts then asked Mr. Brunett to explain that a little further, and asked if that is like a probationary wage for new hires and if that's only like a three-month program or a one-month program, and then they boost them up to the regular wages? And asked if he could explain how that works?

Mr. Brunett explained they are a very highly vertically integrated company and they literally build everything themselves right here in California. So that's from all the tooling that makes their plastic components, to the machining, along with a wide variety of positions that they hire for. They also have clean rooms, where they are assembling products, and have automation areas that help them assemble products. The range of wages that they put there is a bit varied and that includes everybody from, an assembler who typically does not have a tremendous amount of skill, to somebody who is a machinist, which would have quite a bit of skill. Those positions are going to be paid a little bit differently, often people come aboard at a particular wage like being describe, and usually within 6 to 12 months, they're given an increase as long as the they're performing to the standards. They have a wide variety of positions that they hire for throughout the organization, and the training happens at all levels of the organization and it is something that whether they are inexperienced assembler or engineer or to a very experienced machinist, or engineer that is experienced or maybe a metallurgist. Everybody goes through a tremendous amount of training. Mr. Brunett expressed what he thinks what they see with the wages there is that they have people with very little experience, to people that they're hiring that have a lot of experience and then everybody in between and asked if that answer their question?

Acting Chairperson Roberts then stated the lower wages for them to stay in that position for one year, more than their counterparts does not seem right.

Mr. Brunett expressed he completely understands and appreciates the comment. He added that there are different levels within each of the different skills also different titles and wages go along with those levels as people increase.

Ms. Newsom added she would feel comfortable moving this forward as long as they do have that discussion internally about moving the minimum bottom wage up to what is proposed for the rest of the staff and is comfortable with what he was saying.

Acting Chairperson Roberts stated their training budget is \$3.6 million per facility, and that is a lot of money for three facilities. \$10 million in annually for their training budget, does not know how they even make a dime if they spent \$10 million in training, that's \$3,600 per employee a year and training, and asked Mr. Brunett to explain that.

Mr. Brunett explained there was an error on it, and was not necessarily \$3.6 million per facility, it was \$3.6 million was for all three facilities and it definitely is an investment.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of the Applied Medical Corporation in the amount of \$373,635. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 20: Capistrano Beach Care Center LLC dba Capistrano Beach Care Center

Ms. Torres stated Capistrano Beach Care Center LLC dba Capistrano Beach Care Center is a Priority Industry with total ETP funding being requested of \$489,785 will train a combination of incumbent and job creation training for total of 567 individual. Under the Cambridge Health Care Services Capistrano Care Center be the lead employer and contract holder for 12 affiliates located in northern and southern California counties. There are some considerations, they are a special employment training, and therefore they are seeking the set wage to wide modification for job one trainees and job to new hires. In addition, it seeks a wage modification for job to retrain. Located in the high unemployment areas of Linwood, Madeira and Modesto for non-customary employment. It seeks an alternative retention of 500 hours and 272 days and a modification of full time employment from 35 to 30 hours a week.

Ms. Torres stated that Staff recommends approval of this project and introduced Yvette Viscigilo, Talent Acquisition Manager; Ermalou Richards, Assistant Director of Clinical Resources; and William Parker, National Training Systems.

Ms. Bell stated that looking on their information their Job Number Three, which is certified nurse, is \$15 to \$22, and then looking at Job Number Two, which is certified nurse's assistant, its \$15 to \$20. Is that a typo? On the other hand, is that is that their wages? The

wage for certified nurse at starting at \$15 is extremely low.

Ms. Viscigilo responded that looks like it is a duplication and a typo. It should just be one time CNA from \$15 to \$22.

Ms. Bell then stated that is on Job Number Three, is that correct. In addition, the other question is that the starting rate and in addition or period, how long is that?

Ms. Viscigilo responded it is the starting rate and in some of the some of the locations, it has a little bit higher, and then based on experience and the one-year anniversary of their performance than their rate goes higher.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Tweini seconded approval of the Capistrano Beach Care Center LLC dba Capistrano Beach Care Center in the amount of \$489,785. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 21: KCA Electronics Inc. dba Summit Interconnect Anaheim

Ms. Torres presented a proposal on behalf of KCA Electronics Inc. dba Summit Interconnect Anaheim in the amount of \$434,700 to train 620 incumbents and job creation trainees. Under Summit Interconnect Holdings, LLC (Summit). Summit Anaheim will be the primary ETP contract holder with Summit Orange and Summit Santa Clara as participating affiliates. Training for a total of 15 temporary to permanent workers, will be in jobs one and two with the intention of hiring them into full time employment at the end of training. These workers will receive employer paid share health care while on temporary status and upon higher.

Ms. Torres stated Staff recommends approval of this proposal and introduced Jack Evan, Vice President -General Manager; Lori Amar, Director - Group Human Resources; Barry Menzel, Consultant.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Tracy seconded approval of the KCA Electronics Inc. dba Summit Interconnect Anaheim in the amount of \$434,700. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 22: Seal Electric, Inc.

Ms. Torres presented a proposal on behalf of Seal Electric, Inc. The requested amount of \$366,390 will train 270 retrainees. They are located in San Diego, as a priority industry and seeks a modification to the state set statewide average for job one retraining and job to do job creation. The Company will train 30 workers under Panel guidelines for the Temporary-to-Permanent program (Job Number 2). The Company has retained these employees on a temporary basis, with the intention of hiring them into full-time, permanent positions after training. The average time for “converting” temporary workers into full-time permanent employment is 6 months. It is expected that these workers will receive employer-paid share-of-cost for healthcare premiums upon hire into full-time permanent employment.

