



AB118

Training Proposal for:

California Labor Federation, AFL-CIO

Agreement Number: ET16-0800

Panel Meeting of: July 24, 2015

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	AB118 (Alt Funds) Retrainee Priority Rate	Industry Sector(s):	Transportation/Logistics Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Santa Clara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Amalgamated Transit Union, Local 1277 and Local 265; American Federation of State, County and Municipal Employees, Local 101		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL:

All funding will be under the Alternative and Renewable Fuel and Vehicle Technology Program created under AB118.

Program Costs	+	Support Costs	=	Total ETP Funding
\$1,254,600		\$86,700 8%		\$1,341,300

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee Priority Rate	Adv. Technology, Commercial Skills, Continuous Impr., PL - Commercial Skills, PL - Other Titles/Adv. Technology	1,400	8-200	0	\$789	\$18.65
				Weighted Avg: 41			
2	Retrainee Priority Rate	Adv. Technology, Continuous Impr., PL – Other Titles/Adv. Technology	300	8-200	0	\$789	\$18.65
				Weighted Avg: 41			

Minimum Wage by County: \$16.44 per hour for Santa Clara County; \$15.97 per hour for Los Angeles County

Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: Yes No Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Job Numbers 1 and 2		
Dispatcher		37
Electrician		7
Facilities Worker		23
Inspector		181
Maintenance Instructor		2
Maintenance Worker		26
Mechanic		465
Operator		557
Overhead Line Worker		8
Paint and Body Worker		15
Service Attendant/Utility Person		202
Service Worker		63

Signal Maintainer		20
Supervisor		41
Technician		33
Track Worker		15
Upholsterer		5

*There are no wage ranges for these occupations.

INTRODUCTION

The California Labor Federation, AFL-CIO (CalFED) is an organization comprised of more than 1,200 AFL-CIO unions, with more than 2 million represented employees working in the manufacturing, retail, construction, hospitality, public sector, health care, entertainment, and transit industries. CalFED (www.calaborfed.org) has been a leader in research and initiatives that support California's green movement.

CalFED's goals are to help California reduce its carbon footprint, by strengthening public transit agencies and keep union workers trained in highly technical skills. [Note: Three unions have been identified as representing the public transit workers in this proposal. The union support letters are attached.]

CalFED seeks ETP funding to support a joint labor-management training program for two regional public transit agencies: Los Angeles County Metropolitan Transportation Authority (LA Metro) and the Santa Clara Valley Transportation Authority (Santa Clara VTA). [Note: CalFED may add a third transit agency, to be determined during the contract term. There is sufficient funding in this proposal against such contingency.]

Both LA Metro and Santa Clara VTA have short and long-term plans to increase public transit usage without adding to their environmental footprint. To meet this challenge, each agency has incorporated high-tech propulsion systems that use compressed natural gas. In conjunction with this new equipment, each agency is increasing its use of computer-based technology (highly complex computer diagnostics) for troubleshooting and servicing problems. These specialized systems can only be properly maintained by offering up-to-date training.

Both of these transit agencies have used public funds to purchase their energy efficiency transportation vehicles and equipment, and to upgrade facilities and systems. However, their funding does not include training. For example, in November 2008, the City of Los Angeles approved "Measure R" committing a projected \$40 billion to traffic relief and transportation upgrades throughout the county over the next 30 years. LA Metro will continue to use Measure R to improve bus service and support its sustainability initiative. However, the cost of training employees is not included in the allocation. Transit agencies are adapting to new technologies, but workers require training to meet current needs.

Another reason for training incumbent workers in the public transportation sector is the shrinking pool of qualified workers. The task of maintaining new technology equipment is problematic due to the lack of skilled technicians. Each agency is facing a significant and unprecedented aging workforce, with a high level of skilled workers at or near retirement age. Some of the proposed training will prepare new and junior-level workers to assume greater responsibility in various transit positions.

