



Employment Training Panel

**STATE OF CALIFORNIA  
EMPLOYMENT TRAINING PANEL**

Zoom Virtual Meeting  
October 23, 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

Madison Hull  
Member

**Executive Staff**

Reg Javier  
Executive Director

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  
Madison Hull  
Rick Smiles  
Douglas Tracy

Absent

Ernesto Morales

Executive Staff

Reg Javier, Executive Director  
Peter Cooper, Assistant Director  
Michael Cable, Legal Counsel

**III. AGENDA**

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

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

Motion carried, 7 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 Mr. Smiles seconded approval of the Meeting Minutes. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

## **V. REPORT OF THE EXECUTIVE DIRECTOR**

Mr. Javier welcomed the Panel Members, Applicants, and Stakeholders and reported that today's meeting is approximately \$8.1M with \$40,005 in delegation orders, for a total of \$8.1M.

Mr. Javier recognized the following persons in attendance: Diana Torres, San Diego Regional Office Manager; Ryan Swier, North Hollywood Regional Office Manager; Jana Lazarewicz, Sacramento Regional Office Manager, and Heather Miguel, Program Projects Unit Manager.

Mr. Javier introduced and welcomed new panel member Madison Hull and looking forward to working together.

Regarding today's proposals:

Mr. Javier stated that helping employers respond to the COVID Pandemic continues to be our top priority. Today there are 10 COVID Pilot proposals with a value of \$2M. Mr. Javier expressed to the panel members that we are listening to you. You will notice a change to the way we show you wages in the proposals. We have included more detail on the number of trainees at the lower end of the pay scale, as you requested at the last Panel.

It was also reported ETP has begun rolling out our Paid Family Leave Pilot for Small Businesses, which a PowerPoint presentation will be given by Lis Testa later in the morning.

Regarding Legal and Legislative Matters:

Our Legal Counsel, Michael Cable, prepared a Legislative memorandum to you and it is in your packet. September 30th is the last day for the Governor to sign or veto bills. AB 1457 (Reyes and Cervantes), which requires ETP to establish a pilot project to enhance a regional business training center network of community college contract education centers, passed the Legislature and is awaiting action by the Governor.

Progress on Cal-E-Force Roll Out:

Mr. Javier then introduced Tara Armstrong Deputy Director of Technical Branch supporting the implementation of ETPs Cal-E-Force system

## **VI. REPORT OF THE CAL-E-FORCE ROLL OUT**

Tara Armstrong gave an update on Cal-E-Force and shared Stakeholder demonstrations on Participating Employer Certification process: Include process and engagement and result and next steps.

Migration plan: Include Beta legacy Single Employer Contacts and contracts without transactional history or as we refer to them as No Activity yet in 1st wave.

Refresher training sessions on How to use Cal-E-Force.

Single employer in October; MECs in November and December. Information on sessions are emailed to stakeholders and on the ETP website.

Coming in November and December are the Pre-Application and Application functionality demonstrations. Schedule for these will again be sent via email and also posted on the ETP website.

And lastly, we have also increased communications doing email blasts and website postings, as well as on-going updates to our system FAQs and training materials.

Our command center is also available for questions, please visit our website for the email link.

## **VII. REPORT OF THE ASSISTANT DIRECTOR**

Regarding Core Funds for this Fiscal Year:

If all FY 20/21 proposals are funded today, the panel will have approved just over \$34.6M in 137 projects to date. ETP will have approximately \$45.3M for the remainder of the 20/21 Fiscal year with a demand of \$72.6M.

Under Delegation Order for these proposals 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 14 delegations.

Regarding remaining funds for this Fiscal year and the Pre-application process:

We will only have roughly \$45M after the panel meeting today if all proposals are funded. In December, we have a large panel with roughly \$15M in proposals. This will leave us with only \$30M for the 2nd half of this fiscal year, with a continued strong demand. We will have to do some more belt-tightening. We heard the panel's concern about not keeping applicants waiting in line if they don't have a chance of getting funded this year. In order to further prioritize the allocation of our funds, we will begin the process of de-activating pre-apps that do not have Covid NAICS. This means we will only be moving forward ones that have a NAICS that is part of the Covid Response Program or a NAICS that is part of the Covid Pilot program.

Mr. Cooper also reported ETP has brought two proposals back for further consideration and discussion. These are Building Skills Partnership – Tab 28 and Associated Building Contractors Central California Chapter -- Tab 18.

Regarding 20/21 program funding:

To date we have had approximately 679 projects submitted, with a value just over \$72.6M.