Ms. Torres stated Staff recommends approval of this proposal and introduced Joe Bongiovanni, Vice President; and Bill Sacks, Consultant.

Ms. Newsom inquired if they are affiliated with any apprenticeship programs in the San Diego area, and it is noted here that they have under the jobs listed both electricians and laborers, and those are typically trained through apprenticeship programs.

Mr. Bongiovanni stated they are not affiliated with any apprenticeship.

Ms. Newsom then asked if they are state certified program.

Mr. Bongiovanni responded no, they are a private contractor and do private work, and do not require the state certified apprenticeship programs.

Ms. Newsom then stated that they are not doing any public work that would require their electricians to be state certified electricians, and not doing any public work that would require them to meet apprenticeship graduate levels.

Mr. Bongiovanni responded that is correct.

Ms. Newsom then stated she would like them to elaborate as to why they are requesting the panel to modify the wage up to 25%, below the statewide average hourly wage from \$33.3 an hour down to \$25.01 an hour.

Mr. Bongiovanni responded that it matches their market rate. So because they are not on the state certified projects or any kind of prevailing wage projects that matches their levels of wages,

Ms. Newsom then asked is it residential that they are primarily building.

Mr. Bongiovanni responded that is correct.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of Seal Electric, Inc. in the amount of \$366,390. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 23: Bellows Plumbing, Heating & Air, Inc.

Mr. Hoover presented a critical proposal for Bellows Plumbing, Heating & Air, Inc., which is a Priority Industry with total ETP funding being requested of \$241,500. Estimated number of trainees to be included for Job Number One are 75 re-trainees, Job number 2, 20 job creation trainees and Job Number Three, five veterans. ETP training will be provided at the Company's Soquel, San Raphael and Campbell facilities. This is Bellows' first ETP Contract.

Mr. Hoover stated that Staff recommends approval of this proposal, and introduced Chelsea Schlunt, General Manager and Jill Meeuwssen- CEO, Synergy Consultants (Subcontractor)

Acting Chairperson Roberts wanted to let the contractors know and the subcontractors know that if there's one or two people that are in those jobs that are making those lower wages, it's probably best not even to put them in the training agenda because all it is going to give them a red flag to those lower wages. However, is going to give the employer a chance to answer those questions regarding the lower wages for job number two.

Ms. Schlunt stated that the low wage was just set as a flexibility and they start most people at \$18 dollars an hour much over minimum wage. So yes, again, it is more of a flexibility for a range most people are over 18 with the bulk of their workforce in the \$30 to \$40 an hour range.

Ms. Newsom then asked then under job creation, the new technicians and installers is \$18.50 up to \$35. So a similar line of questioning as our Chairwoman Jan asked last time around, how soon do these new workers progress to the higher wage of what everybody else is making \$20.51 an hour up to \$35.

Ms. Schlunt stated normally starting at \$18, very rapidly, most people are able to move up and be in line with their peers within a matter of months.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of Bellows Plumbing, Heating & Air, Inc. in the amount of \$241,500. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 24: GRID Alternatives

Mr. Hoover stated that GRID Alternatives is a Priority Industry with total ETP funding being requested of \$310,040. Estimated number of trainees for job number one is 175 re-trainees and then for job number two, have five veterans. ETP-funded training will be delivered across eight facilities in Oakland, Chico, Sacramento, Willits, Fresno, Los Angeles, Riverside and San Diego.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Zainab Badi, Workforce Policy Project Manager.

Ms. Badi stated they are a first time ETP contractor and been working really closely with Robert Jackson, who's is their analyst and he's just really well and thinks that across the organization, have the infrastructure set up to coordinate and track. They use Salesforce for all of internal tracking and HQ is in constant communication with regional offices. The statewide administrator for two large low-income solar projects. Therefore, they have the infrastructure in house to be able to, to coordinate the contract, and without using third party consultants.

Ms. Newsom added they do a lot of electrical work and asked if they are construction staff members? Are they registered as electrical trainees? Is this like a pre apprenticeship program? So then, they get into the pipeline to become state certified.

Mr. Delapena responded that what they are doing is organization is in is transitioning to storage, training and such and so going to really just train the staff to rather prepare for that. Therefore, some of the qualifications that they need to do some of this work will require at cars but not necessarily doing teaching training.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Tweini seconded approval of the GRID Alternatives in the amount of \$310,040. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 25: Keysight Technologies, Inc.

Mr. Hoover stated that this is a Critical Proposal for Keysight Technologies, Inc. with total ETP funding being requested of \$460,000 will train an estimated number of 500. For Job Number One, which is already trainees the proposal is deemed as a respond based on Keysight technology inks loss from the Tubbs, fire in 2017 in Santa Rosa. ETP funded training will be delivered at Keysight headquarters in Santa Rosa and at its assembly facilities in Santa

Clara and Roseville.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Nadine Frank, Director of Global Learning and Phillip Herrera, Subcontractor (Herrera & Company)

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of Keysight Technologies, Inc. in the amount of \$460,000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 to 0.

Tab No. 26: Withdrawn

Tab No. 27: True Organic Products, Inc.