For these reasons, CalFED seeks ETP funding for a third AB118 Agreement under the Alternative and Renewable Fuel and Vehicle Technology Program (ARFVTP) to retrain 1,700 public transit workers.

AB118

This proposal will be funded under the AB 118 Training Program created in FY 2009-10, and administered by ETP in partnership with the California Energy Commission (CEC). Public transit agencies are eligible employers for AB 118 funding.

The overall goal of the AB 118 Program is to support a transition from petroleum-based transportation to alternative and renewable fuels and clean, low carbon vehicle technologies. There is no expenditure of Employment Training Tax funds for the AB 118 Program. Public entity employers are eligible to participate, such as city and county regional transit authorities.

Training is focused on job skills for a skilled workforce to produce and distribute new alternative fuels and design, construct, install, operate, service and maintain new fueling infrastructure and vehicles.

Alternative Fuel is defined as any fuel other than the traditional selections, gasoline and diesel from petroleum sources, used to produce energy or power. Examples of alternative fuels are: bio-diesel, ethanol, methanol, electricity, propane, compressed or liquid natural gas, and hydrogen.

PROJECT DETAILS

Training will be provided in the maintenance and repair of alternative energy efficient equipment; technical documentation and specifications; test equipment and procedures; and sustainability management systems. This training will capture industry-wide best management practices in planning, operations, procurement, administration, construction, and human resources. ETP funds will allow workers to maintain and improve the quality of service on existing bus lines and initiate and maintain service on expanded bus lines. Funding under this proposal will only support the training needed to work with new, green vehicles and equipment. Training will take place at the agencies' training centers and in the field.

Los Angeles County Metropolitan Transportation Authority

LA Metro is the third largest public transit system in the nation, serving nearly 40 million passengers monthly within its 1,433 square mile service area. LA Metro operates North America's largest Compressed Natural Gas (CNG) powered transit bus fleet comprised of more than 2,500 clean-burning CNG buses (95% of its fleet). In June 2010, LA Metro launched a new project to upgrade its CNG facilities. By July 2015, all of LA Metro's bus maintenance facilities will be International Standards Organization (ISO)-14001 certified, thus signifying a level of excellence in its operations to reduce its environmental impact and safety risks, while minimizing waste and costs.

LA Metro's Advanced Transportation Management System (ATMS) technology makes it the operator of one of the "smartest" and feature-rich bus fleets. Known in the transit industry as Smart Bus technology, ATMS is a high-tech system comprised of a variety of hardware and software communication and fleet management tools. The courses outlined in the proposed curriculum are designed to help LA Metro adjust to this evolving technology.

Santa Clara Valley Transportation Authority

The Santa Clara VTA operates an active fleet of over 450 buses within 326 square mile of highly-populated, low-density urban and suburban development in Santa Clara County. In 2013, a new Bus Rapid Transit (BRT) went into service on Santa Clara VTA's heaviest service segments. BRT simulates light rail service using hybrid vehicles with passenger amenities, rail-like passenger stations, and an ultra-modern traffic control interface. ETP funding will allow Santa Clara VTA to train bus and mechanics how to safely service and run these energy efficient vehicles. Santa Clara VTA has included additional bus occupations for this proposal, as it continues to expand the scope of its training program.

Curriculum Development

CalFED worked closely with LA Metro and Santa Clara VTA to develop a clean energy curriculum that includes service and maintenance training to support mass transit fleet conversions. The curriculum focuses on alternative and renewable fuel and vehicle technology. The majority of the training will be in Advanced Technology. The Board of Directors of each agency has approved the proposed training plan, as it is aligned with their overall goals to meet California's green agenda.

Continuous Improvement

Ancillary Continuous Improvement training will also be provided to stimulate cost controls and leadership skills. Process Improvement training in Performance Reliability Cost Controls and Leadership Skills for Hybrid Technology Transit System will be provided to assist trainees in identifying opportunities for improvement in their daily work processes while working more efficiently to reduce errors. The training modules will equip workers with the skills necessary to improve overall productivity, manage costs and develop leadership skills.

