



Training Proposal for:
Chaffey Community College District
Agreement Number: ET16-0196

Panel Meeting of: September 25, 2015

ETP Regional Office: North Hollywood

Analyst: E. Fuzesi

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 Medical Skills Training SET	Industry Sector(s):	Manufacturing Services Transportation/Logistics Aerospace and Defense Healthcare Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Bernardino, Riverside, Los Angeles, Orange, San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No SMART Local 170; Teamsters Local 166		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$527,352		\$36,465 8%		\$563,817

In-Kind Contribution:	50% of Total ETP Funding Required	\$697,536
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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	Business Skills, Commercial Skills, Computer Skills, Cont. Impr., Literacy Skills, HazMat, OSHA 10/30, Mgmt. Skills, Mfg. Skills	731	8-200	0	\$539	\$15.07
				Weighted Avg: 28			
2	Retrainee	Business Skills, Commercial Skills, Computer Skills, Cont. Impr., Literacy Skills, HazMat, OSHA 10/30, Mgmt. Skills, Mfg. Skills	50	8-200	0	\$256	\$15.07
				Weighted Avg: 16			
3	Retrainee SB<100 Priority Rate	Business Skills, Commercial Skills, Computer Skills, Cont. Impr., Literacy Skills, HazMat, OSHA 10/30, Mgmt. Skills, Mfg. Skills	120	8-200	0	\$444	\$15.07
				Weighted Avg: 16			
4	Retrainee SET Priority Rate Medical Skills Training	Medical Skills Didactic	316	8-200	0	\$308	\$20.55
				Weighted Avg: 16			
5	Retrainee SET	Business Skills, Commercial Skills, Computer Skills, Cont. Impr., Literacy Skills, HazMat, OSHA 10/30	50	8-200	0	\$128	\$27.40
				Weighted Avg: 8			

Minimum Wage by County: Job Number 1, 2 and 3: \$15.07 in San Bernardino and Riverside, Counties; \$15.93 in San Diego County; \$16.02 in Orange County; and \$15.97 in Los Angeles County. Job Number 4: \$20.55 statewide. Job Number 5: \$27.40 statewide.

Health Benefits: Yes No This is employer share of cost for healthcare premiums.

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
Job Numbers 1-3: Administrative Staff		45
Logistics Staff		253
Maintenance Staff		110
Industrial Electrical Technician		42
Operator		77
Production Staff		77
Manufacturing Staff		80
Supervisor		102
Manager		105
Job Number 4: Licensed Vocational Nurse (LVN)		105
Registered Nurse (RN)		105
Therapist		106
Job Number 5: Administrative Staff		10
Maintenance Staff		20
Frontline Supervisor		30

INTRODUCTION

Chaffey Community College District (Chaffey) (www.chaffey.edu), founded in 1883, is a two-year public community college and is accredited by the Western Association of Schools and Colleges. Operating through its own Workforce Training Institute (Institute), Chaffey has three campuses offering credit courses in Rancho Cucamonga, Fontana, and Chino; two off-site training centers in Chino. Chaffey is eligible for ETP funding as a public training agency. This is Chaffey's sixth training proposal for ETP funding.

Chaffey serves participating employers primarily in San Bernardino, Riverside, Los Angeles, and Orange counties, and maintains relationships with manufacturing and logistic industry groups. Chaffey also collaborates with local chamber of commerce boards, workforce preparation programs, economic development departments, the County of San Bernardino, the Workforce Development Board of San Bernardino County, business advisory boards, and non-profit agencies to further promote economic growth within the Inland Empire. Chaffey's involvement with these groups allows it to stay abreast of current and changing business needs in multiple industries.

This proposal is targeted to train 1,267 incumbent workers in large and small, priority and non-priority businesses with out-of-state competition in manufacturing, aerospace, logistics, distribution, electrical, and service industries. Training will also be provided to healthcare, and other employers without out-of-state competition under the Panel's SET program. The majority of the participating employers will be located in San Bernardino and Riverside Counties, but training will be extended to companies in surrounding areas as needed. The core group of

employers represents over 100% of the planned trainees. They represent various sized businesses from the aforementioned industries.

Union Support

Included in the core group of employers, trainees are represented by two collective bargaining units. The letters from these unions supporting the training have been submitted to ETP.