Mr. Hoover stated that this is a proposal from True Organic Products, Inc. The requested amount of \$284,280 will train an estimated number of trainees is 110 for job number one which are the re-trainees, job number two as 30 job creation, retraining and job number three has five veterans. ETP training will be delivered to trainees at the Helm (Fresno County) and Monterey facilities. Customers includes produce growers, nurseries, and feed stores. This will be True's first ETP-funded Contract.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Joseph Mallobox. VP of Human Resources and Angela Jones, Subcontractor.

Ms. Bell inquired about the administrative group, and as well as they stated that are paying people are starting people at \$14 an hour is that correct?

Ms. Jones responded the administrative staff that is located in Helm is the starting rate is \$14 per hour and the production as well is \$14 an hour and that is a starting rate, and there is a large range of motion. So the \$14 the people that started at \$14 they have a very robust training for people with no skills and with months, they should be in a position to not only increase wages but to be considered for an increased job title as well as production.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of True Organic Products, in the amount of \$284,280. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 28: Aspen Healthcare Corp dba Salus Homecare

Ms. Lazarewicz stated that this is a proposal from Aspen Healthcare Corp dba Salus Homecare. The requested amount of \$379,178 will train a total of 363 workers, which includes 78 new employees. Training will take place at the facility in Irvine.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Mark Mortensen - Administrator; Cindy Behnke - Compliance; Bill Parker – Subcontractor.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Tweini seconded approval of Aspen Healthcare Corp dba Salus Homecare. in the amount of \$379,178. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 29: Clarke & Rush Mechanical, Inc.

Ms. Lazarewicz stated that this is a proposal from Clarke & Rush Mechanical, Inc. The requested amount of \$250,240 will train a total of 121 workers, which includes veterans and new employees training will take place at their facility in Sacramento.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Rod Carlson - Owner; Jackie Adams - Accounting Manager; Jill Meeuwsen – Subcontractor.

Ms. Newsom inquired about job number one for technician installer, you proposed wage range of \$20 to \$60 an hour up to \$35 an hour, but then under job creation, creating new ones, it's \$14 to \$16 an hour. Then for the veterans, it's only \$17 and \$35 an hour and this doesn't sit very well with her, especially when they are noting in the proposal that they've contracted with major Northern California utility company to provide residential electrification services, which is forecasted to add 25% growth in business and asked why aren't the wages going up?

Ms. Meeuwsen stated back to the veterans that is a misprint, and that should be \$18 it's not lower. And what she going to need to do is restructure the lower band on clients, and give them the flexibility of that lower wage for completely unskilled workers that do go through they get and believe it's 90 days that they get reviewed, and that they're at, they're within the \$20 an hour range within the first nine months to a year.

Acting Chairperson Roberts mentioned that the they are meeting the minimum requirement wage and knows that's important, but also the optics are important and when you only have one person in that job number, would say don't even put them in there because that's all they see, and so it just seems like you need to kind of clean up their job wage rates even though they meet the minimum requirement for ETP.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Mr. Morales seconded approval of Clarke & Rush Mechanical, Inc. in the amount of \$250,240. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 30: Free Energy Savings Company, LLC dba Quality Conservation Services

Ms. Lazarewicz stated that this is a proposal from Free Energy Savings Company, LLC dba Quality Conservation Services. The requested amount of \$529,000 will train a total of 272 workers, which includes veterans and new employees. Training will take place at the four facilities in San Bernardino, Contra Costa, and Sonoma.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Alan Rago - President; Jill Meeuwsen - Subcontractor (Synergy Management Consultants).

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of Free Energy Savings Company, LLC dba Quality Conservation Services in the amount of \$529,000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 31: Pacific Coast Building Products, Inc.

Ms. Lazarewicz stated that this is a proposal from Pacific Coast Building Products, Inc. The requested amount of \$649,980 will train a total of 740 workers, which includes 110 new employees. Training will take place throughout 50 locations across California. Also a union letter of support has been submitted for the field installation staff for six of their locations.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Robyn Musillani - Director of HR Services; Joshua Kimerer - CFO; Jabbar Khan - Director of Internal Audit.

Ms. Newsom asked if they could tell us how long it takes for those hired under job number two to move up in their wages because you start them off \$3 lower for the production staff than job number one.

Ms. Musillani responded they typically have a 90-day probationary period for many of those

types of positions and have many variables about those different types of jobs. There aren't a lot of people that come in at that very low end of the range, but they do evaluate them as they're performing on the job training in that first 90 day period and offer them benefits after a 30 day waiting period, and then typically move them in from that entry level position to something with a little bit more responsibility.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of Pacific Coast Building Products, Inc. in the amount of \$649,980. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 32: Taylor Farms Pacific, Inc.

Ms. Lazarewicz stated that this is a proposal from Taylor Farms Pacific, Inc. The requested amount of \$625,002 will train a total of 693 workers, which includes veterans and new employees. Training will take place at their facility and Tracy.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Ruby Lopez - Safety Training Manager; Jordan Dorman - Subcontractor (Training Grants Intelligence); Angela Jones - Subcontractor (Training Grants Intelligence)

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of Taylor Farms Pacific, Inc. in the amount of \$625,002. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 33: Tulare Nursing & Rehabilitation Hospital, Inc. dba Tulare Nursing & Rehabilitation

Ms. Lazarewicz stated that this is a proposal from Tulare Nursing & Rehabilitation Hospital, Inc. dba Tulare Nursing & Rehabilitation. The requested amount of \$620,080 will train a total of 295 workers, veteran and 47 new employees. Training will take place at Taylor Farms' location in Tracy. This is the Company's first ETP-funded contract. Please note there has also been a change to the proposal under Administrative Services, Tulare Nursing will be doing their own project administration.

