



**Training Proposal for:**  
**California Tooling and Machining Apprenticeship Association**

**Agreement Number: ET16-0902**

**Panel Meeting of:** July 24, 2015

**ETP Regional Office:** Sacramento

**Analyst:** M. Mazzone

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Retrainee	Industry Sector(s):	Manufacturing  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern and Central California	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL:**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$74,880		\$5,200 8%		\$80,080

In-Kind Contribution:	50% of Total ETP Funding Required	\$128,000
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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 Apprentice	Mfg Skills, Computer Skills, OSHA10	40	8-210	0	\$2,002	\$15.07
				Weighted Avg: 144			

**Minimum Wage by County:** Priority – Retrainee Wage: \$16.44 per hour for Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara Counties; \$15.75 per hour for Sacramento County; \$15.56 per hour for Alpine County; and \$15.07 per hour for remaining Northern and Central California Counties.

**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

Participating employers may use health benefits to meet the Post-Retention Wage.

**Wage Range by Occupation**

Occupation Titles	Wage Range	Estimated # of Trainees
Machinist (4 year)		8
CNC Machinist (4 year)		8
Mold Maker (4 year)		5
Tool and Die Maker (4 year)		5
Maintenance Machinist (4 year)		6
CNC Machine Technician (2 year)		8

\*It will be made a condition of contract that these trainees will never be paid less than the statewide minimum wage rate as in effect at the end of retention (Final Payment) regardless of the wage expressed in this table.

**INTRODUCTION**

The California Tooling and Machining Apprenticeship Association ( or Association) began operations 23 years ago as a chapter of the National Tooling & Machining Association. Seven years ago, CTMAA formed as a stand-alone trade association, doing business in California as a non-profit corporation headquartered in Petaluma. Its primary function is to train the next generation of machinists in California.

CTMAA offers multiple four-year apprenticeship programs for five occupations: Machinist, CNC Machinist, Mold Maker, Tool and Die Maker, and Maintenance Machinist. Additionally, CTMAA offers a two-year apprenticeship program for the occupation of CNC Machine Technician. Apprentices from all six occupations will be trained under this proposal.

CTMAA operates as a Unilateral Apprenticeship Committee (UAC) for its member employers and a Joint Apprenticeship Training Committee (JATC) for machinist trades organized under Machinist Automotive Trades Lodge No 190. As such, CTMAA is recognized as a “non-

traditional” apprenticeship and approved as a “hybrid” program by the California Division of Apprenticeship Standards (DAS).

## **PROJECT DETAILS**

CTMAA estimates that 30% of current Journeyman machinists will retire in the next three to five years, creating strong demand for training the “next generation”. This proposal is for Apprentice training only, although CTMAA has piloted a six-week “boot camp” for Pre-Apprentices based on employer demand. All trainees will be full-time permanent employees with a member employer. The training Curriculum has been approved by DAS and the federal Department of Labor and is also certified by the National Institute of Metal Working Skills.

The on-the-job training component of each apprenticeship requires 8,000 hours over the course of four years (for the five four-year programs), and 4,000 hours over the course of two years for CNC Machine Technicians. Related Supplemental Instruction (RSI) classroom training is delivered in affiliation with two Local Educational Agencies (LEA). Trainees will attend RSI four hours a week over two semesters (36 meetings).

### **Apprenticeship Program**

The Panel is authorized to fund Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. The Panel adopted the Apprenticeship Program as a pilot in March 2012. It is designed to supplement cost of delivery for the RSI portion of DAS-approved apprenticeship training.

#### ➤ ETP Minimum Wage

Apprenticeships are a multi-year training program that results in DAS certification to work as a Journeyman. They are authorized in California under the Shelly-Maloney Apprenticeship Labor Standards Act of 1939. Apprentices commit to training under contract with an apprenticeship program sponsor. They advance through a series of apprenticeship levels as they complete modules of RSI and on-the-job training. Apprentice wages are proportionate to Journeymen as required by DAS with pay advancements at each six-month period. (See Wage Range by Occupation table above.) Wages are paid for hours worked on the job, in progression with a series of advancements up to the Journeyman level.

Under the Apprenticeship Program, the post-retention wage has been standardized to reflect the Special Employment Training (SET) wage for Priority Industry of \$20.55. However, this model does not apply to Apprentices in a non-traditional or “hybrid” program. Here, where all employers are in the manufacturing industry, the ETP Minimum Wage will be used, given that this industry sector faces steep out-of-state competition. The value of employer-paid health benefits may be used to meet this post-retention wage for some trainees. Given that CTMAA operates as a UAC the wages and benefits will vary by employer.

