



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Friday, September 27, 2024

Panel Members

Rebecca Bettencourt
Chair

Dee Dee Myers
Ex-Officio Member

Rick Smiles
Member

Gretchen Newsom
Member

Doug Tracy
Member

Madison Hull
Member

Michael Hill
Member

Jennifer Fothergill
Member

Executive Staff

Jessica Grimes
Executive Director

Kumani Armstrong
Assistant Director/Chief Counsel

Peter Cooper
Assistant Director

Jaime Gutierrez
Chief Deputy Director

Tara Armstrong
Deputy Director of Technical Branch

Laura Campbell
Chief of Program Operations

**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL
California Environmental Protection Agency
1001 I Street, Coastal Room, Second Floor
Sacramento, California 95814
Friday, September 27, 2024**

I. PUBLIC PANEL MEETING CALL TO ORDER

Chair Bettencourt called the meeting to order at 9:31 a.m.

II. ROLL CALL

Present

Rebecca Bettencourt
Rick Smiles
Mike Hill
Gretchen Newsom
Chris Dombrowski
Madison Hull
Jennifer Fothergill

Not in attendance

Doug Tracy

Executive Staff

Jessica Grimes, Executive Director
Peter Cooper, Assistant Director
Kumani Armstrong, Assistant Director/Chief Counsel
Jaime Gutierrez, Chief Deputy Director
Tara Armstrong, Deputy Director of Technical Branch
Laura Campbell, Chief of Program Operations

III. AGENDA

The September Agenda was reviewed.

ACTION: Member Newsom moved and Member Smiles seconded approval of the September Agenda with the amendment to move the Policy Committee report to immediately after the memo and action item on workforce literacy. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye
Madison Hull – aye
Mike Hill – aye

Chris Dombrowski – aye
Jennifer Fothergill – aye

IV. MINUTES

The August Meeting Minutes were reviewed.

ACTION: Member Newsom moved and Member Smiles seconded the approval of the August Meeting Minutes with staff to check amounts on Tabs 4, 7, and 13. Panel Members present voted in the affirmative for approval of the July Meeting Minutes as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye
Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

V. REPORT FROM THE EXECUTIVE DIRECTOR

Today’s agenda represents 73 mission-critical proposals that are illustrative of the transformative earn-and-learn programs that consistently produce highly qualified workers for career advancement. In addition we have a presentation on apprenticeships highlighting the impact of these programs and a policy item.

If all proposals are funded, the Panel will be approving projects in support of 18,043 trainees

VI. LEGISLATIVE AND LEGAL UPDATE

As you know, the legal unit tracks pertinent legislation. In the packet is the legislative memorandum of those bills. We are heading toward the end of a two-year legislative session.

SB-1321 makes significant changes to ETP’s program, including modifications to project criteria and eligibility clarifications regarding funding of apprenticeship programs and other amendments to our enabling legislation. SB-1321 cleared both houses and was enrolled and sent to the Governor’s office for signature. On September 22, 2024, the Governor signed SB-1321 making it law effective January 1, 2025. SB-1321 presents some issues that will need to be reviewed. Looking at the terminology and how we will be operationalizing parts of the bill. Legal has been tasked with spearheading this effort and making sure that this gets rolled out correctly. We plan on providing updates and reports at the upcoming Panel and Committee meetings prior to the effective date. As always, the public will have a seat at the table during those discussions and negotiations for feedback.

VII. REPORT OF THE CHIEF DEPUTY DIRECTOR

Cal EPA conference rooms will be undergoing renovations beginning mid October 2024 to February 2025. ETP has been able to secure a new location for the December 2024, January, February and March 2025 Panel Meetings, which will now be held at the East End Complex Auditorium located at 1500 Capitol Avenue. The October 25, 2024, Panel meeting locations has not been confirmed and will be updated on the ETP website.

Regarding Funding:

Today's Panel meeting is for approximately \$22.7 million. It includes one Delegation Order for a total of \$26,600. Delegation Orders are proposals capped at \$75K and approved under the delegated authority of the Executive Director on a continuous flow basis. ETP has approved a total of four delegation orders for this State Fiscal Year. If all proposals scheduled for this Panel Meeting are funded today, the Panel will be approving 73 projects.

Regarding Demand and Allocations:

There are 226 applications currently in demand, and 113 applications are with the Regional Offices in development, 22 applications are under review with the Applications and Assessment Unit, and 91 submitted applications are pending review. The estimated value of the 226 applications is \$125.8 million (\$40.4 million in demand for single employer contracts, \$14.4 in demand for small business \$69.9 million in demand for multiple employer contracts, \$1.1 million for apprenticeships. We are currently within our total allocations for this fiscal year 2024-25.