Regarding Demand and Allocations:

Single Employer Contracts: requests in Regional Offices& AAU \$38.9M (\$30M original allocation)

MEC: requests \$12.9M demand (\$20M originally)

Small Business: \$14.3M demand (\$ M originally)

Critical Proposals: \$420,000 demand (\$5M originally)

Apprenticeships: \$5.9M in demand (\$20M originally)

Overall demand is currently \$72.6M, with \$45.3M left for fiscal year 20/21

Number of projects for 20/21 in AAU and applications received by the RO's

Total number of projects in the RO: 138

Total number of projects in AAU: 541

Currently a total of 679 which is down from 896 in September.

Ms. Newsom stated Tab No. 11, M-5 Training School of Protective Services, under this MEC it's entirely non priority industry and meeting some of ETP goals by targeting veterans with multiple barriers that are hard to hire were so and what they did from the previous meeting to now with the revised wage ranges.

Mr. Cooper requested a Motion to Approve the Consent Calendar with the four noted modifications.

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

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

Motion carried, 7 – 0.

## **VIII. UPDATE ON PAID FAMILY LEAVE SMALL BUSINESS GRANT PRESENTATION**

Ms. Testa presented an update and a PowerPoint presentation on the Paid Family Leave Small Business Grant. This year is the first year of the PFL SB Grant. This grant will provide small businesses with under 10 employees \$500 per employee who is out on leave utilizing the Paid Family Leave program to either bond with a new child or to take care of a sick family member. The small businesses can use the \$500 funds to train, market for, or to hire someone to cover the duties of the employee who is out on PFL.

The application period for this year's grant was Thursday, October 15, 2020. We received one (1) application. The application was scored and scoring results are presented below. Here is the applicant, their requested funding amount, and their application score, Central Valley Hispanic Chamber of Commerce with a score 91 out of 100.

For the \$500,000 that remains to be rewarded for this grant this FY, ETP is exploring looking for likely candidates to help with this work in other areas of the state, and also to partner with EDD's Disability Branch for assistance with identifying eligible small businesses to participate in this grant. We are also considering setting up a system where ETP will be the sole source of funding dissemination for the remaining grant funds this year, and if that approach proves successful, in continuing that approach in following years.

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

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Mr. Smiles moved and Ms. Bell seconded approval of awarding Central Valley Hispanic Chamber of Commerce with their request amount of \$500,000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 – 0.

## **IX. REVIEW AND ACTION ON PROPOSALS**

### **SINGLE EMPLOYER CONTRACTS**

#### **Tab No. 14: American Medical Response of Southern California**

Ms. Torres presented a proposal on behalf of Alta Hospitals System, LLC (Alta). Alta is a Repeat Contractor and a Priority Industry. Total ETP funding being requested is for the amount of \$499,100 to train 800 incumbent workers as well as 100 Job Creation retrainees While AMR does

not have a dedicated recruitment program for Veterans, the Company is committed to hiring and retaining Veterans through California. EMTs and Paramedics are represented American Federation of State, County & Municipal Employees; International Association of EMTs & Paramedics; and San Diego Emergency Medical Services Association. The respective unions have submitted letters of support for this training project.

Ms. Torres stated that Staff recommends approval of this project and introduced Tom Hartke, VP of Tax; Karl Metcalf, P of Tax, Shannon Marshall, Training, AMR, and James Wynott, Administrative Subcontractor, Think LLP.

Acting Chairperson Roberts asked if all contracts now going to be under this alternate record keeping a during this COVID timeframe and only thought it was applicable to the COVID project specifically, not every contract that we added.

Ms. Torres stated any ETP contractor may request alternative record keeping and it is approved, on a case by case basis. It could either be in the COVID pilot or it can be in any standard agreement.

Ms. Bell asked what are they doing strategically and inquired if they have any plans to look into a form of recruitment program for veterans.

Mr. Hartke responded they do work with a recruiting partner to fill any jobs provide them the jobs for the veterans and their families. They also attend a lot of veteran and military career fairs to help bring in veterans into their employment.

Ms. Newsom stated the last time they came before the panel members took it a task or the low wages that you're paying the EMTs \$13 an hour and 168 of the proposed trainees. Ms. Newsom understands they have a collective bargaining agreement and that there's definitely nuances pertaining to that, but really uncomfortable with paying such low wages to these workers.

Acting Chairperson Roberts stated she also had concerned and appreciates the staff for breaking out all of the wages that really helps and think it's too low of wages for those type of positions. It seems like they would have much more turnover regarding that but their turnover is very low for that.

Ms. Newsom stated can the applicant talk to how long it takes for the EMT to receive a wage that's above \$15 an hour after this training.