PROJECT DETAILS

Chaffey's staff conducted several assessments with business representatives to identify and quantify regional respective training needs. In the manufacturing industry, organizations tend to hire entry-level workers who require a good deal of training for highly technical positions. These trainees need a substantial amount of training before they can perform their jobs without assistance. According to Chaffey, the participating employers prefer to promote from within, which necessitates additional training to help the transition into new positions.

In addition, in recent years, small businesses have experienced a tremendous amount of growth in business demand, and anticipate this trend to increase exponentially over the next two years. At the same time, many small businesses lack computer, literacy, and business skills for their front-line workers. As such, small businesses are seeking to train their entry level, lead, and middle managers to be able to handle the anticipated production growth and to bridge the skills gap.

Overall, the primary needs identified are improving job-specific skills to meet productivity goals and client demands, and to develop electrical/mechanical skills for workers for manufacturing and logistics. Employers are also looking for ways to develop leadership skills for frontline workers.

ETP-funded training will target specific technical, computer, literacy, quality, leadership, and business skills requested by participating employers. Training will be customized to suit the needs of each employer, where 50% of it is anticipated to take place at employers' worksites, and 50% is anticipated to be center-based at college facilities. All trainers are aptly qualified by education and experience.

Training Plan

Business Skills (15%) – Training will provide Administrative Staff, Logistics Staff, Maintenance Staff, Manufacturing Staff, Production Staff, Operators, Frontline Supervisors, and Managers/Supervisors the ability to generate business and financial reports, improve written and verbal communications, increase product knowledge, build leadership skills, and improve quality customer service.

Commercial Skills (15%) – Training for Logistics Staff, Industrial Electrical Technician, Maintenance Staff, Manufacturing Staff, Operators, Production Staff, Frontline Supervisors, and Managers/Supervisors will be customized to meet the individual needs of each business. Training will cover the automotive, HVAC and electrical industries.

Continuous Improvement (20%) – Training is designed to help Administrative Staff, Logistics Staff, Maintenance Staff, Manufacturing Staff, Operators, Production Staff, and Frontline Supervisors, Managers/Supervisors reach business and production goals, increase productivity and product quality, develop teamwork strategies to enhance performance, and improve business processes.

Computer Skills (10%) – Training for Administrative Staff, Logistics Staff, Maintenance Staff, Manufacturing Staff, Operators, Production Staff, Frontline Supervisors, and Managers/Supervisors will be customized to meet the individual needs of each business. In addition, training will be provided to improve basic computer literacy skills of frontline workers.

Manufacturing Skills (5%) – Training for Maintenance Staff, Manufacturing Staff, Operators, Production Staff, and Managers/Supervisors is designed to improve productivity, efficiency, quality and reduce waste. These skills will help improve employee proficiency in equipment operation, assembly procedures, and warehousing, as well as empower frontline workers to identify and resolve production problems in order to improve processes.

Management Skills (10%) – Training will provide Managers/Supervisors with the skills they need to coach teams and individuals, improve team and individual performance, and track process improvement.

Literacy Skills (5%) – Training for Administrative Staff, Logistics Staff, Maintenance Staff, Manufacturing Staff, Operators, and Production Staff will include basic math and VESL training and will be offered primarily to help staff improve job skills, overall performance, and communication with supervisors and co-workers. Training will be customized based on individual trainee needs and will not exceed 45% of the total number of hours per trainee.

Medical Skills – Didactic Training (15%) – Training will be offered to LVNs, RNs, and Therapists to increase skills in Advanced Cardiac Care, Concentrated Rhythm Strips, Ventilator Training, Telemetry Technician Monitoring, Physical Assessment, and other topics identified by the client.

Certified Safety Training

OSHA 10/30 (3%) – Training will be provided to Logistics Staff, Maintenance Staff, Manufacturing Staff, Operators, Production Staff, Frontline Supervisors, and Managers/Supervisors. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom training for frontline workers and 30 hours for frontline supervisors. The coursework is geared to construction and manufacturing. 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.

Hazardous Materials (HAZMAT) (2%) – Training will provide Manufacturing Staff, Operators, Production Staff, and Frontline Supervisors with the skills needed to safely handle and dispose of hazardous materials on the jobsite. This training is also a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from “first responder” to “incident commander.” It is generally a minimum of 24 hours with an 8-hour annual refresher, and will be delivered by classroom training. Completion of the training results in a certificate that expands employment opportunities.