VIII. APRENTICESHIP PRESENTATION

Willie Atkinson, Manager of ETP's Application & Assessment Unit, provided an update for FY 24/25: 15,221 Apprentices, 2,826 Journeyworkers, and 48 Pre-Apprentices were served. Total of 115,937 in ten years. Several apprentices gave their personal stories of the programs impact.

IX. ACTION ON PROPOSALS

APPRENTICESHIPS

ELECTRICAL APPRENTICESHIPS

Member Newsom and Member Fothergill recused themselves.

- Tab No. 1: **Alameda County Electrical Industry Apprenticeship and Training Trust**
- Tab No. 2: **Associated Builders and Contractors Northern California Chapter Training Trust Fund**
- Tab No. 3: **Associated Builders and Contractors of Southern California, Inc. Merit Training Trust Fund**
- Tab No. 4: **Associated General Contractors of America, San Diego Chapter, Inc. Apprenticeship and Training Trust Fund**
- Tab No. 5: **California-Nevada Electrical Joint Apprenticeship and Training Trust Fund**
- Tab No. 6: **Central Valley Electrical Industry Training & Educational Trust**

- Tab No. 7: **Kern County Electrical Journeyman and Apprentice Training Trust**
- Tab No. 8: **Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund**
- Tab No. 9: **Los Angeles County Electrical Educational and Training Trust Fund**
- Tab No. 10: **Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund**
- Tab No. 11: **NECA/IBEW Inland Training Fund**
- Tab No. 12: **Orange County Electrical Joint Apprenticeship and Training Trust**
- Tab No. 13: **Redwood Empire Electrical Joint Apprenticeship Trust**
- Tab No. 14: **Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust**
- Tab No. 15: **San Diego Electrical Training Trust**
- Tab No. 16: **San Francisco Electrical Industry Apprenticeship and Training and Trust**
- Tab No. 17: **San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust**
- Tab No. 18: **San Luis Obispo County Electrical Joint Apprenticeship & Training Trust**
- Tab No. 19: **San Mateo County Electrical Apprenticeship and Training Trust**
- Tab No. 20: **Santa Barbara County Electrical JATC**
- Tab No. 21: **Santa Clara County Electrical Industry Apprenticeship and Training Trust**
- Tab No. 22: **Ventura County Electrical Joint Apprenticeship and Training Trust**

Tab 4: Associated General Contractors of America, San Diego Chapter, Inc. Apprenticeship and Training Trust Fund was pulled from Electrical to be grouped with Tabs 23-35.

Tab No. 10: Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund was withdrawn.

Motion made to approve Tabs 1-22 without Tab 4 and Tab 10.

ACTION: Member Smiles moved and Member Hull seconded motion to approval of the Tabs 1-22 without Tab 4 & Tab 10. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 5 to 0

- Rebecca Bettencourt – aye
- Madison Hull – aye
- Mike Hill – aye
- Chris Dombrowski – aye
- Rick Smiles – aye

LABORERS APPRENTICESHIPS

Member Smiles recused himself.

- Tab No.23: **Laborers health and Welfare Trust Fund for Northern California**
- Tab No. 24: **Laborers Training and RE-Training Trust Fund for Southern California**

Tab No. 25: Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust for Southern California

Tab No. 4: Associated General Contractors of America, San Diego Chapter, Inc. Apprenticeship and Training Trust Fund

Question regarding Tab 4, do the apprentices have assurances that they receive the same wage during their apprenticeship whether or not they are working on public or private works?

Glenn Helgas stated that they are receiving prevailing wages on their public works and if they have private work they adhere to Section 208 rates.

Can you elaborate on Section 208 and what that means?

Glenn Helgas explained that Section 208 was created by DAS as a pay scale that is for private work it is slightly different than prevailing wages.

Comment was made that this is a worry. Apprentices, especially newer apprentices that are receiving a much lower wage, need to have a wage guarantee. A reliable wage each paycheck without significant dips so they can take care of themselves and their families.

Question regarding Tab 24, and their multiple contracts and how are they handling the administration to avoid double enrollments.

Laborers Training and RE-Training Trust Fund for Southern California explained that they wage classes internally so that staff know which contract it is for.

ACTION: Member Newsom moved and Member Hill seconded motion to approve Tabs 23-25 and Tab 4. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Madison Hull – aye

Mike Hill – aye

Chris Dombrowski – aye

Jennifer Fothergill – aye

FINISHING TRADES/PAINTERS/GLAZIERS/TILE/MARBLE

Member Hull recused herself.