Mr. Hartke replied that over half of those, are actually at \$15 and their goal is to try to give them opportunities to grow, help them move towards say a paramedic role and provide training. There's also opportunities for them to make more, there's shift differentials where they may be paid anywhere from .50 cents to three and a half dollars an hour or more, if they work certain shifts.

Ms. Newsom again stated she is uncomfortable with these workers at such low wages and deserve more wages and would like to remove the \$13 to \$15 an hour.

Ms. Bell agreed and in total support with what Ms. Newsom stated.

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. Smiles seconded approval of wage modification for American Medical Response of Southern California in the amount of \$499,100. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 15: Hall Ambulance Service, Inc.**

Mr. Swier presented a proposal on behalf of Hall Ambulance Service, Inc. which is a Repeat Contractor and a Priority Industry requesting \$294,285 in ETP funding to train 385 Retraitees and Job Creation employees combined. Hall requests a wage modification from \$33.34 to \$25.01 Priority Industry Modified. The company is requesting an HUA wage modification for Job 2 and Job 3 which falls under set funding.

Mr. Swier stated that Staff recommends approval of this project and introduced Myron Smith, General Manager, Larry Mandel, Consultant- Training Refund Group.

Ms. Hull inquired if they have a women's recruitment or outreach program.

Mr. Smith replied not an official one but do recruit women specifically and know the veterans will come up. They partner with the current patriot partnership to hire veteran openings.

Ms. Newsom expressed concern regarding the 115 EMT's proposed to be paid a wage range of \$13.70 per hour up to \$15 an hour and requested that Ms. Smith if there is anything that he wanted to say.

Mr. Smith explained that these are the current they are moving everybody to \$14.75 come January 1st, with the goal and plan of moving everybody to \$15 and higher in 2022 and that is base.

Ms. Bell then wanted to clarify with Mr. Smith that what was being said was that as of January 1, 2021 no one would be paid under \$14.75.

Mr. Smith replied no, \$14.75 base, not including the benefits, including the benefits will be over.

Ms. Newsom expressed that it is still very uncomfortable paying the EMT's such a low wage, and would see a motion to remove those employees. But can work with staff to see if they can move them up to \$15/hr. if they want to include them in their training proposal.

Mr. Mandel added the base wage as of January 1 will be \$14.75. However, there is opportunities within the first six months for each of the EMT's to receive additional wages based on performance. Once they get beyond that six months, then they'll all be over the \$15 and since this will be a two year project, by the end of the training period, everybody will be in excess of \$15/hr.

Acting Chairperson Roberts noted she would like it to be at the beginning of the year, versus two years from now when the contract expires. The panel now have a request to remove those employees that are going to be making less than \$15 an hour by the beginning of the year and eliminate anyone that's not going to be making \$15 an hour? Or is the \$14.75 acceptable, if they're making that at the beginning of the year?

Ms. Newsom added no, we're talking about 25 cents, and no EMTs deserve to be making less than \$15 an hour.

Acting Chairperson Roberts noted regarding their performance, did 71% on their last performance and how ETP did right size that to their current performance. But Mr. Smith stated they lost some trainers and all the things going on with COVID. Acting Chairperson Roberts wanted to make sure that they have the right infrastructure at this point to make this successful.

Mr. Smith explained they are working with their HR department, went through an extensive throughout COVID, identification of all employees, EMT paramedics who meet the requirements through Q&A reviews and performance to function as a preceptor, then put them through the appropriate training to be a preceptor in a field training officer and increase the amount of training officers and field training crews and instructors by 50%.

Acting Chairperson Roberts asked Mr. Mandel to make sure that they get their full amount of funding. Acting Chairperson Roberts suggested that for more clarification and a better understanding of the wages, that the wages will have to be \$15 an hour and will only support employees that are making \$15 an hour.

Acting Chairperson Roberts asked for a motion that Hall Ambulance Service, Inc. works with Staff to revise their proposal with the suggestions made by Panel Members.

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. Smiles seconded approval of wage modification Hall Ambulance Service, Inc., in the amount of \$294,285. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 16: Covenant Care California, LLC**

Ms. Lazarewicz introduced Covenant Care California, LLC, which is a Repeat Contractor and a Priority Industry requesting of \$499,583 to train 749 Retraintees, Covenant Care California, LLC will serve as the lead employer in this proposal with eight affiliates. Training under this proposal will include 23 locations throughout California. This is Covenant Care's fourth ETP Contract, and the third in the last five years. Please note that although the post retention Wage for Job No. 2 shows \$13.76 per hour. The lowest minimum wage for this job number starts at \$15 per hour.

