



**Training Proposal for:  
California Plumbing & Mechanical Contractors Association  
Agreement Number: ET15-0140**

**Panel Meeting of:** June 27, 2104

**ETP Regional Office:** North Hollywood

**Analyst:** N. Weingart

**PROJECT PROFILE**

Contract Attributes:	Retrainee SB <100 Priority Rate SET	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Southern California Pipe Trades District Council 16		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL**

Program Costs	+	Support Costs	=	<b>Total ETP Funding</b>
\$185,920		\$12,896 (8%)		\$198,816

In-Kind Contribution:	50% of Total ETP Funding Required	\$250,000
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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 SET	Business Skills, Computer Skills, Continuous Imp., OSHA 10/30	160	8-200	0-30	\$770	\$20.32
				Weighted Avg: 40			
2	Retrainee Priority Rate SB <100 SET	Business Skills, Computer Skills, Continuous Imp., OSHA 10/30	68	8-60	0-30	\$1,112	\$20.32
				Weighted Avg: 40			

**Minimum Wage by County:** SET statewide priority industry wage of \$20.32 per hour.

**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

Health Benefits vary by employer and may use health benefits to meet the Post-Retention Wage.

**Wage Range by Occupation**

Occupation Titles	Wage Range	Estimated # of Trainees
<b>Job Number 1 and Job Number 2</b>		
Project Manager		50
Engineer		20
Superintendent		20
Foreman		30
Administrative Support Staff		108

**INTRODUCTION**

This will be the second Agreement between the Employment Training Panel and the California Plumbing & Mechanical Contractors Association (CPMCA) ([www.cpmca.org](http://www.cpmca.org)). The CPMCA represents the Mechanical Contracting Industry in Southern California, serving members engaged in the installation and service of heating, ventilating, air conditioning, plumbing, and piping equipment. CPMCA represents contractors in collective bargaining with the Southern California Pipe Trades District Council 16; works to expand union work in the pipe trades industry; and provides training for supervisory and administrative workers within the industry and in related fields. The association was founded in 1997 and is headquartered in downtown Los Angeles.

According to the CPMCA, employers have expressed a need to train their full-time permanent administrative workers to keep pace with construction industry practices and improve success. Employees also need sophisticated skills to finish complex projects within the designated time

and cost constraints. Trainees in this proposal will learn a variety of subjects related to project planning and management including estimating, water audits, energy conservation codes, and construction documentation, setting priorities, and meeting deadlines. Trainees will also learn general business skills such as improved communications, successful negotiation techniques, marketing, leadership, and supervision, as well as industry-specific computer software.

Participating employers will be large and small priority pipe trades companies serving Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura Counties. The “core” group of employers represents over 80% of requested funding, and District Council 16 has submitted a letter of support for this proposal.

Eighty to ninety percent of the training will be for CPMCA member employers, while ten to twenty percent will be for members of the Finishing Contractors Association of Southern California (FCASC) representing union contractors engaged in architectural glass and metal, drywall finishing, floor covering, industrial coating, paint and wall covering, and sign work. The FCASC represents contractors in collective bargaining with the International Union of Painters and Allied Trades, District Council 36; but, in this program, only non-union workers will be trained (i.e. no foremen). Since the FCASC does not have its own training program for administrative, non-represented employees, it partners with the CPMCA for training.

## **PROJECT DETAILS**

### **Training Plan**

**Business Skills (65%):** Training will be offered to all occupations to refine contract negotiation and management skills, improve project management, and enhance customer service.

**Computer Skills (15%):** Training will be offered to all occupations to expand and improve the use of computers in project management and administrative functions, and learn Building Information Modeling concepts and applications.

**Continuous Improvement (15%):** Training will be offered to all occupations to learn quality construction management and leadership techniques, planning and goal setting, problem solving and decision making, and performance improvement concepts to improve speed and accuracy of all functions.

### **OSHA 10/30 Training (5%)**

The Panel has approved funding for OSHA 10/30 training, a series of courses “bundled” by industry sector and occupation typically for workers in the building trades. It consists of 10 hours of training for journeymen and 30 hours for frontline supervisors. The coursework must be approved by, and the instructors must be certified by Cal-OSHA. When delivered via Computer-Based Training (CBT), all training must be done in a classroom with a certified instructor present. Completion of the training results in a certificate that expands employment opportunities. ETP will only consider payment earned upon completion of the full 10-or 30-hour course. OSHA 10/30 does not fall under ETP’s 10% safety training or 50% CBT limitations.

### **Commitment to Training**

Some of the participating employers have dedicated training budgets, however, many do not. Many companies only provide new employee orientation, safety training, and specialized computer training. ETP funds will not displace existing training funds, but will be used to expand and enhance training provided by employers. Training provided under this contract will

concentrate on best practices and other up-to-date industry content that is not normally provided by participating employers themselves due to time and monetary constraints. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### Training Infrastructure

Training will begin in July 2014 and continue for 12 months at the rate of 900 hours per month. About 50% of the training will be held at employer worksites and 50% at facilities in the Southern California area. Third party vendors will deliver training and the CPMCA Director of Education will oversee the training program. Trainers will collect trainee data and rosters for submission to the Director. Two part-time staff will be dedicated to marketing, employer recruitment, needs assessments, scheduling classes, and ETP administration. The Director will coordinate with a third party administrator (see Administrative Services below).

### Marketing and Support Costs

The CPMCA has provided training for members since 2000. The organization markets to association members and members of the FCASC through web postings, mailings, and presentations at meetings.