Tab No. 26: Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund

Tab No. 27: Finishing Traders Institute of Northern California and Nevada Trust-Drywall Finishers/Floor Coverers FTI West

Tab No. 28: Finishing Trades Institute of Northern California and Nevada Trust – Glaziers FTI West

- Tab No. 29:** Finishing Traders Institute of Northern California and Nevada Trust Fund-Painters FTI West
- Tab No. 30:** Glaziers, Architectural Metal and Glass Workers Local Union No. 636
- Tab No. 32:** Southern California Plastering Institute Apprenticeship Trust

Questions regarding Tabs 27, 28, and 29, looks like all three proposals are the same agency? Why do you move from different occupations to different contracts?

Alex Beltran explained that they are all different trades under the organization. They were asked to move different occupations to different contracts by the Panel.

Comment was made that this goes to entities. Some unions are by District Council and have consolidated training by district even though they operate different facilities throughout the state. Others like IBW have a training facility and it is a separate EBW affiliate and separate JETC up and down the state. Maybe we could reconvene with the apprenticeship work group and delve more into this or take this up with Policy Committee in order to determine what the best practice would be.

Legal reminded Panel that affiliate discussion is currently in Policy Committee.

Question regarding Tabs 27, 28, & 29, there are some audit findings, going forward what things are you doing to prevent those finding from happening again?

Alex Beltran stated that different language and policies were put together to assure that they are communicating properly and that the documentation and the way it is written is more understandable.

Question regarding Tab 30, in your current contract there are zero hours tracking currently, how are you working to get hours in? Not retention but actual hours?

Contractor Betat there is a slight delay between printing of report in checking Cal-E-Force last night we are at 62% of the training so far.

ACTION: Member Newsom moved and Member Smiles seconded motion to approve Tabs 26-30 and Tab 32. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

- Rebecca Bettencourt – aye
- Gretchen Newsom – aye
- Rick Smiles – aye
- Mike Hill – aye
- Chris Dombrowski – aye
- Jennifer Fothergill – aye

FINISHING TRADES

- Tab No. 31:** Northern California Tile Industry Apprenticeship and Training Trust Fund

Tab No. 33: Southern California Plastering Institute Apprenticeship Trust
Tab No. 34: Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust

ACTION: Member Newsom moved and Member Smiles seconded motion to approve Tabs 31, 33 and Tab 34. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye
Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

CARPENTERS APPRENTICESHIPS

Tab No. 35: Carpenters Training Trust Fund for Northern California

ACTION: Member Smiles moved and Member Hull seconded motion to approve Tab 35. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye
Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

BRICKLAYERS/CEMENT MASONS APPRENTICESHIPS

Tab No. 36: Bricklayers and Allied Crafts Local No. 3 Apprentice Training Trust
Tab No. 37: Cement Masons Joint Apprenticeship Trust

ACTION: Member Newsom moved and Member Smiles seconded motion to approve Tab 36 and Tab 37. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye

Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

SHEET METAL APPRENTICESHIPS

- Tab No. 38:** Joint Journeymen Apprentice Training Trust
Tab No. 39: Sheet Metal & Air Conditioning Apprenticeship & Journeyman Training Fund
Tab No. 40: Sheet Metal Workers’ Joint Apprenticeship and Training Trust Fund of Los Angeles
Tab No. 41: Sheet Metal Workers’ Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund-North Bay
Tab No. 42: Sheet Metal Workers’ Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund-South Bay
Tab No. 43: Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee

Question regarding Tab 39, Tab 41 & Tab 42, prior and current contracts, one closed at 76% last year and the two current contracts at 40 and 26%.

Kelly Grier explained that 22 is closing down and then they will be putting in 23 after that closes then they will put in 24.

ACTION: Member Newsom moved and Member Smiles seconded motion to approve Tabs 38-43. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye
Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

IRON WORKERS APPRENTICESHIPS

- Tab No. 44:** California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund-Northern CA
Tab No. 45: California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund-Southern CA

ACTION: Member Smiles moved and Member Newsom seconded motion to approve Tab 44 and Tab 45. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye
Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

PLUMBING/PIPEFITTING APPRENTICESHIPS

- Tab No. 46: Apprenticeship & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry
Tab No. 47: Local 228-Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training and Trust Fund
Tab No. 48: Local 246- Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund
Tab No. 49: Local 250-Apprenticeship and Journeyman Training Trust Fund of the Southern California Plumbing and Piping Industry
Tab No. 50: Local 442-Pipe Trades District Council No. 26 Journeyman and Apprenticeship Training Trust Fund
Tab No. 51: Napa and Solano Counties Plumbers and Steamfitters JATC
Tab No. 52: Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties
Tab No. 53: Pipe Trades Apprentice and Journeyman Training Trust Fund of San Mateo County
Tab No. 54: Southern California Pipe Trades District Council 16
Tab No. 55: U.A. Local 342 Apprenticeship and Training Trust
Tab No. 56: United Association Plumbers Local 78
Tab No. 57: U.A. 38 Apprentice and Journeyman Training Trust Agreement
Tab No. 58: UA Local 447 Joint Apprentice Training Center

Staff correction to Tab 51 the estimated number of trainees in the current wage range by occupation the current number is 44.