Ms. Lazarewicz stated that Staff recommends approval of this proposal and introduced Mark Fisher - President; Maureen Fisher - Risk Manager; Jill Meeuwsen – Subcontractor.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of Tulare Nursing & Rehabilitation Hospital, Inc. dba Tulare Nursing & Rehabilitation in the amount of \$620,080. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 34: Space Exploration Technologies Corp.

Ms. Miguel stated that this is a proposal from Space Exploration Technologies Corp. (Critical Proposal) The requested amount of \$655,500 will serve approximately 900 retrainees and 300 job creation trainees. The company has locations in Los Angeles, Orange and Santa Barbara counties.

Ms. Miguel stated that Staff recommends approval of this proposal and introduced Andy Lambert – Vice President, Quality and Build Reliability, Lindsay Chapman – Senior Director of Human Resources, Lee Herbert – Senior Manager, Operations Training, Meggie Chapman, Subcontractor, Economic Incentives Advisory Group.

Mr. Dombrowski wanted to provide a little context around the critical designation. This is a project related to their Starlink and Starship project specifically. In addition, Go-BIZ does recognize that this is training for their employees.

Ms. Newsom has concerns with this proposal, and she believes at a past panel meeting concerning another Elon Musk company, they came before us and unable to respond to concerns about disruptive and outrageous layoff practices, as well as OSHA and jobsite safety violations, and lower worker morale. Space X is a different company, but they have the same CEO, and Ms. Newsom wonders if you're erratic CEO, Elon Musk, and a less than stellar record of Tesla, present a pattern of concern for ETP here. First off pertaining to retention rates, layoffs and wages. Space X has application reports a 13% turnover rate, just like Tesla's application. Space X has hired thousands of California workers and their overall payroll keeps growing. However, at the same time, Space X has also announced large layoffs just like Tesla. Last year in 2019, Space X announced it was laying off 10% of its workforce from its California headquarters, which meant over 500 California Employees laid off as reported in the LA Times and Business Insider. Industry Week reported quote, hours after launching its first rocket of the New Year, the Elon Musk led company told employees that roughly 10% of Space X his workforce would be laid off. Stunned workers were sent home early to wait notification to the private email addresses about their fate and quotes. Under your current proposal, you report that you will hire 300 new employees, but you're also requesting to pay these workers less we're in the current technicians would be paid 20 to \$48 an hour, but new technicians would start at only \$18 an hour and current engineers would be paid up to \$82 an hour, but new engineers would max out at \$52 an hour. So why does Space X have a pattern similar to

Tesla of hiring, followed by layoffs followed by hiring and layoffs?

Mr. Lambert responded at the layoff in March, this was a one time event. Space X has only done this in a singular event. And at that time it was realignment of a company personnel and management. We had specific objectives relating to the Starlink program, which is our satellite program, and starship. If you look at the history of all companies that have approached putting a large constellation of satellites into low earth orbit, every one of those companies folded and they're not successful. Therefore, they recognize the need to restructure specifically to drive that today. They've been extremely successful in launching 420 satellites into that constellation, and that will continue this year. So that was an essential but fortunately, single event in the history of Space X. In addition, the success that has come from that tough decision has now continued to benefit a larger and growing workforce. One point that was made about our attrition, and quoted the 13%, and to clarify that the involuntary turnover is actually 2%. So it's not just about them making decisions in terms of what generates that attrition rate. It's also individual decisions that people make for their family, etc, and their career development. So, although they're 30% overall in voluntary usage.

Ms. Newsom then asked if it is the 10% of the massive layoff plus the 2% of the personal choice.

Mr. Lambert responded no involuntary is the 2%.

Ms. Newsom then asked what they are doing to reduce the high turnover for their workers, reduce that 2% even further.

Mr. Lambert responded they continue to enhance their skills and believes they have high connectivity to their mission, which generates very high morale in the organization, and very proud to be only days away from potentially being the first private company to ever launch American astronauts from American soil to the International Space Station that generates huge positive morale. They have a high percentage of veterans in their organization are very mission orientated and therefore they exit and environment and come into an environment.

Ms. Newsom then asked why they have proposed to pay the new employees less than their current employees \$18 versus the \$20 discrepancy.

Mr. Lambert responded \$18 Is their salary for somebody that is generate coming into our company unskilled, they would like to give that opportunity to a wide range of people to join Space X. Therefore, if somebody comes in completely unskilled, they'll come in at the \$18 range. Normally, it will take somewhere in the region of six months for somebody to go from a completely unskilled position to move up that pay band. In addition, what you are seeing is the result of successful training in the past where we've taken on a percentage of untrained people and they've moved to the higher paid plan already.

Ms. Newsom then asked what about the cap of the engineers \$52 for the new engineers and an \$82 for the current engineers to \$30 difference. Next line of questioning given the heightened concern about workplace safety and social distance during the pandemic, and as reported from a variety of sources, including CNN, The Guardian Fortune, etc. The workers at Tesla feel unsafe about their job security and that their job security is threatened. How is Space X keeping your workplace safe and respecting the health of their workers?