Ms. Lazarewicz stated that Staff recommends approval of this project and introduced Jacqueline Turner, Director of Education and Regulatory Affairs; William Parker, Consultant - National Training Systems.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.



ACTION: Ms. Bell moved and Ms. Newsom seconded approval of the Covenant Care California, LLC, in the amount of \$499,583. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 17: Sutter Home Winery, Inc.**

Ms. Lazarewicz introduced the Sutter Home Winery, Inc., which is a Priority Industry and Repeat Contractor with good prior performance. P&P Trust is requesting \$ \$451,375 in ETP funding to train 525 workers and 25 new workers. Training under this proposal will be for six locations: Napa, American Canyon, Plymouth, Paso Robles, Saint Helena, and Lodi.

Ms. Lazarewicz stated that Staff recommends approval of this project and introduced Carol Dietz-Walker, Training and Development Manager; Janet Campanile, Manager of Compensation and Benefits; Diana Solis, HR Representative; Tom O'Brien, Vice President of Human Resources.

Acting Chairperson Roberts thanked them for all the work they have done throughout the fires in Saint Helena and appreciated what they are doing to keep their employees employed during this really tragic time. Expressed she was worried a little bit about their performance from last time and didn't right size it but again the panel really want you to get the full amount of funding and inquired if they have any type of LMS system for training or document training.

Mr. O'Brien replied yes, they do have a an LMS system that they put in place, and built up the ability to work Remotely and Set up some of their spaces to be much better suited for COVID related issues and problems.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for amotion.

ACTION: Ms. Bell moved and Mr. Smiles seconded approval of the Sutter Home Winery, Inc. in the amount of \$451,375. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in theaffirmative.

Motion carried, 7 to 0.

**MULTIPLE EMPLOYER CONTRACTS**

**Tab No. 18: Associated Builders & Contractors Central California Chapter**

Mr. Swier introduced Associated Builders & Contractors Central California Chapter and stated at the December 2019 panel meeting the proposal did not move forward due to a lack of motion. ABC subsequently submitted and revised proposal at the September 2020 panel meeting, but that funding proposal was not approved. The concerns raised includes the core group of participating employers remaining the same from the proposed one in December 2019 the proposed based wages of \$15 an hour and the wage progression for trainees employed. For this proposal, the core group has been revised, ABC representatives report that although it continues to serve the 24

employers previously presented as part of their membership, the updated list is more accurately represents those employers that will benefit from this ETP funded training. Staff made efforts to provide the panel with more occupational wage details, and this proposal provides more detailed breakdown of wages by occupation. ABC is a first time proposed contractor, they're requesting \$194,700 for 330 retrainees. Located throughout Central California. Additionally, ABC is requesting an HUA wage modification for Job No. 1

Mr. Swier stated Staff recommends approval of this proposal and introduced Laura Barnes, President; Russell Johnson, Government Affairs Director; Keith Brama, President of Propel Consulting Group.

Ms. Hull inquired if they have a women's recruitment and outreach or any retention program.

Mr. Johnson replied they do not have a specific women recruitment program. However, do have many women that attend their program and actually had many women go through their safety professional Program. It's one of the most popular programs for women attending their programs.

Ms. Newsom asked, as the workers they're proposing to train, how many women are.

Ms. Barnes explained they have about 10 to 15% of their enrollment are women.

Ms. Newsom asked to state for the record that none of these workers that was outlined are electricians, and noticed in the MEC, they included Electrical Contractors.

Ms. Barnes confirmed and explained that there are members of Electrical Contractors workforce that participate in other forms of training,

Ms. Bell noticed their equipment operator starts off at \$15 and then operator can go from \$15 to \$20 and asked how long it takes to get there.

Mr. Johnson replied it really is up to them and their individual drive and also how they perform in the workplace.

Ms. Bell then asked if then he can go there to that amount.

Mr. Johnson stated He may be taking a training for a second piece of equipment or third piece of equipment. But what really advances him above others that he's competing with is coming in and taking some of the safety training.

Ms. Bell then asked when they see people actually taking initiative and motivated to besides taking training because that's required. But the other Programs that they offer and getting.

Mr. Johnson stated they had someone who took some of their trainings to become a safety professional and became a safety professional out in the field, did that on her own initiative with her employers blessing and then they paid for her to attend the training.

Ms. Bell then inquired what's that progression and advancing by testing,

Mr. Johnson stated it would be the same thing they could get.

Ms. Hull noted a suggestion that ABC work with the ETP to include resources and pathways for

women to enter into the high skilled and trained careers, working with the tools.

