

From: Joe Lubas
To: [Clerkoftheboard](#)
Cc: [Matthew Estipona](#); [Susan Siegert](#); [Ryan Pistochini](#); [Tonia Murphy](#)
Subject: 8/29/23 Meeting Comment Item #35
Date: Monday, August 28, 2023 2:32:50 PM
Attachments: [image002.png](#)
[Inclusive Language for Apprentices.docx](#)
Importance: High

Good Afternoon,

My name is Joe Lubas. I am a Policy Analyst with Associated Builders and Contractors Northern California Chapter, ABC NorCal for short.

[ABC NorCal](#) is a trade association representing almost 500 companies from the Fresno region to the Oregon border. We also train over 300 apprentices annually in the Plumbing, Construction Craft Laborer, Painting, Electrical, and Carpentry trades.

We have been made aware that at the [August 29th Yolo County Board of Supervisors Meeting](#) on [Item #35](#), there an update on the County's apprenticeship policies. Please put the **attached file** into the record for **Item #35**.

Also, we have been made aware that you have received input re: this policy from several labor unions. As such, we would like to provide input as well to ensure that contracts related to this policy are fair and equitable to our member contractors, apprentices, and journeyworkers. I am sending this email to request that **ABC NorCal be included in the discussions.**

Please add us as a stakeholder not only for this projects linked to this policy but for any other projects where the unions are also at the table.

Is there a time in which we **can meet with you regarding this project?**

Please let me know at your earliest convenience.

Much Thanks

Joe Lubas

Policy Analyst

ABC NorCal

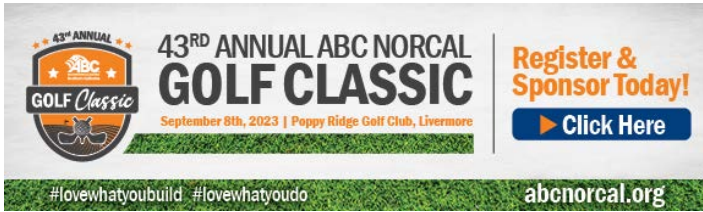
4577 Las Positas Road, Unit C, Livermore, CA 94551

joe@abcnorcal.org | (p) 510.210.2664

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Founded on the merit shop philosophy, ABC helps members develop people, win work and deliver that work safely, ethically, profitably and for the betterment of the communities in which ABC and its members work.

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Associated Builders and Contractors Northern California Chapter (ABC NorCal) is a construction trade association of nearly 500 construction and construction related firms representing 22,000 merit shop construction workers. Many of our contractor members and their employees are located in the Sacramento Area and have performed work for Yolo County. ABC NorCal operates state and federally approved apprenticeship programs approved in several trades. We believe in increasing opportunities for all workers regardless of their labor affiliation.

As you negotiate on behalf of Yolo County for its Procurement requirements, ABC NorCal requests that you incorporate elements of inclusive language that could be palatable enough for some non-union general contractors and subcontractors to bid on Yolo County projects, thus increasing competition and perhaps reducing the cost of the project for taxpayers. Inclusive language regarding apprentices would also provide a more inviting environment for small businesses in the area – including minority and women-owned businesses – to consider submitting a proposal.

- 1) Apprenticeship and Workforce Development.** Recognizing the need to develop adequate numbers of competent workers in the construction industry, the Contractor(s) shall employ apprentices of a California State- approved **Joint** Apprenticeship Training Program in the respective crafts to perform such work as is within their capabilities and which is customarily performed by the craft in which they are indentured. The apprentice ratios will comply with the applicable provisions of the California Labor Code and Prevailing Wage Rate Determination. Consistent with the Master Agreements and state law, there shall be no restriction on the utilization of apprentices in performing the work of their craft provided they are properly supervised.

 - **Concern: All apprentices must come from state approved *union* programs, making it impossible for apprentices in state-approved merit shop programs to participate, even during this time when California is facing a massive workforce shortage.**
 - **Recommendation: The word “Joint” needs to be removed to allow for all state and federally approved apprentices to be used.**

See below from the DIR website the definitions for Joint and Unilateral apprentices – all state and federally approved.

[Apprenticeship programs information guide - definitions](#)

J.A.T.C./J.A.C :Joint Apprenticeship & Training Committee/Joint Apprenticeship Committee. The committee is made up of equal number of members from labor and management.

U.A.C. :Unilateral Apprenticeship Committee. The committee is made up of management or labor representatives.

UAC (Unilateral Apprenticeship Committee) means non-union vs. Joint or J.A.T.C. which is union.