Ms. Chapman responded it's been something that has been extremely the top of our mind

throughout this entire pandemic from the very beginning, we have done numerous things I will try to give you a high level summary here. But the list can keep going on and on, among other things. have provided masks and gloves to our employees. We've distributed hand sanitizer and disinfected all of our facilities. We have significant cleaning, we've even added an additional cleaning crew. We have eliminated a lot of high volume surfaces such as doorknob, time clocks. We have been promoting social distancing, by doing things such as removing two thirds of the shape. They have also started in certain areas taking employees temperatures prior to starting their shift. And we also are doing that for any potential visitor on site also have significantly reduced the number of visitors only people who are essential to be restocking things like gloves and masks. Also reduced employees travel. In addition, provided employees who cannot work for a variety of different related reasons, up to four Weeks paid time off. In addition, we are providing a sick pay for any employee who is like symptoms, or who is asked to be forced out of an abundance of caution. Moreover, there is no cap right now on that additional sick time. Also have also implemented PCR testing, which is essentially the test that will tell you if you are positive or negative. In addition, have a building not one sided so it is for employees to feel like they may be sick to get a test. Usually they have a wide variety of other things.

Ms. Newsom then stated now going back to the Space X layoff announcement of last year, Tesla reported the single most unpleasant aspect of the whole ordeal is how Space X managed it and communicate it with employees. All employees were told around the same time on Friday, January 11 in all hands meeting that a massive number of employees will be laid off within 24 hours. The catch, nobody was told exactly who would be cut. Instead, Space X forced every single employee to leave work early on Friday and spend 12 to 24 hours of total uncertainty. until an unspecified time on Saturday, when they in theory were supposed to receive an email telling them whether or not they still had a job waiting for them on Monday. In many cases, workers were forced to call the number provided by Space X and ask the company themselves if they still had a job, not even receiving the absolute minimum courtesy of a phone call or a notification, subjecting these workers to 24 hours of avoidable existential crisis and certainly followed by an automated email or phone call that they themselves made. That kind of employee relations lacks respect. In addition, it is concerning. Moreover, how the employees don't have a voice in their job stability. Why would you treat your employees in such a manner?

Mr. Lambert responded that they did not actually treat their employees as is quoted in the Media, the three of us, in fact, were part of that same process. So we were notified in the same way as every other employee in the company. In addition, that was on a mass communication with our senior leaders of the organization standing in front of us, explaining the reasons behind that situation, providing the background to the future of the company, why it was important. Then the HR team expedited a process. That meant all of us were notified before midnight that evening., there may have been individuals that for whatever reason, we're not at the end of a telephone line or email, in terms of the attempts that were made for those individuals depending on where they were in the world. However, the bulk were told the reasons as to the importance and why this was happening before it was done. In fact, internally in the company is actually been more positive responses from employees about the way that was actually handled on such a mass communication and while it's particularly difficult to actually accelerate the level of communication to that quantity of employees in any other form.

Ms. Newsom then stated referring to an article by law 360 with a headline Space X workers for a million dollar wage deal ducks protests gets final okay from May 2017. Space X settled a case with 4100 of their workers for nearly \$4 million over claims that workers were underpaid, with one plaintiff alleging that the company doesn't provide enough labor hours to its workers for everything that needs to get done and then requires them to work off the clock to finish tasks. What are you doing to address these labor by and how can we trust that you'll get it right now.

Ms. Chapman responded that just to clarify, what you're referring to is a settlement, in which case, there was no liability admitted on either side. And would just like to point out that although the plaintiffs may have made allegations that does not mean that they were substantiated, and have taken care of their workers, and ensuring that they are complying with wage and hour laws is of paramount importance.

Ms. Newsom then stated under continuous improvement curriculum, they listed a 17 minute TED Talk titled your brain hallucinates your conscious reality. Do you care to elaborate on the necessity of your workers watching this video and Space X receiving public funds?

Mr. Lambert responded that they are looking at each other and are unfamiliar with that data point.

Acting Chairperson Roberts added the title of your computer based training module and but it's probably your computer, it's probably their module on your computer based training.

Ms. Newsom then stated given that CEO Elon Musk last week, threatened to leave the state of California with Tesla and move his headquarters out of state. Why should they give \$655,000 to train workers, which is nearly four times the amount of the last contract?

Mr. Lambert responded that Space X was founded in 2002 and at that point was just with three employees in a small facility in El Segundo, California grown rapidly and continue to grow the workforce, which is now more than 7000 companywide. In Hong Kong, California that is actually in locations. Here 70% of the total company, where manufacture as Falcon Heavy and Dragon, which is obviously now to embark on a historic mission and for all of those vehicles, have a very packed manifest with significant investment in facilities gear and in their demon personnel and that is intended to continue.

Ms. Newsom then asked how you separate yourself from those kinds of remarks from your CEO, where he is threatening to leave the state.

Mr. Lambert responded that they seek to understand the motives behind those conversations. However, given the proximity of when those comments are made, it is particularly difficult for them to form any rationale in terms of what our thoughts might be on the subject.

Acting Chairperson Roberts stated that they do have the discretion of a claw back provision in the policy that if for some reason, should leave the state, within three years at the end of the contract; the money would have to be returned to ETP and have that discretion to utilize that if that becomes an issue.

Mr. Lambert responded understood.

Mr. Tweini stated he rises to speak against this proposal, and it is very concerning. The lower

wages, the labor laws, violation, everything and this is not just the media listing something, this is information directly from the company, step by step, everything that they stated is not there is no 12% of the people, they voluntarily decide to get lower wages and live worst life. There is so much violations, and it's been documented, maybe the media have highlighted a few things, but there is a lot of things that it's within their company. And in the state, all people who follow the laws and the health care recommendation are the ones who, who just looking at things and they're surprised how could someone defy all the laws and all their commendations that ensure the safety of workers come up, ask for something and at the same time saying, well, if I don't like it, I might leave and do something different and can't entertain to look at anything like this.