Impact/Outcome

The proposed comprehensive training programs will help companies find innovative ways to meet and exceed their goals, increase the skills of their workforce and improve effectiveness, efficiency, and strategic performance. This, in turn, will help organizations grow and remain competitive in a global marketplace. ETP funds will facilitate employer access to training through a combination of customized center-based and on-site courses. The skills employees

gain through ETP-funded training will allow entry level workers to remain employed while other employees are promoted from within the Company.

Chaffey assesses results through successful completion of the assigned training, mastery of subject matter as documented through evaluations and trainer assessments, utilization of the skills learned as the trainee returns to the workplace, and the successful completion of the 90-day retention period as defined by ETP.

Every trainee receives a certificate of professional development documenting the training type and number of hours completed. Six Sigma Green and Black Belt projects are certified by project and exam by the Six Sigma Master Black Belt trainer. Medical Skills trainings are provided certification through assessment by the subject matter expert.

Commitment to Training

Chaffey represents that ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law. The training needs expressed above are ones that employers are unable to meet with their existing, in house training resources. Typical employer-provided and covered training include new-hire orientation or onboarding, job specific training, job shadowing, harassment preventions, diversity, and state and federally mandated training courses.

➤ Training Infrastructure

This program will be administered in-house by Chaffey. One part-time and two full-time employees will be responsible for marketing, recruitment, needs assessment, coordinating and scheduling training, and complying with ETP recordkeeping requirements. The infrastructure of a community college setting allows Chaffey to facilitate effective and efficient business practices.

Apprenticeship Evaluation

The curriculum for the Industrial Electrical Technicians/Maintenance Mechanics has been reviewed and compared with Electrical Apprenticeship programs offered through Joint Apprenticeship Training Committees in the Inland Empire (Riverside and San Bernardino counties). The curriculum does not duplicate courses offered through an established union apprenticeship program offered in these counties.

Marketing and Support Costs

Chaffey markets and recruits employers via local Chambers of Commerce, HR Network Groups, local Workforce Development Departments, the Inland Empire Desert Regional Consortium, through the Manufacturer's Council of the Inland Empire meetings, and email blasts/phone calls to their employer database as well as individual meetings with clients. Additionally, representatives of the College regularly reside on workforce investment boards, business advisory and non-profit agency boards to further promote economic growth within the Inland Empire.

One full-time employee is dedicated to recruiting employers, while many referrals come from existing clients, various industry groups, consortiums, and councils in which Chaffey participates. Many of these clients have received training in the past, and maintain regular contact regarding new and advanced educational opportunities for their workers. Chaffey also

offers a continual calendar of center based training requested by industry to multiple employers year-round. Small employers have easy access to training, since for the most part they are unable to fill an entire class with only their employees. Additionally, customized, on-site training is added to the schedule as the need and interest arises.

Chaffey is requesting 8% support costs to cover the cost of recruiting additional participating employers, assessing their specific training needs, developing job-specific curricula and training schedules, and conducting necessary follow-up during retention. This will be an ongoing activity throughout the duration of the Agreement. Staff recommends the 8% Support Costs.

Special Employment Training

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period (Job Number 5). For priority industries such as healthcare, the modified statewide average hourly wage is \$20.55 for trainees in Job number 4.

SET Frontline Worker

SET participating employers may use several job classifications with a "Supervisor" or "Manager" in the title. These frontline supervisors do not have the ability to hire or fire, and spend the majority of their work hours as frontline workers performing the same responsibilities as other employees in their occupation. Based on the nature and scope of their job duties, these employees are not exempt from overtime compensation. Therefore, they meet the Panel's definition of frontline workers. As such, Frontline Supervisors will participate in training to be able to develop work teams and effectively coach and mentor team members.

Substantial Contribution

Certain repeat contractors with payment earned in excess of \$250,000 per facility within the past five years will be subject to substantial contribution. Accordingly, reimbursement for trainees at these facilities will be reduced by 15% to reflect the Company's Substantial Contribution to the cost of training. If the repeat contractor with payment earned in excess of \$250,000 had a former Substantial Contribution at the 15% level, reimbursement for trainees at this facility will be reduced by 30%.

