

DELEGATION ORDER



**Training Proposal for:
Cooper Lighting, LLC**

Agreement Number: ET17-0244

Approval Date: October 5, 2016

ETP Regional Office: North Hollywood

Analyst: M. Paccerelli

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate HUA	Industry Sector(s):	Manufacturing Warehousing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Bernardino	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Teamsters Automotive, Industrial & Allied Workers Local 495		
Number of Employees in:	CA: 1,500	U.S.: 55,000	Worldwide: 97,000
<u>Turnover Rate:</u>	7%		
<u>Managers/Supervisors:</u> (% of total trainees)	9%		

FUNDING DETAIL

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	Total ETP Funding
\$77,868		\$0	\$0		\$77,868

In-Kind Contribution:	100% of Total ETP Funding Required	\$80,031
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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 HUA	Continuous Impr., Computer Skills, Mfg. Skills	103	8-200	0	\$756	\$15.00
				Weighted Avg: 42			

Minimum Wage by County: \$11.70 in San Bernardino 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
Operator		85
Assembler		2
Planner		5
Team Lead		7
Supervisor		5
Manager		5

INTRODUCTION

Headquartered in Bloomington, Cooper Lighting, LLC (CL) (www.eaton.com), a subsidiary of Eaton Corporation Public Limited Company, manufactures commercial, industrial, and institutional electric lighting fixtures. The Company provides energy-efficient solutions to help customers manage their electrical, hydraulic, and mechanical power. The Company has four divisions: Electrical Products, Hydraulics, Aerospace, and Vehicle. Training will take place at the Company's location in Bloomington. This will be CL's first ETP Agreement.

PROJECT DETAILS

ETP funds will support CL's need to remain competitive. In the past five years, the Company has increased staff level at its Bloomington facility, from 37 to 108 employees. This proposal will focus on efficiencies through the implementation of new technology, Warehouse Management System Pick System (WMS), and teaching of Lean Principles. WMS will make manufacturing more efficient while Lean Principles will help the Company improve its processes. The Company will improve its High-Five Metrics (safety, quality, delivery, inventory, productivity, and retention) and grow and compete across the West Coast.

Training Plan

Training will begin upon contract approval. Classes will be delivered by CL's in-house technical subject-matter experts.

Computer Skills (35%) – Training will be provided to all occupations in the implementation of their WMS. This training will include instructions on basic operation and troubleshooting of Radio Frequency (RF) devices and navigating the new computer system. More advanced training will be provided to the Team Leads and Supervisors on leveraging analytics and reporting functions to optimize business decisions.

Continuous Improvement (40%) – Training will be provided to all occupations, focusing on Lean Principles. The goal of training is to create a more efficient business environment, improve quality and delivery times, and reduce waste. Training will also allow Managers and Supervisors to become more effective leaders, increasing the Company's High-Five Metrics: safety, quality, delivery, inventory, productivity, and retention.

Manufacturing Skills (25%) – Training will be provided to Operators in equipment operation, to ensure continued safety and efficiency of its operators.

High Unemployment Area

All trainees in Job Number 1 work in Bloomington (San Bernardino County), a High Unemployment Area (HUA) with unemployment exceeding the state average by at least 25%. The Panel may modify the ETP Minimum Wage by up to 25% if post retention wages exceed the start of training wages.

➤ Wage Modification

The Company is requesting a 4% wage modification for trainees in Job Number 1, from \$15.60 per hour to \$15.00 per hour.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. The Company does not have a specific training budget nor do they track training dollars; however, it provides training in Employee policy (e.g., Harassment Free Workplace, Violence Prevention), Safety (e.g., Life Saving Rules, Ergonomics), New Hire Orientation, Monthly Business Communications, and on-the-job training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Cooper's Human Resources Manager will oversee the training and internal administration of this project. In-house subject-matter experts will provide training.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- + Communication
- + Continuous Improvement Framework
- + Customer Service
- + Inventory Control
- + Kaizen
- + Leadership Skills
- + Lean Training
- + Leadership Skills
- + Problem Solving
- + Train-the-Trainer
- + Time Management
- + Warehouse/Distribution Cross-Training

COMPUTER SKILLS

- + Warehouse Management System
- + Warehouse Systems Applications

MANUFACTURING SKILLS

- + Equipment Operations
- + Warehouse Operations
- + Distribution Warehouse Safety
- + Distribution Equipment Skills
- + Ordering/Picking/Packing
- + Forklift/Reach Truck/Man Up

Safety Training will be limited to 10% of total training hours, per-trainee

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



TEAMSTERS AUTOMOTIVE, INDUSTRIAL AND ALLIED WORKERS LOCAL UNION No. 495

R.M. "BOB" LENNOX
Secretary-Treasurer

GEORGE PARK
President

May 11, 2016

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

Re: Eaton Bloomington Employment Training Panel Project

The Teamsters Union Local No. 495 supports the proposed Eaton Bloomington Employment Training Panel (ETP) project.

Sincerely,

**TEAMSTERS AUTOMOTIVE, INDUSTRIAL, THEME PARK,
SERVICE SECTOR AND ALLIED WORKERS LOCAL NO. 495**

Bob Lennox
Secretary-Treasurer

BL:pl