#### ➤ Hybrid Program

Apprentice programs are typically sponsored by a JATC or UAC. A JATC is created through collective bargaining, with an equal number of members appointed by union and management, as compared to a UAC which is created through a trade association. ETP recognizes both types of programs so long as they are approved by DAS. CTMAA was approved as a “hybrid” program with both a UAC and a JATC component.

For the UAC program, the employers are members of the Association, and are obligated to pay the cost of RSI through their regular dues. For the JATC program, the employers are signatories to a Collective Bargaining Agreement, under which they are obligated to pay RSI through a training trust for represented employees. Given the hybrid nature of the CTMAA program, a List of Participating Employers is included in this proposal. These employers are members of the Association.

Depending on the type of trade, apprenticeship programs vary in length, typically from 2-6 years. They also vary in size, ranging from less than 10 to several hundred apprentices at any given point in time. In this proposal, five of the occupational titles are registered in a four-year program, and one is registered in a two-year program, as discussed earlier in the Introduction. Although first-year Apprentices are usually not eligible due to their higher drop-out rates, they may be included on a case-by-case basis when the program is two years or less in length. Here, they are included for CNC Machine Technician.

### ➤ Curriculum

RSI is traditionally delivered as class/lab, and ETP does not reimburse CBT delivery for apprenticeship training. The curriculum is developed with input from DAS and designated LEAs. In this proposal, CTMAA is affiliated with five LEAs in Petaluma, Santa Rosa, Hayward, Oakland and Cupertino, with plans to recruit and expand to other community college LEAs in Northern and Central California.

For apprenticeship training, ETP allows reimbursement for up to 200 hours of RSI. This cap may be extended to 210 hours if OSHA 10 training is included in the Curriculum, as it is here. Apprentices are expected to work full-time for 90 consecutive days with one employer, which is the standard period for incumbent workers. However, consistent with the Apprenticeship Program guidelines, they will also be allowed to satisfy retention by working no less than 500 hours within 272 days, with more than one employer.

ETP funding cannot displace another source of government funds. For this reason, the fixed fee reimbursement rate is reduced by \$5.00 to account for adult education funding appropriated each year for Apprentice training through the California Community College Chancellor's Office. This changes the ETP Priority Industry reimbursement rate from \$18 to \$13 per hour for all Apprentice Job Numbers.

### **DAS Completion Rates**

The average completion rate for Apprentices in this industry sector (Fabricated Metal Products) is 59% as measured by DAS over the most recent five-year reporting period CY2009 through CY2013. The overall average completion rate for apprentices in the CTMAA programs is 63%, well above the average. This satisfies the Panel's standards in this regard.

### **Impact/Outcome**

Successful completion of the apprenticeship program will result in Journeyman status, as certified by DAS. These trainees will also receive National Institute of Metalworking Skills credentials and a Certification for OSHA 10 safety training.

### **Marketing and Support Costs**

CTMAA requests 8% in support costs. The Association engages in outreach and positive recruitment activities with a special focus on increasing the participation in the apprenticeship

program. Enrollment is anticipated to double as CTMAA expands from 10 Northern California Counties to 46 Northern and Central California Counties.

The Association conducts individual employer assessments to evaluate their machinist training needs and review their on-the-job training facilities. As a result, CTMAA updates the RSI Curriculum on a regular basis, through DAS. In addition, the Association regularly evaluates the performance of each registered apprentice. Staff recommends support costs of 8% for these purposes.

## **Training Plan**

**Manufacturing Skills (75%):** Training will be delivered to all apprentice occupations and will follow the DAS approved curriculum. Trainees will receive a Certificate of Apprenticeship upon completion of the program.

**Computer Skills (20%):** Training will be delivered to all apprentice occupations and will focus on software programs that apprentices will use to produce metal works. Training topics will include Autodesk Inventor, Computer Aided Design (CAD), Computer Aided Machining (CAM), HAAS CNC Programs, Programming and Operation, and MasterCam.

## **Certified Safety Training**

**OSHA 10: (5%)** This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers. The coursework is geared to construction work, and also manufacturing. All apprenticeship occupations will receive OSHA 10 training. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

## **Training Coordinator**

RSI will primarily be delivered on-campus at the Petaluma Adult School and Santa Rosa Junior College, although instruction may also take place at Chabot College, De Anza and Laney Community College. Instructors will include Journeymen and industry experts with extensive experience and knowledge of the subject matter.

## **RECOMMENDATION**

Staff recommends approval of this proposal.

## **DEVELOPMENT SERVICES**

CTMAA retained Sierra Consulting Services in Cameron Park to assist with development of this proposal for a flat fee of \$5,760.

