



**Training Proposal for:**  
**Southern California Glaziers and Glass Workers Industry**  
**Joint Apprenticeship Trust**  
**Agreement Number: ET12-0297**

Panel Meeting of: **January 27, 2012**

ETP Regional Office: **San Diego**      Analyst: S. Godin

**PROJECT PROFILE**

Contract Attributes: Priority Retrainee SET SB <100      Industry Sector(s): Construction Green Technology

Counties Served: Orange, Riverside, San Bernardino, Imperial, Los Angeles, Kern, Mono, Inyo, San Luis Obispo, Santa Barbara, Ventura, San Diego      Repeat Contractor:  Yes  No

Union(s):  Yes  No Painters & Allied Trades District Council 36      Priority Industry:  Yes  No

Turnover Rate %	Manager/Supervisor %
≤20%	N/A

**FUNDING DETAIL**

Program Costs	Support Costs	Total ETP Funding	In-Kind Contribution
\$161,500	\$11,140	\$172,640	Inherent

**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 SB <100 Priority SET	Commercial Skills	65	8-200	0	\$1,176	\$36.90
				Weighted Avg: 50			
2	Retrainee Priority SET	Commercial Skills	100	24-200	0	\$962	\$36.90
				Weighted Avg: 50			

**Minimum Wage by County:** The SET Statewide hourly wage is \$26.17.

**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
Journey Level Glazier	

**INTRODUCTION**

In this proposal, the Southern California Glaziers and Glass Workers Industry Joint Apprenticeship and Training Trust (Trust) seeks funding for retraining as outlined below:

Founded in 1968, the Trust is a joint labor-management committee representing the glazing and glass working industry throughout Southern California whose mission is to provide up-to-date industry skills training and secure high-quality job opportunities for its members. Headquartered in Garden Grove (Orange County), the training center is responsible for providing training for approximately 200 apprentices and 400 journey level workers who are members of Local 636 of the Painters and Allied Trades Union. The Trust currently serves 36 glazing contractors that are signatory to the collective bargaining agreement with Local 636. The Trust is eligible to contract with ETP as a joint apprenticeship training committee (Title 22, California Code of Regulations (CCR), Section 4400(j).)

## **PROJECT DETAILS**

In general glaziers select, cut, assemble, install, remove, and replace a variety of glass and glass substitutes. The industry uses a variety of coated glass that is more energy efficient, including spectrally selective coatings that filter out heat but allow the full amount of visible light to be transmitted through the glass. Glaziers also build and install metal sashes and moldings using aluminum or steel framing. The metal is cut and shaped for facings on storefronts and multi-story buildings; entrances in commercial offices and factory buildings, including skylights, solar photovoltaic glass, doors, mirrors, show cases, table tops, shower doors, tub enclosures, and windows of all types. Projects range from simple window installation to installation of multi-story curtain walls on high-rise commercial buildings.

At a construction site, glaziers anchor the architectural metal to the building frame. Fitting in the glass finishes the job. As necessary, glaziers attach face moldings, weather seals, or hardware and adjust door or window operation. An increasing number of glaziers use computers in the shop or at the job site to improve their layout work, reduce the amount of wasted glass, and increase the accuracy of their work. Welding also is a skill in more jobs that require assembly of metal framing.

According to Trust representatives, workers in the glazing and glassmaking trades are being challenged by new technology and production demands. Glass contractors must meet higher technical and construction standards and new construction requires glass installation to much tighter tolerances. Glaziers must have broader skills to work in a variety of construction settings, as driven by commercial interests in developing, retrofitting and maintaining greener buildings; complex construction technologies and building initiatives; a growing need for certified welders; an aging workforce; and non-union competition. Lastly, safety remains a high priority in the industry and contractors must increase the level of knowledge about how to create and maintain safe working conditions on a wide variety of job sites. To meet these needs, the Trust has designed a Commercial Skills training program for both large and small employers.

The Commercial Skills curriculum is comprised of four components that will provide trainees with skills sets to perform in jobs for commercial, industrial and residential glass construction contractors and “green” construction jobs in California. The curriculum will also provide OSHA10/30 training in the basics of occupational safety and health to assure that workers are more knowledgeable about workplace hazards and their rights as workers.

The Trust has implemented an upgraded welding program for journey level workers. Certified welders earn \$1.50 an hour more than other journey level glaziers. This new training will enable more certified workers to be dispatched for welding jobs who can weld to higher standards. Thirty journey level glaziers will receive 160 class/lab hours necessary to become certified welders.

The Trust recently budgeted \$22,000 in “total station” surveying equipment. These stations are electronic/optical instrument stations used in commercial construction to set control points for the installation of curtain walls and similar components in commercial buildings. This new computerized surveying equipment permits glaziers to precisely map structures to plans and guide installation. Sixty journey workers will receive 40 class/lab training hours in the use of this new equipment.

Construction site project management skills will ensure that each journey-level worker understands his responsibility for communicating, documenting, and reporting any job site hazard or accident. Retrainees will also receive training in emergency response planning and protocol.

Approximately 90 trainees will receive 10 or 30 hours in specialized safety techniques and procedures. This OSHA 10 and OSHA 30 training and is not mandated by any government regulation, but is required by glazing contractors for journey level workers. This training makes every worker a safety “expert” capable of working safely, recognizing safety hazards, and helping establish a safe working environment on a construction site.