ACTION: Member Newsom moved and Member Smiles seconded motion to approve Tabs 46-58. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye
Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

ELEVATOR/FIRE SPINKLER FITTER/STATIONARY ENGINEERS APPRENTICESHIPS

- Tab No. 59:** Northern California Elevator Industry Joint Apprentice Training Committee Trust Fund
Tab No. 60: Southern California Elevator Constructors Apprenticeship and Training Trust
Tab No. 61: Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund
Tab No. 62: Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund

ACTION: Member Smiles moved and Member Hill seconded motion to approve Tabs 59-62. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye
Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

ASBESTOS/ROOFERS APPRENTICESHIPS

- Tab No. 63:** Bay Area Counties Roofing Industry Apprenticeship Training Fund
Tab No. 64: Heat and Frost Insulators and Allied Workers of Northern CA and Local No. 16 Apprentice Training Trust
Tab No. 65: Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund
Tab No. 66: Union Roofers Joint Apprenticeship and Training Fund

ACTION: Member Newsom moved and Member Smiles seconded motion to approve Tabs 63-66. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye
Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

SURVEYORS/OPERATING ENGINEERS APPRENTICESHIPS

Tab No. 67: Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA

Tab No. 68: Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund

Tab No. 69: Southern California Surveyors Joint Apprenticeship Trust

ACTION: Member Smiles moved and Member Hill seconded motion to approve Tabs 67-69. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles – aye

Madison Hull – aye

Mike Hill – aye

Chris Dombrowski – aye

Jennifer Fothergill – aye

Member Hull recused herself.

Tab No. 70: California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trade District Council 36

ACTION: Member Newsom moved and Member Smiles seconded motion to approve Tab 70. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles – aye

Mike Hill – aye

Chris Dombrowski – aye

Jennifer Fothergill – aye

Tab No. 71: UFCW Local 5

ACTION: Member Smiles moved and Member Hill seconded motion to approve Tab 71. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles – aye

Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

Member Smiles recused himself.

Tab No. 72: State Building and Construction Trades Council of California

ACTION: Member Newsom moved and Member Hill seconded motion to approve Tab 72. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

X. POLICY COMMITTEE MEETING REPORT

Panel Member Newsom provided a Policy Committee report. Policy Committee met yesterday afternoon, with attendees both in person and via Zoom. There was a single agenda item, a discussion on potential changes to the workforce literacy pilot program, which will be presented by Ilya Launitz.

XI. WORKFORCE LITERACY PILOT PROGRAM

Ilya Launitz provided a report regarding the Workplace Literacy Pilot Program. Due to concerns regarding the literacy program, and after reviewing the results of a survey, some ideas were taken to Policy Committee for discussion. Accordingly, we are bringing the four recommendations forward for vote today. Staff is recommending Panel approve these proposed changes to the Workforce Literacy Pilot Program.

Item one is an extension of the contract term-this would extend all contracts until June 30, 2026. Allowing additional time for contractors to successfully complete their programs and still allow one year for ETP to fully expend the funds.

Item two is a change to the literacy focus. This would remove the requirement for English literacy and allow literacy programs to focus on whichever type of literacy training employers need.

Item three is a change to the definition of full time employment. This would expand the eligible trainee population by redefining full time employment at 28 hours per week.

Item four is an alignment of the trainer to trainee ratios. This would change the ration for new-hire trainees to 1:20 to align with the existing incumbent training ratio.

ACTION: Member Newsom moved and Member Smiles seconded motion to approve the four changes to the Workforce Literacy Pilot Program. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Madison Hull – aye
Rick Smiles – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

XII. OPPORTUNITY FOR PANEL MEMBERS TO REQUEST AGENDA ITEMS FOR FUTURE PANEL MEETING

No comments.

XIII. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

No comments.

XIV. MEETING ADJOURNMENT

Acting Chair Bettencourt asked for motion to adjourn the panel meeting.

ACTION: Member Smiles moved and Member Hull seconded motion to adjourn the Panel meeting. All Panel Members present voted in the affirmative to adjourn the Panel meeting as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Rick Smiles – aye
Madison Hull – aye
Mike Hill – aye
Chris Dombrowski – aye
Jennifer Fothergill – aye

Chair Bettencourt Adjourned the meeting at 11:50 p.m.