



Training Proposal for:
**Northern California Plasterers' Joint Apprenticeship and
 Training Trust Fund**

Agreement Number: ET16-0917

Panel Meeting of: December 4, 2015

ETP Regional Office: San Francisco Bay Area **Analyst:** D. Woodside

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction Green Technology Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Plasterers & Cement Masons Local 300 and Plasterers and Sphopands Local 66		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL:

<table border="1" style="width: 100%; background-color: #ffffcc;"> <tr><td style="text-align: center;">Program Costs</td></tr> <tr><td style="text-align: center;">\$158,840</td></tr> </table>	Program Costs	\$158,840	+	<table border="1" style="width: 100%; background-color: #ffffcc;"> <tr><td style="text-align: center;">Support Costs</td></tr> <tr><td style="text-align: center;">\$10,980 8%</td></tr> </table>	Support Costs	\$10,980 8%	=	<table border="1" style="width: 100%; background-color: #ffffcc;"> <tr><td style="text-align: center;">Total ETP Funding</td></tr> <tr><td style="text-align: center;">\$169,820</td></tr> </table>	Total ETP Funding	\$169,820
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In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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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 Journeyman Priority Rate	Commercial Skills, OSHA 10/30	30	8-200	0	\$564	\$29.45
				Weighted Avg: 24			
2	Retrainee Apprentice	Commercial Skills, OSHA 10	55	8-210	0	\$2,780	\$20.55
				Weighted Avg: 200			

Minimum Wage by County: SET/Priority Industry: \$20.55 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

Up to \$3.58 per hour may be added to a trainee's wage to meet the post-retention wage for Job Number 2.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Journeyman Plasterer and Fireproofing Plasterer		30
Apprentice Plasterer and Fireproofing Plasterer		55

INTRODUCTION

The Northern California Plasterers' Joint Apprenticeship and Training Trust Fund (NorCal Plasterers JATTF) (<http://www.pl66.org/northern-california-plasterers-jatc>) was created in 2014 as the result of a trust merger between the Bay Area Plastering Industry JATC and the Northern California Plasterers JATC.

The newly created JATTF now covers all 46 Northern California Counties and has four training facilities located in West Sacramento, Fremont, Fresno, and South San Francisco. NorCal Plasterers JATTF is governed by a Board of Trustees comprised of twelve members: six labor (three from the Operatives Plasterers' and Cement Masons' International Association Local 300 and three from Plasterers Local 66) and six management representatives represented by the Wall and Ceiling Alliance.

ETP funding will be used to train an estimated 55 Apprentices and 30 Journeymen. More than 40 employers are signatory to the collective bargaining agreements. Of these, approximately 90% are small businesses. This is a single apprenticeship program for both occupational titles, as sponsored by NorCal Plasterer's JATTF. The program runs 30 months for Fireproofing Apprentices and 48 months for Plasterer Apprentices.

This is NorCal Plasterers JATTF's first direct Agreement with ETP. However, the JATTF has participated under the ETP umbrella projects of the California Labor Federation and the State

Building & Construction Trades Council. Thus, the JATTF is familiar with ETP requirements and project administration.

PROJECT DETAILS

Employer Demand for Training

The plastering industry in Northern California is training workers to be skilled in: (1) new green construction practices and materials, (2) energy efficiency as outlined by LEED and other energy efficiency standards, (3) the ability to adapt quickly and competently to new technologies, and (4) safety competency, as opposed to just safety awareness. The JATTF also needs to train workers to replace retiring workers.

The training outlined in this proposal and attached curriculum will focus on these skills for both journeymen and apprentices who may be working on the following construction projects in Northern California including the Trans Bay Terminal, the War Memorial Building, San Francisco Airport facilities, Facebook offices in San Mateo, the Apple campus in Santa Clara, the Kings Arena in Sacramento, and high speed rail in Fresno.

Additionally, the JATTF will be providing state-of-the-art fireproofing classes. Plasterers fireproof structures by using certain materials and processes to increase resistance to fire. Such requirements vary by type of construction. For instance, steel structures need to stay below 540 degrees and electrical circuits below 140 degrees. When fire reaches a certain temperature, the fireproofing material expands around the steel and protects it from the heat. Thus, with advanced fireproofing materials and techniques, these structures can stay operational even during a fire. NorCal Plasterers JATTF's fireproofing training is the only State-approved fireproofing training available. The International Union's Training Department is in the process of reviewing the fireproofing program to possibly adopt it nationwide.