Tuition Reimbursement

In accordance with ETP Regulations, Chaffey represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Agreement.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

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

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET14-0170	\$1,021,010	11/1/13-10/31/15	630	482	177

Based on ETP Systems, Chaffey's reimbursable hours have been tracked for potential earnings of \$592,186 (58% of approved amount). The Contractor projects final earnings of 58% if all trainees are eligible for reimbursement. The current proposal has been "right-sized" against this amount.

Chaffey's level of performance was partly due to a leadership transition and partly to a shift in the organizational structure of the department soon after the approval of the project. As a result, minimal training occurred during the first six months of the contract. New staff's learning curve in marketing and project administration posed additional delays in performance.

Chaffey now has a dedicated and experienced team in place, and established the following processes to ensure success:

- Improved marketing efforts include renewed connections with the local municipal economic development departments, chambers of commerce, and business service representatives.
- Chaffey revamped its website to make it more user friendly for employers and potential trainees.
- Chaffey created an internal guide for employers to help them succeed in the project.
- Chaffey was recently awarded a federal grant to develop a regional training center. This center is currently being constructed at the California Steel Industries in Fontana (a participating employers' site). This "Industrial & Technical Learning Center of the Inland Empire" is anticipated to be one of the training sites for Chaffey's new ETP contract. With the attraction of this new center and the resources of this grant, Chaffey anticipates both marketing and training enrollments to increase in the upcoming two years and beyond.
- Chaffey has recruited many new participating employers for the proposed Contract who are eager to benefit from training, along with previous employers who are also ready to send new trainees.
- Chaffey has redesigned the staff positions which support ETP to ensure that full-time, permanent staff is dedicated to the program, which offers stability and lessens the chances of staff turnover.

PRIOR PROJECTS

The following table summarizes performance by Chaffey under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET13-0116	Rancho Cucamonga	8/27/12 – 8/26/14	\$650,597	\$647,258	(99%)
ET11-0248	Rancho Cucamonga	6/1/11 – 5/31/13	\$394,807	\$394,269	(99%)
ET10-0234	Rancho Cucamonga	9/28/09 – 9/27/11	\$345,700	\$344,357	(99%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab Hours

8-200, Job numbers 1-3 and 5

BUSINESS SKILLS

- Behavioral Interviewing
- Business Impact
- Communication Skills
- Conflict Management
- Customer Service
- Decision-Making
- Finance for the Non-Financial Manager
- Getting Business Results
- Group Effectiveness
- Interpersonal Skills
- Inventory Control
- Negotiation
- Personal Effectiveness
- Product Knowledge
- Project Management
- Scheduling, Budgeting, and Cost Control
- Telephone Skills
- Time Management

COMMERCIAL SKILLS

- AC & DC Variable Speed Drives
- Analog Communications
- Automotive Repair
- Aviation Mechanical Skills/Aircraft Maintenance
- Basic/Intermediate PLCs
- Cable Networking the Physical Layer
- Electro-Pneumatics I & II
- Fiber Optic Cabling the Physical Layer
- HVAC EPA 608 & 609
- Hydraulics I & II
- Industrial Electrical Safety Training
- Instrumentation & Process Controls I & II
- Intermediate – Advanced Electricity & Motor Operation for Manufacturing Technicians
- Semiconductor Devices
- Transistor Amplifier Circuits
- Transistor Feedback Circuits
- Transistor Power Amplifiers
- Troubleshooting Electrical Control Circuits

COMPUTER SKILLS

- Budgeting
- Company-Specific Software
- Computer Networking
- Cost Tracking

- Document Control
- Inventory Control
- Managing E-mail
- Manufacturing Resource Planning/Material Resource Planning
- Microsoft Office (Intermediate & Advanced)
- MS Project
- Payroll
- Purchase Order Tracking
- Shipping Solutions or Related Logistic Software
- World-Wide Web

CONTINUOUS IMPROVEMENT

- 5S
- Basic Logistics Standard Practices
- Certified Logistics Associate
- Certified Logistics Technician
- Change Management
- Coaching/Motivating Employees
- Communicating Effectively
- Communicating Effectively with ELL (English Language Learners)
- Cost and Analysis
- Cost Reduction
- Interaction Management
- Inventory Control
- Leadership Skills for Frontline Workers
- Lean Manufacturing/Operations
- Monitoring
- Problem Solving
- Process Corrective Action
- Quality Technician Certification
- Resource Management Certification
- Scheduling and Planning
- Six Sigma:
 - Green Belt Certification
 - Yellow Belt Certification
 - Black Belt Certification
- Strategic Planning
- Supervisor/Lead Role
- Supply Chain Elements
- Teambuilding
- Time Studies & Line Balancing
- Total Quality Management (TQM)
- Understanding Work Group Dynamics