The CPMCA is requesting 8% support costs to pay for recruiting employers and assessing their individual training needs. Although the "core" group of employers has been identified, additional employers will be added during the course of the Agreement. ETP staff recommends the 8% additional funding to support CPMCA staff time dedicated to recruitment and the large number of employers potentially eligible to participate in this program.

### Curriculum Development and Feedback

As an employer association, the CPMCA receives continuous information regarding training needs from its membership. The curriculum was developed by CPMCA staff and is based on expressed needs of member employers and input from its Board. Curriculum content is refined and revised based on feedback in the form of trainee evaluations for each class and, subsequently, from their employers. This information is used to determine the relevance of training topics and the effectiveness of training delivery.

### Special Employment Training Wage Modification

For trainees employed in a priority industry, the Panel may modify the Special Employment Training (SET) wage up to 25% below the statewide average hourly wage (from \$27.09 to \$20.32). As a priority industry, the CPMCA is requesting this wage modification for approximately 28 office manager trainees (administrative support) in Job Numbers 1 & 2 that currently earn at least \$16.00 per hour plus health benefits. All other trainees will receive the statewide SET frontline wage of \$27.09 per hour.

### RECOMMENDATION

Staff recommends approval of this proposal and SET wage modification.

## **ACTIVE PROJECTS**

The following table summarizes performance by the CPMCA under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET13-0295	\$99,408	02/02/13 – 02/01/15	114	145	65

As of May 6, 2014, ETP Online Tracking shows 145 trainees have complete training; 65 have been invoiced for final payment; and 80 more are in retention. The CPMCA does not expect any additional enrollments, and anticipates at least 90% earnings.

## **DEVELOPMENT SERVICES**

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$10,000.

## **ADMINISTRATIVE SERVICES**

Steve Duscha Advisories will also perform administrative services for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

To Be Determined

## Exhibit B: Menu Curriculum

### Class/Lab Hours

8- 200 (Job Number 1)

8-60 (Job Number 2)

Trainees may receive any of the following:

### BUSINESS SKILLS

- ✚ Project Management
- ✚ Administering Construction Contracts
- ✚ Negotiating Construction Contracts
- ✚ Legal Issues in Construction Management
- ✚ Foreperson Development
- ✚ Communications Skills
- ✚ Estimating
- ✚ Negotiating
- ✚ Developing and Coaching Employees
- ✚ Managing Change Orders
- ✚ Customer Service

### COMPUTER SKILLS

- ✚ Using Advanced Applications in Construction
- ✚ Project Management Software
- ✚ Construction Applications
- ✚ Estimating Applications
- ✚ Cost Tracking Systems
- ✚ Building Information Modeling Concepts and Applications

### CONTINUOUS IMPROVEMENT

- ✚ Quality Management Tools for Construction Management
- ✚ Creative Problem Solving
- ✚ Effective Decision Making
- ✚ Performance Improvement
- ✚ Planning & Goal Setting
- ✚ Leadership Training for the Construction Industry

### Computer-Based Training Hours

0-30

### OSHA 10/30(Certified OSHA Instructor)\*

- ✚ OSHA 10 Construction (10 hrs required)
- ✚ OSHA 30 Construction (30 hrs required)

\*A trainee must complete the entire course to receive credit.

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery. CBT is capped at 50% of total training hours, per trainee excluding OSHA 10 and OSHA 30.

## Participating Employers for Multiple Employer Contract (MEC) Retraining

Contractor's Name: California Plumbing & Mechanical Contractors CCG No.: ET15-0140  
Association

Reference No: 14-0459

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: ACCO Engineered Systems

Address: 6265 San Fernando Rd.

City, State, Zip: Glendale, CA 91201

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Agreement: 65

Total # of full-time company employees worldwide: 1,525

Total # of full-time company employees in California: 1,400

Company: Meadows Sheet Metal and Air Conditioning

Address: 333 Crown Vista Dr.

City, State, Zip: Gardena, CA 90248

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 45

Total # of full-time company employees in California: 45

Company: Pan-Pacific Mechanical

Address: 17911 Mitchell St.

City, State, Zip: Irvine, CA 92614

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Agreement: 30

Total # of full-time company employees worldwide: 515

Total # of full-time company employees in California: 515

Company: Performance Mechanical Inc.

Address: 17925 S. Broadway

City, State, Zip: Gardena, CA 90248

Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

Estimated # of employees to be retrained under this Agreement: 50

Total # of full-time company employees worldwide: 496

Total # of full-time company employees in California: 496

**Participating Employers for  
Multiple Employer Contract (MEC) Retraining**

Contractor's Name: California Plumbing & Mechanical Contractors CCG No.: ET15-0140  
Association

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Reference No: 14-0459

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Xcel Mechanical Systems, Inc.

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Address: 1710 W. 130<sup>th</sup> St.

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City, State, Zip: Gardena, CA 90249

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Collective Bargaining Agreement(s): Southern California Pipe Trades District Council 16

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Estimated # of employees to be retrained under this Agreement: 74

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Total # of full-time company employees worldwide: 140

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Total # of full-time company employees in California: 140

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*Southern California Pipe Trades  
District Council 16*

**SID C. STOLPER**  
Business Manager  
UNITED ASSOCIATION, Vice President, District 5  
California, Colorado, Arizona, Utah, Oregon, Nevada,  
Washington, Idaho, New Mexico, Hawaii and Alaska

ET15-0140

April 22, 2014

Mr. Steve Duscha  
P.O Box 22650  
Sacramento, CA 95822

Dear Steve;

We support the application of the CPMCA to the Employment Training Panel.

Please call our office if you have further questions.

Thanks in advance,

Mike Layton  
Assistant Business Manager  
Southern California Pipe Trades  
District Council 16

ML: dj  
opeiu #537/afi-cio

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