Acting Chairperson Roberts wanted to have more specifics on that around some of their concerns because they said they're in total violation but yet they haven't been, nor had any kind of legal action against them and it's just from a media reports are where you getting this information from.

Mr. Tweini stated just in the media, also, there is some information that they spoke about the lower wages is a concern also and it is a great concern, and the way they treat their workers and it was just listed many times.

Mr. Smiles inquired as to what type of outreach effort has been made to the displaced workers that were let go.

Ms. Chapman responded that the folks that were part of the reduction last year did provide career placement all of them with career placement services. In addition, the career coaching has helped with resumes and for searching for jobs.

Ms. Newsom then asked how successful were you in that and what the rate of being hired by another similar company.

Ms. Chapman responded she does not have that information in front of her and do not know.

Mr. Smiles then asked how many of the displace workers are actually coming back to Space X.

Ms. Chapman responded they did not have a program by which they would be eligible for rehire later and had some employees who they have reached out to come back and have rehired some employees.

Mr. Smiles responded he cannot imagine they do not know how many people been brought in.

Acting Chairperson Roberts wanted to make a just a comment around their training from the last contract and they did approve back a few years ago, 475,000 have something in that range and did accomplish that and went way over and above that and even though with had these layoffs, still were able to manage to meet the contract amount.

Ms. Newsom then stated the contract before that last one, so the contract that was between 2014 and 2016, they were approved for \$1 million, and then the payment that they earned is only \$216,000. So 21% and in that it says, they've suffered all kinds of mishaps of training and they couldn't get it done. And now they're coming back and they're asking for more than

four times but they weren't so and just keep referring back to our enabling statute of ETP that mandates that quote, etc. He shall fund only those projects that meet criteria such as one, fostering creation of high wage, high skill jobs or fostering retention of high wage, high skill jobs in manufacturing, and three results in secure jobs for those who successfully complete training. The issues that were discussed today, think these are the facts that were discussed and that supported denial of this project. Ms. Newsom stated, in my opinion, given the recent threats of the CEO to leave the state of California and everything else that we discussed today, this proposal does not rise to the level for me to feel secure in supporting it, and I move to deny it.

Acting Chairperson Roberts stated with that we have two of our panel members that are not going to approve this, however, and based on anything that we could do, whether we could, you know, cut the funds or help with the wages, whatever it is, you're just in flat denied. Based on what they have heard so far, so with that, would entertain a motion to approve and if we have the majority, will go ahead and prove it. If not, take a roll call and find out who is objecting or abstaining from this proposal.

Ms. Newsom then stated she made the first motion under Robert's Rules of Order, and her motion has to be taken up first.

Ms. Bell stated she concurs with her fellow panel members who are against this project as well and always go back at the employment engagement and relationship of organizations and the culture as well and the workers and have a really bad taste on this and her gut feeling is as well as to side as well as denial.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a second and vote on Ms. Newsom's motion to deny.

ACTION: Mr. Tweini moved and Mr. Smiles seconded the denial of Space Exploration Technologies Corp. in the amount of \$655,500. Acting Chairperson Roberts called for a vote, and five Panel Members present voted in the affirmative, two voted against the motion, and one abstained.

Motion carried, 5 – 2 - 1.

Tab No. 35: Brand Consulting Group, LLC dba Brand College

Mr. Swier stated that this is a proposal from Brand Consulting Group, LLC dba Brand College. The requested amount of \$749,056 to train 448 retrainees. Training locations include San Diego, Kern, Ventura, San Bernardino, and Riverside counties.

Mr. Swier stated that Staff recommends approval of this proposal and introduced Debbie Ruiz, Director.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Mr. Tweini seconded approval of Brand Consulting Group, LLC dba Brand College in the amount of \$749,056. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 36: Employers Group

Mr. Swier stated that this is a proposal from Employers Group. The requested amount of \$688,800 to train 700 retrainees. Training is to take place statewide.

Mr. Swier stated that Staff recommends approval of this proposal and introduced Jeffrey Hull, Sr. Director, Talent Development.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Employers Group. in the amount of \$688,800. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 37: Glendale Community College Professional Development Center

Mr. Swier stated that this is a proposal from Glendale Community College Professional Development Center. The requested amount of \$749,916 to train 545 retrainees. Training locations include LA, Riverside, San Bernardino and Ventura counties.

Mr. Swier stated that Staff recommends approval of this proposal and introduced Kim Edelman, Director.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of Glendale Community College Professional Development Center in the amount of \$749,916. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 38: NTMA Training Centers of Southern California

Mr. Swier stated that this is a proposal from NTMA Training Centers of Southern California. The requested amount of \$748,279 will train 212 retrainees. Training locations include Los Angeles, Riverside, San Bernardino and Orange County.

Mr. Swier stated that Staff recommends approval of this proposal and introduced Norma Meza, Executive Director.

Acting Chairperson Roberts mentioned that one of the employers whether it is going to be their employer or not, happens to be SpaceX and asked if it is going to be a problem or just to go ahead and approve this contract with SpaceX as one of their contracted employers.

Ms. Newsom stated they have 11 employees that are estimated to receive some training through this MEC.

Acting Chairperson Roberts then stated usually sometimes they put them in there but they do not use them and just wanted to make note of that.