HAZARDOUS MATERIALS

- HazMat

LITERACY SKILLS

- Basic Math
- Language Comprehension

- Reading Letters and Reports
- Shop/Workplace Math
- Understanding Numbering Systems
- Understanding Verbal Direction and Instruction
- Workplace English (Vocational English – VESL)
- Writing Letters and Reports

Must be job related and hours are capped at 45% of a trainee's total training hours.

MANAGEMENT SKILLS (Management Trainees Only)

- Conflict Management for Managers
- Effective Leadership/Supervisory & Management Skills
- Essential Interviewing Skills
- Leadership for Managers
- Managing a High Performance Workplace
- Planning
- Project Management for Managers

MANUFACTURING SKILLS

- Assembly Procedures
- Blueprint Reading
- CNC Machining
- Cross-Functional Production/Equipment Skills
- Equipment Operation
- Food Processing
- Geometric Dimensioning & Tolerancing
- Inspection Techniques
- Manufacturing Practices
- Production Operation
- Warehousing

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10 (requires 10hr. completion)
- OSHA 30 (requires 30hr. completion)

Class/Lab Hours

8-200, Job Number 4

MEDICAL SKILLS - DIDACTIC

- Advanced Cardiac Care
- American Heart Association Advanced Cardiac Life Support Certification
- Concentrated Rhythm Strips
- IV Certification and Blood Withdrawal
- Physical Assessment Series
- Telemetry Technician Monitoring Skills
- Ventilator Training

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: Chaffey College

CCG No.: ET16-0196

Reference No: 15-0266

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Able Industrial Products

Address: 2006 S. Baker Avenue -

City, State, Zip: Ontario, CA 91761-7709

Collective Bargaining Agreement(s): n/a

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

Total # of full-time company employees worldwide: 75

Total # of full-time company employees in California: 43

Company: Ardent Mills, LLC

Address: 19684 Cajon Blvd.

City, State, Zip: San Bernardino, CA 92407

Collective Bargaining Agreement(s): n/a

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

Total # of full-time company employees worldwide: 2400

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

Company: California Steel Industries

Address: 1 California Way

City, State, Zip: Fontana, CA 92335

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 60

Total # of full-time company employees worldwide: 980

Total # of full-time company employees in California: 980

Company: Closet Maid

Address: 5150 Edison Ave.

City, State, Zip: Chino, Ca 91719

Collective Bargaining Agreement(s): n/a

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

Total # of full-time company employees worldwide: 1676

Total # of full-time company employees in California: 117

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Chaffey College

CCG No.: ET16-0196

Reference No: 15-0266

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Crown Paper Converting

Address: 1380 S Bon View Ave.

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 40

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

Company: DPI Specialty Foods

Address: 601 Rockefeller Ave.

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): n/a

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

Total # of full-time company employees worldwide: 1685

Total # of full-time company employees in California: 640

Company: Em El Inc.

Address: 13891 Oaks Ave.

City, State, Zip: Chino, CA 91710

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 15

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

Company: FV USA, LLC

Address: 1560 Sierra Ridge Dr.

City, State, Zip: Riverside, CA 92507

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 3500

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

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Chaffey College

CCG No.: ET16-0196

Reference No: 15-0266

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Ivar's Cabinet Shop, Inc.

Address: 2314 E. Locust Ct.

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 70

Total # of full-time company employees in California: 70

Company: Kern Engineering & Manufacturing Corp.

Address: 13912 Mountain Ave.

City, State, Zip: Chino, CA 91710

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 55

Total # of full-time company employees in California: 55

Company: Northrop Grumman Technical Services

Address: PO Box 11159

City, State, Zip: Ft. Irwin, CA 92310

Collective Bargaining Agreement(s): Teamsters 160

Estimated # of employees to be retrained under this Agreement: 400

Total # of full-time company employees worldwide: 68000

Total # of full-time company employees in California: 5000

Company: OHL

Address: 13277 San Bernardino Ave.