Acting Chairperson Roberts added they have really been persistent on this, for reworking their proposal over and over again, based on the panel recommendations and do not want to dissuade from coming back again. Once this is approved, only because this is not typical. But wanted to make sure and understand all of the kind of concerns that the panel has on some of these Contracts, so if you do come back.

Ms. Newsom added the application has gotten better and better and thanked them for that.

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 Associated Builders & Contractors Central California Chapter in the amount of \$194,700. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 19: Riviera, Inc. dba The Enterprise U**

Mr. Swier presented a proposal for Riviera, Inc. dba The Enterprise U which is a Priority Industry and Repeat Contractor is requesting \$599,923 to train 749 Retraitees. TEU provides training services, consulting, coaching and software solutions to clients in the industries of manufacturing, entertainment, technology, logistics, and biotechnology.

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

Ms. Newsom thanked them for already having their trainees in Priority industry and for their high wages.

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. Smiles seconded approval of Riviera, Inc. dba The Enterprise U in the amount of \$599,923. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 20: Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund**

Mr. Hoover introduced Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund, which is a Priority Industry and Repeat Contractor is requesting \$428,130 in ETP Funding. Estimated number of trainees to be trained in Job Number 1, the journey workers

are 43 and for Job Number 2, the apprentice is 143. Training is provided at seven training centers operated by FTI in Los Angeles, San Diego, San Bernardino, San Luis Obispo and Kern Counties. This will be the ninth ETP Agreement with FTI, the fifth in the last five years.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced David Burtle, Director of Training Finishing Trades Institute District 16 / Steve Duscha, Consultant, Duscha Advisories.

Ms. Newsom thanked the applicant for reducing the amount that they would have normally requested, because we have such limited funds.

Acting Chairperson Roberts noted they are going to see many of these apprenticeship programs coming back. And they're going to be broken up. But again, reminded everyone to remember, the apprenticeship programs only have a limited amount of funds that they're going to allocate. So once those funds are exhausted, then there won't be any more apprenticeship programs coming through. Acting Chairperson Roberts wanted to make a note of that and will see several ones coming back over and over again.

Ms. Hull thanked them for including women in their program and currently having 59 enrolled.

Acting Chairperson Bell asked if the Panel had any questions.

Hearing none, Acting Chairperson Bell asked for a motion.

ACTION: Mr. Smiles moved and Ms. Newsom seconded approval of Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund in the amount of \$428,130. Acting Chairperson Bell called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

Acting Chairperson Roberts then requested everyone take a five minute break.

**Tab No. 21: Fresno, Madera, Kings, & Tulare Electrical Industries Joint Apprenticeship and Training Committee**

Mr. Hoover introduced Fresno, Madera, Kings, & Tulare Electrical Industries Joint Apprenticeship and Training Committee, which is a Priority Industry and Repeat Contractor with good prior performance and is requesting \$211,120 in ETP funding. Estimated number of trainees for Job Number 1, the Journey workers are 12 and for Job Number 2, the apprentice is 105. The Fresno Electrical JATC is governed by a Board of Trustees comprised of labor and management representatives, and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 100 and the National Electrical Contractors Association. All trainees are members of IBEW Local 100 located in Fresno, Madera, Kings and Tulare Counties (Region), currently represents over 710 electricians in those counties.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Joe Estrada, Training Director Fresno Madera / Kelly Greer, Consultant, Strategy Workplace Communications.

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. Bell seconded approval of the Fresno, Madera, Kings, & Tulare Electrical Industries Joint Apprenticeship and Training Committee in the amount of \$211,120. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 22: International Union of Elevator Constructors Local No. 18**

Mr. Hoover introduced the International Union of Elevator Constructors Local No. 18, which is a Priority Industry and Repeat Contractor with good prior performance and is requesting \$427,350 in ETP funding and serves over 600 Apprentices and 1,300 Journey level Elevator Constructors. Workers are represented by the International Union of Elevator Constructors Local 18. Employers are represented by the National Elevator Bargaining Association and the Elevator Contractors of America. The Local Education Agency for the IUEC Local 18 is the Los Angeles Unified School District (LAUSD). This will be IUEC Local 18's third ETP Contract, and the third in five years.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Tony Gazzaniga, Business Manager IUEC Local 18 / Steve Duscha, Consultant, Duscha Advisories.

Ms. Newsom thanked them for increasing number of women and their trade 15% of as it stands, and moving.