Green Technology

The requested ETP funding will help to prepare Journeymen for transitioning into the Green Economy by providing skills training in a Green Interior Plaster wall finish made by American Clay Enterprises, Inc. This product can contribute up to 7 LEED credits on a construction project. The new product has no volatile organic chemicals (VOC's) or off-gassing of chemicals and is just one example of the changes impacting this trade. To stay employable, Plasterers and Fireproofing Plasterers need to work with new materials and comply with the latest energy efficiency standards. Employers expect workers to have a wider array of skill sets than ever before and to be able to perform tasks with various green materials and new technologies in an efficient and timely manner while maintaining safe working conditions.

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 the Division of Apprenticeship Standards (DAS). The Panel adopted the Apprenticeship Training Program as a pilot in March 2012. It is designed to supplement cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training.

RSI is delivered as class/lab, and ETP does not reimburse CBT delivery for apprenticeship training. The curriculum is developed with input from DAS and designated Local Educational Agencies (LEA) (in this case, the City College of San Francisco, the San Joaquin Office of

Education, and the Central Unified School District). The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$5, reducing the priority industry rate from \$18 to \$13 per hour. The post-retention wage for Apprentices cannot be less than \$20.55 per hour. This is the Special Employment Training Statewide for 2015 as modified for priority industries, which is used for ease of administration. However, the actual wages paid are shown in the Training Plan Table and contract when they exceed \$20.55.

DAS Completion Rates

The 5-year average completion rate for this DAS-approved program for the periods from 2009 to 2013 is 27.762% and exceeds the industry completion percentage of 26.99%. This meets Panel standards.

Training Plan

All training to be funded by ETP will be center-based classroom/laboratory training with extensive opportunities for hands-on lab training.

Journeyman Training

Commercial Skills (95%): Green training will be the focus of Journeymen training due to the increasing demand for energy efficient construction methods and technologies. Because plasterers construct, maintain, and repair interior and exterior surfaces, they must gain up-to-date skills in green materials such as American Clay, Exterior Insulation and Finish applications, and knowledge of fireproofing materials.

Apprenticeship Training

Commercial Skills (95%): The Plasterers apprenticeship is a 4-year program; the fireproofing plasterer's program is 30 months in length. Apprentices will learn how to apply plaster and cement products to walls and ceilings in various applications including decorative and molding work and achieve various textures, colors, and finishes on final applications. Plasterers must select, mix, and apply gypsum, concrete or acrylic mixtures to exterior and interior walls and ceilings to produce plain or decorative surfaces that are fire, weather or sound resistant.

Fireproofing Plasterers will receive state-of-the-art fireproofing classes. The JATTF is in the process of purchasing materials and equipment to train both apprentices and journeymen in intumescent fireproofing, which is a skill needed by plasterers on major new commercial construction that utilizes a finish coating on girders, beams, and columns.

Apprentices learn to apply materials on interior and exterior walls, ceilings and other surfaces of buildings, homes, and other structures. The work of Plasterers is physically demanding and safe working practices are emphasized in all apprenticeship skills training.

Certified Safety Training

OSHA 10/30 (5%): OSHA 10/30 training is typically delivered to workers in the building trades. This training is not required as a condition of doing business in California. However, the coursework must be approved by, and the instructors must be certified by Cal-OSHA. The vendor must also have a certified instructor present to confirm attendance.

Completion of the training results in a certificate that expands employment opportunities. To ensure that each trainee receives certification, ETP will only consider payment earned upon completion of the full 10 or 30-hour course. OSHA 10/30 is not included in the 10% limitation on safety training. Apprentices will receive the 10-hour course and Journeymen can receive either the 10-hour or the 30-hour course.

This training provides an overview of occupational safety and health so that apprentices are more knowledgeable about workplace hazards and stringent safety standards in the plastering industry.

Curriculum Development

NorCal Plasterers JATTF, with input from both labor and management representatives, developed and customized the Operative Plasterers' and Cement Masons International Association (OPCMIA) curriculum to address local needs. The national program was developed to maximize productivity, quality, safety, and opportunity in the plaster and concrete industry. NorCal Plasterers JATTF and the OPCMIA work directly with equipment manufacturers and technology developers of a variety of tools, equipment and supplies, searching for the most up-to-date information available. Once a new training need has been identified, both organizations will create or refine a training course, train instructors, and distribute new training materials to keep the curriculum up-to-date.