City, State, Zip: Fontana, CA 92335

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 42

Total # of full-time company employees worldwide: 7000

Total # of full-time company employees in California: 700

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Chaffey College

CCG No.: ET16-0196

Reference No: 15-0266

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Providence Healthcare Inland Empire

Address: 800 East Fifth St.

City, State, Zip: Ontario, CA 91760

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 400

Total # of full-time company employees worldwide: 2336

Total # of full-time company employees in California: 800

Company: Riverside Cement Co.

Address: 19409 National Trails Highway

City, State, Zip: Oro Grande, CA 92368

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 1674

Total # of full-time company employees in California: 187

Company: Sears Holding Corp.

Address: 14650 Miller Ave.

City, State, Zip: Fontana, CA 92336

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 75

Total # of full-time company employees worldwide: 6000

Total # of full-time company employees in California: 600

Company: Sport Chalet

Address: 2285 S. Ponderosa Ave.

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 100

Total # of full-time company employees worldwide: 3000

Total # of full-time company employees in California: 2000

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Chaffey College

CCG No.: ET16-0196

Reference No: 15-0266

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Teamwork Packaging (Ocean Blue)

Address: 494 E. Commercial Rd.

City, State, Zip: San Bernardino, CA 92408

Collective Bargaining Agreement(s): n/a

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

Total # of full-time company employees worldwide: 25

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

Company: Telamon Corp.

Address: 4411 Schaefer Ave.

City, State, Zip: Chino, CA 91710

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 40

Total # of full-time company employees worldwide: 624

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

Company: Thermal Dynamics

Address: 4850 E. Airport Dr.

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): SMWU 170

Estimated # of employees to be retrained under this Agreement: 25

Total # of full-time company employees worldwide: 100

Total # of full-time company employees in California: 85

Company: TST, Inc.

Address: 13428 Benson Ave.

City, State, Zip: Chino, CA 91710

Collective Bargaining Agreement(s): n/a

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

Total # of full-time company employees worldwide: 350

Total # of full-time company employees in California: 260

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Chaffey College

CCG No.: ET16-0196

Reference No: 15-0266

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Universal Container and Packaging

Address: 14880 Monte Vista Ave.

City, State, Zip: Chino, CA 91710

Collective Bargaining Agreement(s): n/a

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 20

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

9101 East Whittier Blvd., 2nd Floor
Pico Rivera, California 90660-2405

Phone: 562-695-4066

Fax: 562-695-4807



Mario Vega
Business Representative

Ernesto Tolentino
Business Manager/Financial Secretary



Raul Lopez
Organizer

July 1, 2015

State of California ETP.

Dear State of California ETP:

We are aware that employees of Thermal Dynamics will receive training funded through the Employment Training Panel (ETP) and we concur with the proposed training.

We feel that the ETP-funded training will assist employees of Thermal Dynamics Corp. to obtain the skill to enable them to remain competitive in the manufacturing industry and improve the job security of their employees.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ernesto Tolentino".

Ernesto Tolentino
Business Manager



TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN,
INDUSTRIAL & ALLIED WORKERS OF AMERICA
LOCAL UNION No. 166

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MIKE BERGEN June 30, 2015
Secretary-Treasurer

MIKE PHARRIS Mr. Bernie Calderon
President Northrop Grumman TS

JASON HODGE Bldg 896
Vice President PO Box 11159

MANUEL ALANIS Ft. Irwin, Ca. 92310
Recording Secretary Bernard.calderon@ngc.com

DON HENLEY RE: California Employment Training Panel (ETP) for Chaffey College
Trustee

DAN HERNANDEZ Dear Mr. Calderon,
Trustee

ROBERT STANLEY Teamsters Local 166 hereby endorses the Company's (Northrop Grumman's) efforts to secure
Trustee additional interpersonal skills training for our Teamsters Local 166 members employed at Fort
Irwin, Ca. through the ETP.

The Union understands that the training will be assigned and given in accordance to the current
Collective Bargaining Agreement as it pertains to seniority rights for volunteering , etc...

If you have any further questions feel free to contact me.

Sincerely,

J. Hodge

Vice President

Teamsters Local 166

Jhodgeteamsterslocal166@aol.com

Cell- 760-881-7579

- RIVERSIDE & SAN BERNARDINO COUNTIES IN THEIR ENTIRETY, CA
- AFFILIATED WITH INTERNATIONAL BROTHERHOOD OF TEAMSTERS

