



**Training Proposal for:**  
**Dole Packaged Foods, LLC**  
**Agreement Number: ET15-0431**

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

**ETP Regional Office:** Sacramento

**Analyst:** K. Smiley

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee HUA	Industry Sector(s):	Manufacturing  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Merced and San Joaquin	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No San Joaquin Location, General Teamsters Local No. 439		
Number of Employees in:	CA: 1,203	U.S.: 50,027	Worldwide: 100,289
<u>Turnover Rate:</u>	2%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

**FUNDING DETAIL**

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	<b>Total ETP Funding</b>
\$581,400		\$157,080 30%	\$0		\$424,320

In-Kind Contribution:	100% of Total ETP Funding Required	\$591,100
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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	Computer Skills, Continuous Impr, Mfg Skills, HazMat	476	8-200	0	\$768	\$15.07
				Weighted Avg: 61			
2	Retrainees Priority Rate	Computer Skills, Continuous Impr, Mfg Skills, HazMat	51	8-200	0	\$1,152	\$15.07
				Weighted Avg: 64			

**Minimum Wage by County** Job Numbers 1 & 2: \$15.07 for Merced & San Joaquin 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  
 Health Benefits of up to \$3.07 per hour for Job Number 1 and \$2.07 per hour for Job Number 2 may be used to meet the post-retention wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Front Line Staff		154
Administration Staff		31
Warehouse Workers		64
Production Lead		78
Laboratory Technician		41
IT Staff		15
Field Representatives		32
Maintenance Workers		69
Electricians		27
Engineers		16

**INTRODUCTION**

Dole Package Foods, LLC (Dole) ([www.dole.com](http://www.dole.com)) is a wholly-owned subsidiary of Dole Food Company, Inc., founded in 1851. Dole is a worldwide producer of fruits, vegetables, and packaged vegetable products. The Company produces over 300 products that are sold worldwide. Dole products are sold to food service distributors, grocery stores, and club stores.

Dole is eligible for standard retraining for companies meeting the definition of an industry, such as Manufacturing, deemed by the Panel as facing out-of-state competition. Training will be provided to trainees at the Stockton and Atwater locations.

## **PROJECT DETAILS**

In 2011, Dole committed to a three-phase training plan that would allow for incumbent workers to improve their skills and promote into higher skilled positions. This plan anticipated hiring as many as 75 new employees to increase the Company's production and enhance their ability to compete in a global market.

In its prior ETP Agreement ET11-0305, Dole enacted the first phase of this plan during which time it hired 75 new employees as anticipated. Training focused on the dairy branch which was part of an asset purchase at the Stockton facility. Dole also expanded the Atwater location and added \$3.5 Million in new equipment.

Dole's enacted the second phase in its recent ETP Agreement ET13-0283 which focused on incumbent staff at facilities in Merced, San Joaquin and Ventura counties. The training focused on improving efficiencies and lowering human error with courses such as Manage Your Daily Schedule and Computer Numeric Control. They also focused on developing internal subject matter experts to cross-train between departments. These internal subject matter experts have lessened Dole's need for outside vendors.

This proposal is intended to accomplish the final phase of the training plan and will build upon the previous training. Administration Staff will train on the new Learning Management System, Inquisiq R4. The Company will also train workers on newly purchased and relocated equipment (processing conveyors, case coders, and computer software).

### **Training Plan**

**Computer Skills (15%):** Training will be provided to all staff to improve knowledge of internal software programs, inventory tracking, and employee management. Training topics will include Share Point, SAP, and Halogen.

**Manufacturing Skills (25%):** Training will be provided to all staff to improve facility operations. Training topics will include, Operating Standards, Equipment Overhaul and Equipment Specifications. Topics will give trainees a deeper understanding of facility down time for fiscal responsibility.

**Continuous Improvement (50%):** Training will be provided to all staff to improve regulatory reporting and quality control. Training topics will include, Strategic Thinking and Economics in a Global Economy. Courses will provide trainees with skills to help Dole compete in the global food industry.

**Hazardous Materials Safety (10%):** Training will be provided to Maintenance Workers, Front Line Staff, Warehouse Workers, Production Lead, Electricians, Engineers and selected IT Staff. This training is designed to ensure that Dole is in compliance with food industry regulations. This is not the full HazMat curriculum as would be required for certification, but training will be conducted by qualified instructors.