General Counsel stated that this is a separate proposal and what are the place in that proposal really does not play over and that list of participating employers is an estimate.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of the NTMA Training Centers of Southern California. in the amount of \$748,279. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 39: Saisoft Enterprises, Inc. dba Professional Career Development Center

Mr. Swier stated that this is a proposal from Saisoft Enterprises, Inc. dba Professional Career Development Center. The requested amount of \$453,720 to train 120 new hire retrainees with multiple barriers and including some with located in HUA locations. Training is to take place statewide.

Mr. Swier stated that Staff recommends approval of this proposal and introduced A.K. Thakore, President.

Acting Chairperson Roberts asked if all of their trainees all new hires.

Mr. Thakore responded yes.

Ms. Newsom noted the wages are pretty low, for job number two starting off at \$13 an hour as opposed to \$15 an hour.

Mr. Thakore responded he did make a definite note of the optics that Madam Chairperson was alluding to earlier. The number of people that they intend to train in the HUA is a fraction of the total number of people they intend to train overall. It wages I realized my mistake that can be higher, and our new hire for the IP professionals will be much closer to the \$21 an hour. And that's a note he made going forward, will make sure that it is more realistic of the bands that actually, be placing them into coming to the wages for HUAs, those already going up the last few graduates replays were at \$16.50 an hour with full benefits from day one and some of them receive signing bonuses, and on a one year anniversary, those wages get revised. In addition, with the increased demand due to COVID-19, already seeing wages go up for HUAs.

Ms. Newsom inquired if they would increase the wages for job number two from a minimum of \$13 a hour to \$15 an hour just like job number one.

Mr. Thakore responded he could go ahead and accept what you're saying. However, we will be unable to place these limited number of people at this particular facility. So and this facility is looking forward to training and placing them in that Pico Rivera facility.

Ms. Newsom then asked if t they might be able to be placed elsewhere that pays better wages. In addition, would be okay with increasing it to \$15 just like job number one.

Mr. Thakore responded correct and this proposal has two facets to is all of which is new hire. First and foremost, this is all a new hire contract and wanted the flexibility of being able to train employees in healthcare as well as an IT and feel totally comfortable raising that band for the it workers from \$18 to \$22 an hour from what it is right now because that's more realistic,

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of Saisoft Enterprises, Inc. dba Professional Career Development Center in the amount of \$453,720. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

Tab No. 40: California Labor Federation, AFL-CIO

Ms. Miguel stated that this is a proposal from California Labor Federation, AFL-CIO. The requested amount of \$594,090 to serve 966 retrainees. Funding under this project will occur in Alameda, Los Angeles, Contra Costa and Santa Clara counties. This project comes under ETPs clean transportation program. There is a correction to the proposal and there's a note in the proposal that all of the Union letters have not been received but have subsequently

received all of those letters and received support letters from AFSCME Locals 101 and 3916 and the Amalgamated Transit Union locals 1277, 265 and 192.

Ms. Miguel stated that Staff recommends approval of this proposal and introduced Nica C. Tanaka, Project Coordinator, Workforce & Economic Development & Kelly Greer (Subcontractor), Strategy Workplace Communications.

Acting Chairperson Roberts mentioned around their performance and it was a goal to meet \$1.3 million. But now, got less than half percent of that and have right sized it, for that amount, and just want to make sure that they have all your systems in place, even meet that amount, because you're not meeting 40% of the dollar amount requested.

Ms. Greer responded with yes, they reviewed this with the transitive meeting, since the whole COVID-19 started and actually reduced the original amount and are confident that we will be able to reach this amount.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of the California Labor Federation, AFL-CIO in the amount of \$594,090. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

AMENDMENTS

Tab No. 41: Riverside Community College District, Office of Economic Development-

Ms. Torres stated that this is a proposal from Riverside Community College District, Office of Economic Development. The requested amount of \$688,534. This basically includes an additional 249 retrainees and they will be trained throughout Couple counties in Southern California. Their performance to date for potential earnings is at 71% of the proposal.

Ms. Torres stated that Staff recommends approval of this proposal and introduced Mark Mitchell, Executive Director, Office of Economic Development (OED); Anette Varga & Susan Crowley, OED; Jeannie Kim-Han, Associate Vice Chancellor, Grants & Economic Development, Riverside Community College District.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Tweini moved and Mr. Smiles seconded approval of Riverside Community College District, Office of Economic Development's amended funding in the amount of \$218,529. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 8 to 0.

IX. OPPORTUNITY FOR PANEL MEMBERS TO REQUEST AGENDA ITEMS FOR FUTURE PANEL MEETINGS

Ms. Newsom would like to discuss revisiting priority industries and MECs as funds continue to be even more limited whether or not we want to include non-priority industries and these MECs and think it is a broader conversation that we can have about affiliation and association issues.

X. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

Acting Chairperson Roberts asked for public comment on matters not on the Agenda.

Judith Kriegsman wanted to thank all the companies that are on this call during this time for participating in the ETP program and for staying safe and following guidelines. My question surrounds approvals through AAU. First question is that projects that were deactivated for not being a priority, and now qualifying for priority under COVID and can those projects be activated at this time, Alsi had three projects that were deactivated incorrectly because the NAICS code even though it was verified by EDD as being an approved NAICS code, it was read in the system ETP system incorrectly because it had multiple locations, so that the company that applied for the ETP contract was verified by EDD as an approved NAICS code.