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. Smiles seconded approval of the International Union of Elevator Constructors Local No. 18 in the amount of \$427,350. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 23: Joint Journeymen and Apprenticeship Trust**

Mr. Hoover introduced the Joint Journeymen and Apprenticeship Trust, which is a Priority Industry and Repeat Contractor is requesting \$427,686 in ETP funding. Estimated number of trainees for Job Number 1, the apprentice is 111, for Job Number 2, the journey workers are 26 and Job Number 3, the Tradesmen are 22.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Jon Newbro, JJATC Director of Training / Steve Duscha, Consultant, Duscha Advisories.

Acting Chairperson Roberts asked for a motion to approve.

**ACTION:** Ms. Newsom moved and Mr. Smiles seconded approval of the Joint Journeymen and Apprenticeship Trust in the amount of \$427,686. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 24: Laborers' Training and Retraining Trust Fund for Southern California-The Laborers School**

Mr. Hoover introduced a proposal from Laborers' Training and Retraining Trust Fund for Southern California-The Laborers School which is requesting \$247,620 in ETP funding. Founded in 1970, Laborers' Training and Retraining Trust Fund for Southern California-The Laborers School (The Laborers School), serves eight Southern California Locals (89, 220, 300, 585, 652, 783, 1309, and 1184) covering 12 counties in Southern California including Bakersfield, Long Beach, Los Angeles, Riverside, San Bernardino, San Diego, Santa Ana, Ventura, and Wilmington. The Laborers School serves 2,362 Apprentices.

The Laborers School is requesting 8% in support costs for Job Numbers 1-3 and 20% support costs for Job Number 4 (Veterans) to fund marketing to employers to recruit apprentices; to fund its staff in recruiting and qualifying additional participating employers for this program; and to conduct ongoing assessments of employer-specific job requirements. There will be staff members at The Laborers School that will assist with the marketing, recruitment, needs assessments and scheduling of training.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Lu Snyder, Office Manager Laborers Training School / Kelly Greer, Consultant, Strategy Workplace Communications.

Ms. Newsom inquired how last month, the panel approved the same proposal for the same amount for the same training, and then here it is again. But they've added the labor school to the title and is that therefore exceeding the apprenticeship cap.

Ms. Snyder explained that it was broken into two and that was worked out ahead of time. A lot of times they have like Northern California and Southern California agreements within the trades.

Ms. Newsom then noted they would have different affiliates that are represented, but this is the same unions.

Ms. Greer then stated from the very beginning of the apprenticeship program, they have requested that these giant multi County Schools be allowed to hold separate contracts. When the ETP program began, they requested that they be divided up when they were so large, this group includes eight locals, 30 trades, 12 counties, and 14 schools. And they really have been working with staff. And basically, what they have said is that to hold it together because it was going to be too difficult to actually monitor and develop all these different projects. So this is not something that they've done, just brought up with ETP to try to get around the COVID, it's always been something that they've been discussing.

Ms. Newsom then asked Ms. Greer to elaborate for the record how its separate school, because this looks like the same application from last month.

Ms. Greer explained that this proposal will train Construction Craft Laborers and Landscape and Irrigation Fitters who attend one of the school's fourteen training sites. Azusa is the largest training site under this proposal and some of the trainees may receive training there. However, the majority of trainees in this project will be trained at the 13 satellite training centers and are separate sets of training centers. This emphasis on the other training centers that allows The Laborers School to

train Apprentices and Journey workers in rural areas. Ms. Greer wanted to clarify, that is not an attempt to keep dividing up these projects, there are only three of these kind of projects that they've been working with staff on, and now have seen all three with them and not going to keep getting all these divided up projects. That was never their intent and was just to serve people in the most equitable way.

Acting Chairperson Roberts expressed concern that this one looks awkward, because it looks like it's the same. So going forward to try to refrain from doing that, this is for the satellite centers, it's a different segment of workers that are being trained in different regions. And that was look better.

Acting Chairperson Roberts stated as she mentioned before, they only have a certain amount of allocation, how they want to allocate that, she's not concerned about that. If there's going to be \$18M or \$20M, once they exhaust those funds, have to decide how they want to distribute it. You can't just at the end of the exhaustion of the funds, say we want another \$5M because we've got more people to train, once they do it, that's the end of it.

Ms. Greer noted it is very important that this funding for the apprentices be given out in a way that is fair for all the apprentices, and working very hard to make sure that they're all getting what they need, and fairly divided up.

Ms. Newsom inquired under their training, what is a quality electrical worker.

Ms. Snyder explained that its confined space awareness permit required confined space instance and procedures.

Ms. Newsom then stated it's not actually trained electricians.

Ms. Snyder replied, no it's training their labor program.