## **ADMINISTRATIVE SERVICES**

CTMAA also retained Sierra Consulting Services to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

To Be Determined

**Exhibit B: Menu Curriculum****Class/Lab Hours**

8-210

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- ❖ Assembly
- ❖ Bearings
- ❖ Bench Work
- ❖ Blue Print Reading
- ❖ Calibration
- ❖ Coating
- ❖ Composites
- ❖ Construction of Molds
- ❖ Construction of Tools and Dies
- ❖ Coolant Changes
- ❖ Coordinate Measuring Machine
- ❖ Deburring
- ❖ Drilling
- ❖ Electrical Discharge Machining
- ❖ Electrical Equipment
- ❖ Engineering Drawings for Machinist and Industrial Technicians
- ❖ Estimating
- ❖ Fabrication
- ❖ Finishing
- ❖ Fit-Up
- ❖ Job Planning and Preparation
- ❖ Gaskets
- ❖ Gearboxes
- ❖ Geometric Dimensioning and Tolerancing Interpretation and Application
- ❖ Grinding
- ❖ Heat Treating
- ❖ Hand Tools
- ❖ Hydraulics
- ❖ Inspections
- ❖ Jig Borer
- ❖ Lathes
- ❖ Lubrication
- ❖ Machine Cleaning
- ❖ Machine Tool Technology 1
- ❖ Machine Tool Technology 2
- ❖ Maintenance, Cleaning and Repair
- ❖ Manufacturing Materials and Processes
- ❖ Material Identification
- ❖ Material Testing
- ❖ Measurements and Calculations
- ❖ Mechanical Seals
- ❖ Metallurgy
- ❖ Milling
- ❖ Packing

- ❖ Pipefitting
- ❖ Pneumatics
- ❖ Powers Sources
- ❖ Power Tools
- ❖ Power Transmission Systems
- ❖ Precision Inspection
- ❖ Preventative Maintenance
- ❖ Process Control and Documentation
- ❖ Pumps
- ❖ Reaming
- ❖ Rigging
- ❖ Rotating Equipment
- ❖ Safety Training
- ❖ Secondary Operations
- ❖ Shop Maintenance
- ❖ Sketching
- ❖ Special Projects/NIMS
- ❖ Surface Treatment
- ❖ Tapping
- ❖ Tool Control/Selection/Application
- ❖ Tool Crib
- ❖ Tooling
- ❖ Turning (Manual and CNC)
- ❖ Vibration Analysis
- ❖ Vision Inspection Equipment
- ❖ Welding
- ❖ Writing Inspection Reports

### **COMPUTER SKILLS**

- ❖ Autodesk Inventor
- ❖ Computer-Aided Design
- ❖ Computer-Aided Machining
- ❖ CNC Programming and Operation
- ❖ HAAS CNC Programs
- ❖ MasterCam

### **OSHA 10 (Certified OSHA Instructor)**

- ❖ OSHA 10 (requires completion of full 10 hour course)

Safety Training cannot exceed 10% of total training hours per-trainee. This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER.

Note: Reimbursement for retraining is capped at 210 total training hours per trainee, regardless of the method of delivery.

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: CTMAA

CCG No.: ET16-0902

Reference No: 15-0163

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: AC Manufacturing

Address: 545 Aldo Ave., #11

City, State, Zip: Santa Clara, CA 95054

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 15

Total # of full-time company employees in California: 15

Company: Accurate Mfg Co.

Address: 1073 Shary Cir.

City, State, Zip: Concord, CA 94518

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Company: AEG Manufacturing Services

Address: 1219 Briggs Avenue

City, State, Zip: Santa Rosa, CA 95401

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 16

Total # of full-time company employees in California: 16

Company: Allied Precision Machining, Inc.

Address: 7677 Bell Road, No. 4

City, State, Zip: Windsor, CA 95492

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: CTMAA

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Alloy Metal Products

Address: 7801 Las Positas Rd.

City, State, Zip: Livermore, CA 94551

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 50

Total # of full-time company employees in California: 50

Company: Armstrong Technologies, Inc.

Address: 12780 Earhart Avenue

City, State, Zip: Auburn, CA 95602

Collective Bargaining Agreement(s): NO

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

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Company: Armstrong Technologies, Inc.

Address: 1121 Elko Drive

City, State, Zip: Sunnyvale, CA 94089

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 24

Total # of full-time company employees in California: 24

Company: Atech Manufacturing

Address: 1530 Oakland Road, Suite 120

City, State, Zip: San Jose, CA 95112

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 18

Total # of full-time company employees in California: 18

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: CTMAA

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Benchmark Electronics

Address: 4041 Pike Lane

City, State, Zip: Concord, CA 94520

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 80

Total # of full-time company employees in California: 80

Company: Benicia Fabrication & Machine, Inc.

Address: 101 East Channel Rd.

City, State, Zip: Benicia, CA 94510

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 36

Total # of full-time company employees in California: 36

Company: Bio Rad Labs

Address: 487 Aviation Blvd.