Phillip Herrera added the Keysight representative wanted to make sure for the record that they thank the governor's office, the local and state governments for the good work. Robert Meyer ETP, Samantha Wang, and all those apart regarding the recovery of the fire in Northern California in October 2017. She just want to show the gratitude. I went straight to the CEO and they are excited about the future.

Steve.Duscha stated he wanted to associate myself with the comments that Rob Sanger has not yet made About Cal E Force and the need to have some discussion with all of us about how that is working. Second, there were many contracts today that included job creation component, the same that is required for the COVID pilot. These have to be all job creation and knows that job creation in your existing rules requires that every one of these hires be a net new hire. I have a hard time believing that there going to be any net new high net new hires given 15% unemployment going to 20 or 25%. In addition, if you really mean that new hire, okay, but if you don't mean it, you should take it out. In addition, should revert to a previous policy where any hire even a replacement hire qualifies for that system confused about how preamps will be processed. We know that in the in the first bunch MECs and small businesses will be eligible for processing quickly, but they are also 24 Industries for small business pre apps that can also be processed and needs to know. And I think you have a to have a very transparent system for deciding the order of who gets to the panel, because it has been said before, you're going to run out of money before too long.

Michael Jester stated with regard to some of the other contractors and others have this situation to not just with regard to pre apps but applications that are currently in development.

Anything that happened today going to affect those that we've already gone through, getting these things developed, signed, sent and assigned. He would hope that they would move forward. Regardless, know that analysts have expressed that they're sort of sitting there waiting to hear what they're supposed to be doing. I think that needs to be clarified really quickly. One of the other things is, and that is small businesses, they've been devastated by COVID and know that all small businesses should be able to participate. But the rules should at least be the same for MCs, and single employer, small businesses, if they all have to be priority industries, then so be it. If they don't, then so be it. But there should not be one standard for MEC one standard for a small business because a lot of small businesses out in some of the rural areas of the states just simply don't have the ability to join them back because they can't. And thought policy was that a MEC had to have signed contracts with participating employers, perspective and potential and seeking some clarification on that policy as well. high unemployment areas. Now, knowing that high unemployment is everywhere right now. But think that behind employment areas that used to be high unemployment areas will be even higher. it's all still going to be relative, pretty much. But don't see anything in the priorities or the strategies or anything anywhere. Obviously, that gives any credence behind employment areas of the state of California and when it was received, the NAICS code is that's attached to it, and who it's assigned to, as an analyst for processing for potential, sending on further to the regional offices and just thinks that's a transparency that really is lacking in the process and it really needs to be addressed because we just saw it on here and wait.

Acting Chairperson Roberts stated they will go ahead and take all that into consideration, and then try to address it but want to have a little bit of your understanding about kind of these unprecedented times. Everything that we are doing is based on what is happening and through this crises that we're going through for the last three or four months, so just kind of bear with us, and hopefully, that everything will come to light soon.

Michael Jester stated he is trying and the main problem with regard to the notice, isn't necessarily the COVID policy is, that's a unique situation. I think it has more to do with the funding strategy, but just priorities for next year. That they have them set without us having any ability to have any input at all until after the fact and having not appropriate notice that was going to happen.

Rob Sanger stated want to add a couple public comments CMTA organization applauds the ETP for the corresponds to shifting to the online training and moving the ETP offices remotely like a lot of us have done and the COVID 19 pilot funding that's going to be happening next year. On the new hire component, a net new hire is going to be very tough and then If you awarded a contract to a company, and then it turns out towards the end of the contract after you've already given them some money, they are in a negative net new hire, you got to take that money back. That's not something we really want to do. So we really want to find out what are the net new hire requirements. So at the end of the project, you don't have to ask for that employee to write a check, because that's not going to be very popular. See, and thanks to Peter Cooper for the updates. We have had good response when we have questions. Overall, for stakeholder input, we would love to be able to give more input especially on MEC, Multiple Employer Contract that has not been fully developed. There is many things you could build into that system that the current system is lacking. Also, the

speed of the Salesforce system is quite slow the latency when you're doing mass uploads. So that's a concern and know they are working on these issues and they're been responsive.

Nica Tanaka stated because first I wanted to make time to let the panel and everybody in the room know what we're doing, collectively as a union of working people in response to these changes, and the new economic climate that we're in and some of the things we've been doing our regular one on one check ins for the JATC and labor training programs. We're serving their immediate needs and long term needs and communicating what we find out with ETP staff. Also providing coaching and online learning assisting the JATC to transition to the new platforms. The shelter in place well, of course maintaining high standards of training. it's very important for us to keep the quality of union apprenticeship programs to be the highest of quality and each local union, strategizing and how they will do that moving forward post pandemic or under this new climate we're in. And lastly, we've been convening all our union affiliates said the Labor Federation we convene unions all the time for all sorts of things and reasons and giving them updates.

Judith Kriegsman just wanted to chime in on the idea of creating a transparent list for projects that are in development. It's very hard and difficult and frustrating for contractors to not know what's going on and not have the communication from the AAU unit.

Julianna Kirby stated at the top of the meeting when the budget allocations were outlined in the amount was provided for the commission programs. They have been tracking that approval of apprenticeship progress. Programs towards the allocation and there's been times where that has gone over the allocation. So do we expect that ETP will be adhering to those allocations? Or is there not? Is there a chance that the apprenticeships will it will again go for their allocation? And wanted to say thank you

VI. MEETING ADJOURNMENT

Acting Chairperson Roberts adjourned the meeting at 12:54 p.m.