Advanced Technology

CalFED is requesting Advanced Technology (AT) reimbursement for a portion of the training. New technology designs in bus systems relating to alternative fueled engines, hybrid buses, multiplex systems, and on-board diagnostic panels created the need to improve technician's diagnostic skills to maintain new bus fleets. Today's technicians use computers in their daily work on public transit vehicles. Operators and mechanics use laptops, scanners, programmers and electronic communication devices to diagnose these new sub-systems in transit buses.

Because of the highly technical nature of the AT training, the class/lab trainer-to-trainee ratio will be no more than 1:10. The AT training will focus on monitoring and servicing highly sophisticated computer-operated machinery. This kind of technical training is more expensive to conduct because it demands highly-trained trainers to conduct training using technical equipment.

Productive Laboratory

The Panel recently adopted regulations to authorize reimbursement for training delivered in a Productive Laboratory (PL) setting. PL trainees may produce goods for profit as part of the training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training.

CalFED representatives state that there are operational procedures, diagnostics and repair work in the transportation field that can only be taught on actual vehicles and/or in field conditions.

Therefore, the Santa Clara VTA plans to utilize PL training for its workers across all occupations. PL training will take place at each of Santa Clara VTA's operations divisions (Guadalupe, North, Cerone, and Chaboya), on the hybrid coach routes in Santa Clara County. Only Santa Clara VTA trainees will receive PL.

PL training for hybrid buses will utilize onboard equipment, computer-based diagnostics software with laptops, meters, gauges, and hand tools. Training will be taught by subject matter experts with demonstrated knowledge and expertise in the field of transportation maintenance. Due to the high cost of equipment, training time, and scheduling considerations, CalFED is requesting a trainer-to-trainee ratio of 1:3, with up to 60 hours of PL training.

Marketing and Support Costs

Ongoing direct marketing to technicians and mechanics is a vital part of the outreach plan. Each agency's in-house marketing department will design posters and updates for newsletters, while Intranet sites will advertise and promote the training opportunities. When appropriate, the training will be highlighted in marketing brochures and in advertisement posters and "car cards" on buses, stations and bus stop shelters.

CalFED has maintained an ongoing relationship with LA Metro and Santa Clara VTA to establish workforce development goals. Each agency developed their training goals with the support of their joint labor-management group and training program specialists. Each transit agency submitted a training plan along with a commitment to ensure that their workers attend the proposed training. Agency management will be responsible for making sure that workers can attend the training by scheduling additional workers for coverage so that work flows are maintained.

CalFED seeks support costs to fund extensive marketing efforts and the recruitment of additional transit agencies for this program. Currently, there are two transit agencies involved in this project, and CalFED staff will continue to meet with other agencies to determine their interest and eligibility to participate. During the contract term, CalFED staff will work with employers, contractors' associations, and unions to access the project's objectives and identify additional training needs. Staff recommends the 8% support costs.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

The following table summarizes performance by CalFED under alternate-source AB118/ARFVTP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET13-0802	Los Angeles, Sacramento, San Jose	03/25/13 – 03/24/15	\$999,768	\$888,488	(89%)
ET11-0802	Los Angeles, Sacramento, San Jose	01/31/11 – 01/30/13	\$999,460	\$999,460	(100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Oakland assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**AB 118 (ARFVTP) Program****Class/Lab Hours**

8 - 200

Trainees may receive any of the following:

Los Angeles Metropolitan Transportation Authority**Advanced Technology**

- Advanced CNG Engine Diagnostics
- AFSS-Amerex Gas/Fire Detection Systems
- Allison GEN-4 Operations
- Amerex – Safety Net Systems – Programming and Diagnostics
- CNG High Pressure Fitting & Line Training
- Cummins - CNG Bravo Phase III Engine Diag.
- Cummins Insite Software (PowerUser)
- Cummins ISL G EGR Engine Familiarization
- Division CNG Cylinder Inspector Training (SCI & Lincoln)
- Electrical/Electronic Diagnostic Essentials 1
- G3 I/O Control Electronic Systems NABI 8100-8499 Buses
- Hybrid and GNC Bus Digital Volt Ohm Meter (DVOM)
- Hybrid Bus Charging, Starting & Electrical Troubleshooting & Repair
- Hybrid Component Orientation
- Hybrid Electrical Safety
- Hybrid ISE Remote Diagnostics & T/Shooting
- Kidde, Gas & Fire Detections System
- NABI 60 - Cummins G-Plus Eng. T/Shooting & Diagnostics
- NABI 60 IO Multiplex Sys., V-SCAN, Program, & Test Equip.
- Preventive Maintenance Inspection (General Inspection)
- Programmable Logic Controls
- Programmable Logic Controls New Flyer Electronic Control Systems
- Refrigerant Recovery Systems 608, aka Recovery/Reclaim Systems
- Refrigerant Recovery Systems 609, aka Recovery/Reclaim Systems
- Sauer-Danfoss Programming and Diagnostics
- Schematic Reading-Electrical T-Shooting & Repair
- Thermo King IntelligAire I & II Control and Diagnostics
- Thermo King IntelligAire III Control and Diagnostics
- WTEC Retarder Diagnostics

Santa Clara Valley Transportation Authority

Advanced Technology

- BAE Hybrid Powerpack Familiarization and Troubleshooting
- Electronic Emission Control Systems Troubleshooting Diagnostics (per CARB)
- EMP Electric Cooling Fan System Familiarization and Troubleshooting (“mini-hybrid” system)
- Gillig Hybrid Electrical and Multiplex System
- Gillig Hybrid Safety & Troubleshooting
- Gillig Hybrid Safety & Troubleshooting for Service Mechanics
- Gillig Hybrid Safety & Troubleshooting for Supervisors
- Gillig Hybrid Propulsion for Service Mechanics
- Gillig Hybrid Propulsion for Service Mechanics Apprentices
- Gillig Hybrid Propulsion System Troubleshooting
- Hybrid Propulsion System Safety and Familiarization for Supervisors
- Hybrid Propulsion System Troubleshooting
- Hybrid Propulsion System Troubleshooting, Advanced
- All Electric HVAC Systems Familiarization and Troubleshooting
- Multiplex Systems Troubleshooting: Vansco
- Multiplex Systems Troubleshooting: I/O Controls
- Multiplex Systems for Service Mechanic Apprentices
- Intelligaire Climate Control System
- Programmable Logic Controls

Continuous Improvement

Process Improvement

- Performance Reliability Cost Control
- Leadership Skills for Hybrid Technology Transit System

Productive Lab Hours

0 - 60

Productive Lab – Advanced Technology (1:3 ratio)

- BAE Hybrid Powerpack Familiarization and Troubleshooting
- Electronic Emission Control Systems Troubleshooting Diagnostics (per CARB)
- EMP Electric Cooling Fan System Familiarization and Troubleshooting (“mini-hybrid” system)
- Gillig Hybrid Electrical and Multiplex System
- Gillig Hybrid Safety & Troubleshooting
- Gillig Hybrid Safety & Troubleshooting for Service Mechanics
- Gillig Hybrid Safety & Troubleshooting for Supervisors
- Gillig Hybrid Propulsion for Service Mechanics
- Gillig Hybrid Propulsion System Troubleshooting
- All Electric HVAC Systems Familiarization and Troubleshooting
- Multiplex Systems Troubleshooting: Vansco
- Multiplex Systems Troubleshooting: I/O Controls
- Multiplex Systems for Service Mechanic Apprentices
- Intelligaire Climate Control System
- Programmable Logic Controls

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: California Labor Federation, AFL-CIO