### **Commitment to Training**

Dole 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. Dole invests \$250,000 per facility annually for training. Training provided includes facility operations, safety, ESL, laboratory training and leadership skills. These courses are offered in the form of Class/Lab Training and Computer-Based Training. This training is companywide, job specific and mandatory for all employees.

Dole has contracted with BLI Co. to oversee the administration portion of the ETP funded training. Dole has a detailed training plan and several trainers that are familiar with ETP record keeping. In Addition, Dole has several staff members that are dedicated to monitoring this project.

### **High Unemployment Area**

The 527 trainees in Job Numbers 1 & 2 work in a High Unemployment Area (HUA) exceeding the state average by at least 25%. The Company's locations in Merced & San Joaquin Counties qualify for HUA status under these standards. However, Dole is not asking for a wage modification.

### **Impact/Outcome**

Dole's expectations for training are to improve efficiency and safety among incumbent workers. They are also expecting to become more proficient competing in a global market.

### **Substantial Contribution**

Dole is a repeat contractor with payment earned in excess of \$250,000 at the Atwater facility within the past five years. (See Prior Project Table.) Accordingly, reimbursement for trainees at the Atwater facility (Job Number 1) will be reduced by 30% to reflect the Company's \$157,080 Substantial Contribution to the cost of training. The Stockton facility has not earned over \$250,000 within the past five years and therefore, will not be subject to Substantial Contribution.

### **RECOMMENDATION**

Staff recommends approval of this proposal.

### **PRIOR PROJECTS**

The following table summarizes performances by Dole under ETP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0283	Atwater, Stockton, & Westlake Village	01/26/2013-01/25/2015	\$598,644	\$598,644 (100%)
ET11-0305	Atwater & Stockton	06/25/2011-06/24/2013	\$270,000	\$252,000 (93%)

### **DEVELOPMENT SERVICES**

Dole retained BLI Co. in Salida to assist with development of this proposal for a flat fee of \$6,000.

### **ADMINISTRATIVE SERVICES**

Dole also retained BLI Co. 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**

8-200

Trainees may receive any of the following:

**COMPUTER SKILLS**

- SAP (Scheduling, Accounting, Payroll) Tracking & Inventory
- Novatime
- Inquisiq R4-Learning Management System
- Halogen – Human Resources
- Share Point – Document Share (Cloud/Microsoft Platform)

**CONTINUOUS IMPROVEMENT**

- Regulatory Reporting/Tracking
- Quality Control
- Policy and Procedure Implementation Itochu
- Strategic Thinking
- Communicate with Workgroups
- Economics in a Global Economy
- Problem Solving
- Decision Making
- Train the Trainer

**MANUFACTURING SKILLS**

- Operation of an Ammonia Refrigeration Plant
- Automated Numeric Control
- Equipment Specifications, Start-Up and Installation
- Equipment Overhaul
- Operating Standards
- Programmable Logic Controller (PLC) Operations and Troubleshooting

**HAZARDOUS MATERIALS**

- Hazardous Material Handling

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



ET15-0431

## GENERAL TEAMSTERS LOCAL No. 439

(San Joaquin, Calaveras, Tuolumne, Amador and Alpine Counties)

Affiliated with the International Brotherhood of Teamsters

**Ken Guertin**  
Principal Officer

**Gabriel Salcido**  
President

### Officers

Roger Olivas, Jr.  
Vice President

March 16, 2015

Jon Formati  
Recording-Secretary

### Trustees

Roger Olivas, Jr.  
Vice President

Employment Training Panel  
1100 "J" Street  
Sacramento, CA 95814

Gilbert Avila  
Trustee

RE: Participation in the California Employment Training Panel

Ron Finch  
Trustee

Dear Employment Analyst:

As the exclusive representative of the employees of Dole Packaged Foods, we support the participation of our members in the training to be provided in the ETP project and support the employer receiving funding for such training. As the Local Union representing the employees of Dole Packaged Foods we also support the training as it is a level of training that we do not offer internally because it is specific to each plant's environment.

Sincerely,

Gabriel Salcido  
President

GS:jsj

cc: Michael G.C. McKague, DOLE Director of Operations  
Via Facsimile 209-944-9679

[www.teamsters439.com](http://www.teamsters439.com)

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