City, State, Zip: Santa Rosa, CA 95403-1069

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 7600

Total # of full-time company employees in California: 300

Company: Blendtech

Address: 2899 Dowd Dr.

City, State, Zip: Santa Rosa, CA 95407

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 50

Total # of full-time company employees in California: 35

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: CTMAA

CCG No.: ET16-0902

Reference No: 15-0163

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: C & C Enterprises

Address: 2161 Camel Rd.

City, State, Zip: Benicia, CA 94510

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Company: Datum Technologies

Address: 327 O'Hair Ct., Suite D

City, State, Zip: Santa Rosa, CA 95407

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

Company: Delta Pacific Products Inc.

Address: 33170 Central Ave.

City, State, Zip: Union City, CA 94587

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 24

Total # of full-time company employees in California: 24

Company: DeWeyl Tool Co.

Address: 959 Transport Way

City, State, Zip: Petaluma, CA 94954

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: CTMAA

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Earthquake Protection Systems

Address: 451 Azure Dr., Bldg. 759

City, State, Zip: Mare Island, Vallejo, CA 94952

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 16

Total # of full-time company employees in California: 16

Company: EMG, INC.

Address: 675 Aviation Blvd.

City, State, Zip: Santa Rosa, CA 95403

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: Fantasy Manufacturing

Address: 7716 Bell Rd.

City, State, Zip: Windsor, CA 95492

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: Galvin Precision Machining

Address: 404 Yolanda

City, State, Zip: Santa Rosa, CA 95404

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: CTMAA

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Reference No: 15-0163

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: GCX Corporation

Address: 3875 Cypress Dr.

City, State, Zip: Petaluma, CA 94954

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 18

Total # of full-time company employees in California: 18

Company: Gman Precision

Address: 200 Oceanic Way, Unit D

City, State, Zip: Santa Rosa, CA 95407

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 6

Total # of full-time company employees in California: 6

Company: Icore International Inc.

Address: 3780 Flight Line Dr.

City, State, Zip: Santa Rosa, CA 95403

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Company: Innovative Molding

Address: 1200 Valley House Dr.

City, State, Zip: Rohnert Park, CA 94928

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 200

Total # of full-time company employees in California: 125

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: CTMAA

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Kal Tool Engineering, Inc.

Address: 1314 Ross St.

City, State, Zip: Petaluma, CA 94954

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 9

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

Company: Keysight Technologies

Address: 1400 Fountaingrove Parkway

City, State, Zip: Santa Rosa, CA 95403

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 9500

Total # of full-time company employees in California: 1650

Company: Knightsbridge Plastics

Address: 3075 Osgood Court

City, State, Zip: Fremont, CA 94539

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 24

Total # of full-time company employees in California: 24

Company: KVAL

Address: 825 Petaluma Blvd., South

City, State, Zip: Petaluma, CA 94952

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 80

Total # of full-time company employees in California: 40

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: CTMAA

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Labcon

Address: 3700 Lakeville Hwy.

City, State, Zip: Petaluma, CA 94954

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 200

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

Company: Mass Precision

Address: 2110 Oakland Road

City, State, Zip: San Jose, CA 95131

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 1 additional facility in Mexico

Total # of full-time company employees in California: 60

Company: Millwright

Address: 1450 Industrial Avenue

City, State, Zip: Sebastopol, CA 95472

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

Company: Morgan Manufacturing, Inc.

Address: 521 Second St

City, State, Zip: Petaluma, CA 94952

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

## Participating Employers in Retrainee Multiple Employer Contracts

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: OMW Corp.

Address: 21 Pamaron Way, Suite G.

City, State, Zip: Novato, CA 94949

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

Company: Phillips Design

Address: 3100 Dutton Ave., Suite 124

City, State, Zip: Santa Rosa, CA 95407

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

Company: Price Pump

Address: 21775 8th St., East

City, State, Zip: Sonoma, CA 95476

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 22

Total # of full-time company employees in California: 22

Company: Protofab

Address: 1310 Stub Rd.

City, State, Zip: Petaluma, CA 94952

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 16

Total # of full-time company employees in California: 16

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Quality Machine and Engineering

Address: 5600 Skylane Blvd.

City, State, Zip: Santa Rosa, CA 95403

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: RS Technical Services, Inc.

Address: 1327 Clegg St.

City, State, Zip: Petaluma, CA 94952

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 18

Total # of full-time company employees in California: 18

Company: Small Precision Tools

Address: 1330 Clegg St.

City, State, Zip: Petaluma, CA 94952

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 390

Total # of full-time company employees in California: 65

Company: Unico Mechanical

Address: 1209 Polk St.

City, State, Zip: Benicia, CA 94510

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 30

Total # of full-time company employees in California: 30