CCG No.: ET16-0800

Reference No: 15-0258

Page 1 of 1

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Los Angeles County Metropolitan Transportation Authority

Address: 900 Lyon Street

City, State, Zip: Los Angeles, CA 90012

Collective Bargaining Agreement(s): Yes

Estimated # of employees to be retrained under this Agreement: 1,131

Total # of full-time company employees worldwide: 9,200

Total # of full-time company employees in California: 9,200

Company: Santa Clara Valley Transportation Authority

Address: 3331 N. First Street

City, State, Zip: San Jose, CA 95134

Collective Bargaining Agreement(s): Yes

Estimated # of employees to be retrained under this Agreement: 1,331

Total # of full-time company employees worldwide: 2,100

Total # of full-time company employees in California: 2,100

Company:

Address:

City, State, Zip:

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Agreement:

Total # of full-time company employees worldwide:

Total # of full-time company employees in California:

Company:

Address:

City, State, Zip:

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Agreement:

Total # of full-time company employees worldwide:

Total # of full-time company employees in California:

Amalgamated Transit



Union - Local 1277

Tel: (323) 222-1277
Fax: (323) 222-1335

1744 North Main St.
Los Angeles, California 90031-2517

February 16, 2015

Employment Training Panel
1100 J Street, 4th Floor
Sacramento, CA 95814

Dear Panel Members:

This letter is to advise you that the Amalgamated Transit Union Local 1277 supports the ETP application submitted by the California Labor Federation. This effort is a true Labor-Management training venture that builds on years of cooperative association. We believe the proposed plan will create a training program that will expand our members' skills to meet newly developed green industry standards.

We believe that the ETP-funded training will help ATU employees attain the skills needed to position them for advancement and secure employment in the transit industry. We are enthusiastic about the program's potential and look forward to assisting you in any way necessary.

Sincerely,

Arturo E. Aguilar
Vice-President/Assistant Business Agent



AFL-CIO

AMALGAMATED TRANSIT UNION LOCAL 265

1590 La Pradera Drive
CAMPBELL, CALIFORNIA 95008-1533

PHONE (408) 874-0900
FAX (408) 874-0907



1902 Charter Seal

February 11, 2015

Employment Training Panel
1100 J Street, 4th Floor
Sacramento, CA 95814

Dear Panel Members:

This letter is to advise you that the Amalgamated Transit Union, Local 265 supports the ETP application submitted by the California Labor Federation. This effort is a true Labor-Management training venture that builds on years of cooperative association. We believe the proposed plan will create a training program that will expand our members' skills to meet newly developed green industry standards.

We believe that the ETP-funded training will help the Amalgamated Transit Union, Local 265 employees attain the skills needed to position them for advancement and secure employment in the transit industry. We are enthusiastic about the program's potential and look forward to assisting you in any way necessary.

If you have any questions regarding this matter, please do not hesitate to call me at (408) 874-0900, ext 214.

Sincerely,

DIANA HERMONE
President and Business Agent



District Council 57
AFL – CIO

San Jose Office

1150 N. First Street, Suite 101
San Jose, CA 95112-4923
(408) 998-2070
(408) 998-0451 fax

February 11, 2015

Employment Training Panel
1100 J Street, 4th Floor
Sacramento, CA 95814

Dear Panel Members:

This letter is to advise you that AFSCME, Local 101, VTA Chapter supports the ETP application submitted by the California Labor Federation. This effort is a true Labor-Management training venture that builds on years of cooperative association. We believe the proposed plan will create a training program that will expand our members' skills to meet newly developed green industry standards.

We believe that the ETP-funded training will help VTA /AFSCME employees attain the skills needed to position them for advancement and secure employment in the transit industry. We are enthusiastic about the program's potential and look forward to assisting you in any way necessary.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Steve Jovel', is written over the word 'Sincerely,'.

Steve Jovel
Vice-President AFSCME
Local 101, VTA Chapter