



**Amendment Proposal #1 for:
Northern California Surveyors
Joint Apprenticeship Committee
Agreement Number: ET14-0903**

Panel Meeting of: August 22, 2014

ETP Regional Office: San Francisco Bay Area

Analyst: L. Lai

CURRENT PROJECT PROFILE

Contract Type: Priority/Retrainee
Apprentice

Industry Sector(s): Construction

Counties Served: Northern California

Repeat Contractor: Yes No

Union(s): Yes No

Priority Industry: Yes No

Current Contract Term: November 3, 2013 to November 2, 2015

Current Funding	In-Kind Contribution
\$59,978	Inherent

AMENDMENT FUNDING

Requested Funding	Support Costs	Amendment Funding	In-Kind Contribution
+ \$111,176	+ \$7,690	+ \$118,866	Inherent

Total Funding
\$178,844

AMENDMENT 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	Commercial Skills	34	8-200	0	\$1,529	\$20.03
				Weighted Avg: 110			
2	Priority/Retrainee Journeyman	Commercial Skills	46	8-200	0	\$564	\$21.16
				Weighted Avg: 24			
3	PHASE II: Retrainee Apprentice	Commercial Skills	66	8-200	0	\$1,529	\$20.32
				Weighted Avg: 110			

Minimum Wage by County: Job Number 1 & 2 (SET/Priority Industry 2013): \$20.03 per hour

Job Number 3 (SET/Priority Industry 2014): \$20.32 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

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation	
Occupation Title	Wage Range
Job 1 – Apprentice Retrainee	
Chainman/Rodman	
Chief of Party	
Job 2 – Journeymen Retrainee	
Chainman/Rodman	
Chief of Party	
Job 3 – Apprentice Retrainee (Phase II)	
Chainman/Rodman	
Chief of Party	

INTRODUCTION

The Northern California Surveyors Joint Apprenticeship Committee (NCSJAC) was established in 1975 as a labor-management committee by the Operating Engineers Local Union 3 and the California and Nevada Civil Engineers and Land Surveyors Association, Inc. (www.ncsjac.org).

NCSJAC serves 46 Northern California counties from the Oregon border down to and including Fresno. There are approximately 73 participating employers and 600 union members served by NCSJAC.

AMENDMENT DETAILS

The current contract was 'right-sized' when it was approved in October 2013 due to low performance (36%) (ET11-0270). Previously, NCSJAC did not receive funding for Apprentices. In October, the Panel invited NCSJAC to return for additional funds based on improved performance.

NCSJAC reports that employment prospects for surveyors have improved due to an economic upturn. Several major projects such as the California high-speed rail; the Transbay Center and Terminal in San Francisco; the Sutter Butte Flood Control Agency project; and the Stanford Linear Accelerator are ongoing and will continue to provide employment opportunities. Currently, 103 of the 105 persons enrolled are working.

NCSJAC reports and seeks to add 66 apprentices in new Job Number 3 as Phase II funding. The Contractor also seeks more funding for the apprentices already enrolled in Job Number 1. The details are shown below:

1. Increase the average training hours in Job Number 1 from 72 to 110;
2. Increase the Cost per Trainee in Job Number 1 from \$1,001 to \$1,529;
3. Add a new Job Number 3 (Phase II) to train 66 trainees;
4. Increase the total Agreement amount by \$118,866, from \$59,978 to \$178,844.

The effective date for the additional funding (Phase II) will be the date of the Amendment request, June 23, 2014.

Job Number 2 remains unchanged by this Amendment. There is no change to the Curriculum.

The trainees in the new Job Number 3 would be required to meet 2014 post-retention wages, consistent with the year of funding.

Support Costs

Support costs will cover the cost recruiting additional participating employers, assessing specific training needs, and conducting necessary follow-up during the retention period. Staff recommends the standard 8% support costs.

RECOMMENDATION

Staff recommends approval of this Amendment.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by NCSJAC under the current ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Average)	No. Completed Training	No. Retained
ET14-0903	\$59,978	11/3/13 – 11/2/15	Apprentice – 34 Journeymen - 46	Apprentice – 65 Journeymen - 6	0 0

The ETP Class/Lab Tracking shows 65 Apprentice trainees have completed a total of 3,324 hours of training, more than enough to earn 100% of the Agreement amount for Job Number 1. Although, no invoices have been submitted and no trainees have begun retention, NCSJAC has demonstrated performance sufficient to support this Amendment.