Acting Chairperson Roberts asked if the Panel had any questions.

Hearing none, Acting Chairperson Roberts asked for a motion.

ACTION: Ms. Newsom moved and Ms. Hull seconded the approval of Laborers' Training and Retraining Trust Fund for Southern California-The Laborers School request for Funding in the amount of \$378,860. Acting Chairperson Roberts called for a vote, and all Panel Members present voted against the motion.

Motion carried, 7 to 0.

**Tab No. 25: Los Angeles County Electrical Educational and Training Trust Fund**

Mr. Hoover introduced a proposal from Los Angeles County Electrical Educational and Training Trust Fund which is requesting \$379,266 in ETP funding. Founded in 1964, Los Angeles County Electrical Educational and Training Trust Fund also known as LA Electrical Training Institute (ETI) is a training organization serving Los Angeles County. ETI is governed by a Board of Trustees comprised of 3 labor and 3 management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 11 and the Los Angeles County Chapter National Electrical Contractors Association (NECA). ETI has approximately 261 signatory contractors who contribute to the trust fund and understand the market advantage of having well-trained and qualified union electricians on their job sites. This will be ETI's sixth ETP Contract; the second in the last five years.

Training Director Electrical Training Institute / Kelly Greer, Consultant, Strategy Workplace Communications.

Mr. Brauer noted coming out of that recession, with a lot of limited funds in 2008, wanted to make sure that the proposals that were brought to you work with the trades on had that tried to stay within the limits, and that's clearly their intent which is to do that piece and suggested the panel have a discussion how the trades training is organized in different ways.

Acting Chairperson Roberts thanked Mr. Brauer.

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 Los Angeles County Electrical Educational and Training Trust Fund in the amount of \$379,266. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

**Tab No. 26: Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito Counties**

Mr. Hoover introduced a proposal from Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito Counties which is requesting \$363,462 in ETP funding. The JATC was created in collective bargaining between Local 393 and management represented by the South Bay Piping Industry and the Santa Clara Valley Contractors Association. This will be Pipe Trades JATC's seventh ETP Contract, and the fifth in the last five years. As such, Pipe Trades JATC is requesting 8% support costs for Job Number 1 & 2 and 20% support costs for Job Number 3 (Veterans) to fund its staff in recruiting and qualifying additional participating employers for this program.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Carl F. Cimino, Director Pipe Trades Training Center / Cindy Amaral, Office Manager / Kelly Greer, Strategy Workplace Communications.

Ms. Newsom inquired how many women they have in their program.

Mr. Cimino replied they have a dozen.

Acting Chairperson Roberts noted their wages are very high.

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. Smiles seconded approval of Pipe Trades Joint Apprenticeship and Training Committee of Santa Clara and San Benito Counties in the amount of \$363,462. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.



Motion carried, 7 to 0

{Ms. Newsom recused herself for this proposal}

**Tab No. 27: San Diego Electrical Training Trust Fund**

Mr. Hoover introduced a proposal from San Diego Electrical Training Trust Fund which is requesting \$381,068 in ETP funding. controls, and other electrical equipment in commercial, industrial, and residential facilities. ETP training is entirely center-based and will be delivered at SDETT's training centers, in Imperial County. This is SDETT's sixth ETP Contract, and the fourth in the last five years. SDETT is committed to train 20 Veterans (Job Number 3) and to supporting job-related training that helps Veterans transition into the California workforce.

Mr. Hoover stated that Staff recommends approval of this proposal and introduced Carl F. Cimino, Director Pipe Trades Training Center / Cindy Amaral, Office Manager / Kelly Greer, Strategy Workplace Communications.

Ms. Hull inquired how many women they have in their program.

Mr. Johnson replied they currently have 18, which represents 3.8% of the total 565 apprentice pool. And as mentioned in the application, they do have a full time outreach coordinator, Christina Marquez, to go out and actually recruit more women, even for applications. On average, their applicant pool is about 1% to 2% female, and trying to boost that number so they can get more female apprentice in the program.

Acting Chairperson Roberts made a blanket statement regarding all the apprenticeship programs, for their continue success with hiring veterans. Acting Chairperson Roberts knows they put in veteran components in each one of them and just want to make a point that we really appreciate that and carry on Ali's legacy regarding his emphasis on Veterans.

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. Bell seconded approval of San Diego Electrical Training Trust Fund in the amount of \$381,068. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 6 to 0.