Commitment to Training

Signatory employers will continue to contribute to the training trust for every hour worked by Apprentices and Journeymen. General safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

➤ **Trainer Qualifications**

The JATC has nine full and part-time trainers assisting with the training. The trainers are former or current members of the trade and considered experts in their specific subject areas. These trainers are constantly upgrading their skills in order to provide trainees with the most advanced skills training. For example, the JATTF notes that six of its instructors recently took the Scaffold & Access Industry Association (SAIA) Scaffold User Hazard Awareness train-the-trainer class. This class will allow the apprenticeship program to be recognized as an Accredited Training Institute (ATI) by SAIA. As an ATI, the JATTF will have access to all SAIA resources i.e. training updates, OSHA changes, and or clarifications.

Marketing and Support Costs

The JATTF will assign two staff members to assist with ETP marketing, trainee recruitment, and employer needs assessments. The JATTF is also committed to working with such groups as the Helmets to Hardhat program to recruit more veterans into its programs. In addition, information will be disseminated throughout the year to all apprentices and journeymen through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements,

emails, and various websites. Application announcements for the program are sent to local, state and federal agencies; local high schools and community colleges; and community-based organizations.

NorCal Plasterers JATTF is requesting 8% support costs to fund recruiting and qualifying participating employers for this program. The JATTF reports that projected budget costs for personnel alone will exceed the ETP support cost funding. The JATTF will cover these additional costs. Staff recommends the 8% support costs.

Tuition Reimbursement

In accordance with Title 22, CCR, Section 4412.1, NorCal Plasterers JATTF 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.

DEVELOPMENT SERVICES

NorCal Plasterers JATTF retained California Labor Federation in Sacramento and Strategy Workplace in Oakland to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

NorCal Plasterers JATTF also retained Strategy Workplace to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab Hours

8-200 (Job Number 1)

JOURNEYMAN

COMMERCIAL SKILLS

- Plaster Finishes
- Blueprint Reading
- Boom/Scissor Lift (Certification)
- Cementitious, Mineral Fiber and Intumescent Fireproofing
- Estimating
- Exterior Insulation Finish System
- Fireproofing
- Green Building Standards
- Inspect Lath & Plaster Bases
- Mask and Protect Adjacent Surfaces
- Mix and Apply Inspect Lathing and Bases for Portland Cement Scratch Coat
- Mix and Apply Portland Cement Scratch Brown and Finish Coats
- Mix and Apply Scratch Coat, Brown Coat, Finish Coat and Veneer
- Ornamental and Earth Plasters
- Scaffold User Hazard Awareness (Certification)
- Small Engine Operation and Maintenance
- Workplace Safety and Health

OSHA 10/30 (OSHA CERTIFIED INSTRUCTOR)

- OSHA 10 (requires completion of 10 hours)
- OSHA 30 (requires completion of 30 hours)

APPRENTICESHIP

Class/Lab Hours

8-210 (Job Number 2)

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Plaster Finishes
- Blueprint Reading
- Boom/Scissor Lift (Certification)
- Cementitious, Mineral Fiber and Intumescent Fireproofing
- Common Tools and Plastering Tools and Materials
- Estimating
- Exterior Insulation Finish System
- First Aid/CPR (Certification)

- Fireproofing
- Fundamental Math
- Green Building Standards
- Inspect Lath and Plaster Bases
- Mask and Protect Adjacent Surfaces
- Measuring
- Mix and Apply Inspect Lathing and Bases for Portland Cement Scratch Coat
- Mix and Apply Portland Cement Scratch Brown and Finish Coats
- Mix and Apply Scratch Coat, Brown Coat, Finish Coat and
- Veneer
- Ornamental and Earth Plasters
- Scaffold User Hazard Awareness (Certification)
- Small Engine Operation and Maintenance
- Workplace Safety and Health

OSHA 10 (OSHA CERTIFIED INSTRUCTOR)

- OSHA 10 (requires completion of 10 hours)

Safety training is limited to 10% of total training hours per trainee. This 10% safety training cap does not apply to OSHA 10/30 training.

Note: Reimbursement for Job Number 1 Journeymen retraining is capped at 200 total training hours per trainee regardless of the method of training delivery. Reimbursement for Job Number 2 Apprenticeship training is capped at 200 total training hours per trainee in Commercial Skills and 10 hours of OSHA10 for a total of 210 hours, regardless of the method of training delivery.