{Ms. Newsom returns to the zoom webinar}

**AMENDMENTS**

**Tab No. 32: Building Skills Partnership**

Mr. Swier introduced a proposal amendment from Building Skills Partnership. This is Phase 1 Amendment request for additional funding was processed and presented at the September 2020 panel meeting. However, the panel did not approve them and it stating concerns with low

wages, overall funding level of the agreement and the existing status of funding under a new agreement. Subsequent to the panel meeting, BSP requested an opportunity to return to the October panel meeting for reconsideration of its amendment request. Current wage information has been added into this month's proposal. They're requesting an amendment for an additional \$183,162 which increases the total funding to \$745,656.

Mr. Swier stated that Staff recommends approval of this proposal and introduced Laura Medina/Chief Operating Officer; Luis Sandoval/Executive Director; David Huerta/SEIU-USWW President; Andrew Gross- Gaitan/SEIU-USWW, Research Director; Kelly Greer/Strategy Consultant; John Brauer/CalFed Consultant; Nica Tanaka/CalFed Consultant.

Ms. Medina stated that they asking for a reconsideration of the panel's decision on the amendment in September. And what we hope to do today is offer a holistic picture of the work that their organization does, with regards to training and upskilling of service workers with multiple barriers, and who are and who have part of an industry been with historically

Mr. Huerta explained this industry competes with underground with the underground economy, and is an unskilled labor workforce. And that way, that's why the importance of this program is so critical. When we first engaged in this program, in 2008, it came as a part of a conversation with the property owners in direct marketing with them over the new contract. And in that negotiation, the bargaining the contractors, or the owners, approached them and they talked about the possibility of being able to invest in being able to invest in in what is predominantly an immigrant workforce, and really trying to raise the skill level of the workers, specifically around the issue of English as a second language. And so that was the first really effort to try to really try to bring the skill set of janitors up, and really being able to focus on English second language as a means of being able to create direct interaction with tenants in the sense of the work that they do in the building.

Acting Chairperson Roberts stated that here's the situation that we have here with this amendment is that it's not what they are stating, and their narratives or discussion is not really what I'm looking at as far as this amendment is concerned. It sounds a little suspicious, that you're asking for \$183,000, which is just about 37% of what they've already trained on.

Mr. Gross- Gaitan explained that currently working quite closely with the with the governor's office, to figure out ways to take the training that we've developed with the employers on COVID-19, disinfection and Infectious Disease Control, and be able to bring that to the entire industry.

Ms. Greer stated that when staff was helping with this amendment, went over what the cap was. And were under the understanding that the cap was not for this year, but for the year that originally applied for the contract. And went back over kind of the last like four months. And noticed that the other amendments have also been over 600. So it seems like there was a change somewhere along the line and policy of what was allowable in caps for amendments, and were not trying to ask for more than were eligible for and just assumed because of the past amendments being passed.

Acting Chairperson Roberts wanted to stated she is wrong, some of the amendments the panel did not pass, maybe one or two, but not all of them. It's the panel's discretion and it has nothing to do with what the staff says to you what's going to happen, it's really up to the panel to make that discretion and make that something.

Acting Chairperson Roberts went on to state that the Panel does appreciate everybody's comments regarding the wages, wage structure, that's very helpful and certainly makes a big difference on what the panel considered last time around the low wages. And so that, would probably be off the table at this point, the critical positions, the key, the governor's approvals, and all those things that you mentioned, are all really crucial. We've never, in the past, objected to any building school partnerships, contracts should come through every year and get funding. We're not saying that we've ever denied funding before, we know that this is very valid occupation to train and the population and the demographics, we understand all of that. However, this is a new year. I am willing to, to work with you on this regarding your wage structure. It's really about what you requested regarding this amendment,

Acting Chairperson Roberts recommended extending and amending their funding by an additional \$49,000.

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. Dombrowski seconded the approval of Building Skills Partnership's request for Additional Funding in the amount of \$49,000. Acting Chairperson Roberts called for a vote, and all Panel Members present voted in the affirmative.

Motion carried, 7 to 0.

#### **X. OPPORTUNITY FOR PANEL MEMBERS TO REQUEST AGENDA ITEMS FOR FUTURE PANEL MEETINGS**

Acting Chairperson Roberts wanted to put on the agenda regarding wages and to discuss support costs and see if during this time if they're really valid, and maybe we could reduce those to kind of reduce some of our spending.

#### **XI. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA**

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

John Brauer is in support of Acting Chairperson Roberts idea and had raised at a policy meeting before looking at those administrative costs in these times and given earlier comments during the meeting, putting more money into the pot for training programs, or at least on the apprenticeship side, is worth considering.

#### **XII. MEETING ADJOURNMENT**

Acting Chairperson Roberts adjourned the meeting at 11:47 a.m.