### **OSHA 10/30**

The Panel recently approved funding for OSHA 10/30 training. This is a series of courses “bundled” by industry sector or occupation (10 hours of training for journey-level and 30 hours for frontline supervisors). This training is approved by Cal-OSHA, but is not required as a condition of doing business in California. Completion of the training results in a certificate of completion that expands employment opportunities for workers in the trades, and enables employers to be more competitive in bidding for public works and large construction projects. OSHA 10/30 is not included in the 10% limitation on safety training. For payment to be earned, all 10 hours (or 30 hours) must be completed, as required for Cal-OSHA certification. In addition, all instructors must be certified by Cal-OSHA.

### **Marketing and Support Costs**

The Trust represents employers in this Agreement. All Employers are signatory to collective bargaining agreement with unions in District Council 36 and are notified of training classes through web sites, mailings, and presentations. Signatory employers also participate as members of the joint committee operating the program. Retraining is designed around the needs of the signatory employers and the general needs of the industry.

The Trust is requesting the 8% support costs for training-related funding to recruit participating employers, and conduct assessment of employer-specific job requirements. Although many of the participating employers have already been recruited, additional recruitment will take place to complete the project and replace any employers whose training needs have changed from the time the project planning process began. Assessment of employer-specific job requirements will take place during the term of the Agreement. To achieve the highest number of placements for this Agreement the Trust must produce additional marketing materials to intensify employer contact and awareness of the ETP program. ETP staff recommends 8% support cost on this basis.

### **Commitment to Training**

The Trust states that ETP funds will not displace the existing financial commitment to training of participating employers. The Trust anticipates that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing financial commitment in this area. The Trust further represents that basic safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

### **Special Employment Training**

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period. (Unemployment Insurance Code 10214.5. Title 22, CCR, Section 4409(a).)

## **Training Coordinator/Qualifications**

Training will be directed by the Trust's JATC Coordinator. All training will be delivered by in-house instructors, experienced journey-level staff who are members of the Glaziers and Glassworkers trades and experts in their respective field. Training is expected to commence in February and will be delivered twice weekly in 4-hour sessions and on Saturdays for 8 hours. A detailed training schedule with course descriptions for the first six months has been made available to ETP, and is outlined in the curriculum for this proposal.

## **Retention Modification**

The Trust is requesting the use of the alternative retention period of 500 hours within 272 consecutive days, as authorized for the trades where 90 consecutive days is not customary. (Title 22, CCR, Sections 4400(h) and 4400(v).)

## **PRIOR PROJECTS / PERFORMANCE**

The following table summarizes performance by the Trust under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET08-0216	Garden Grove	10/9/07-10/8/09	\$220,024	\$4,158 (1.9%)

The previous contract was approved in 2007, just before the recession began and at a time when construction work was strong. At that time the Trust believed there would be a demand for large numbers of new apprentices and proposed pre-apprentice training for the unemployed; for persons with barriers to employment; and for CalWORKs recipients. This part of the project was never implemented as construction work declined significantly. In addition, journey level retraining, which focused on construction management skills to staff foreperson and superintendent jobs in an expanding industry, did not occur as planned, also as a result of the recession.

This new application is exclusively for retrainee journey-level upgrade training, not new hires. Training proposed in this application is in demand by both workers and employers. Trust representatives state that they have thoroughly verified the need for this training prior to submitting this application with their current signatory employers. The Trust states that it will not invoice ETP for payment until trainees complete retention hours, for the proposed project.

Additionally, forecasts based on building permits issued indicate an increase in construction in Southern California in the next two years. Like other construction occupations, glaziers have suffered from increased unemployment during the recession. Currently, 80 of the 600 journey level and apprentice glaziers in Southern California are on an out-of-work list. However, pending construction projects will begin to employ glaziers, including the LAX international terminal and the \$20 billion Los Angeles Unified School District building program throughout the term of this proposed agreement. Overall, the *Construction Industry Research Board* reports substantial increases in the value of nonresidential construction permits issued in the first 11 months of 2011, compared with 2010. In Los Angeles County, permit values were up by 19% to \$2.9 billion. Orange County values were up 12% to \$1.2 billion. In the Inland Empire, values were up 12% to \$0.8 billion; and San Diego values were up 69% to \$1.0 billion.

## **RECOMMENDATION**

For the reasons set forth above, staff recommends approval of this proposal.

## **DEVELOPMENT SERVICES**

The Trust retained Steve Duscha Advisories in Sacramento to assist with development of this proposal for a flat fee of \$10,000.

**ADMINISTRATIVE SERVICES**

The Trust has retained Steve Duscha Advisories in Sacramento and Los Angeles Unified School District in Los Angeles to share in the project administration duties in connection with this proposal for total fees not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

## **Exhibit B: Menu Curriculum**













### **Class/Lab Hours**

8\*-200










Trainees may receive any of the following:

### **COMMERCIAL SKILLS**




#### Welding

-  Types of Welds
-  Welding Theory and Practice
-  Welding Machines
-  Electrodes
-  What Makes a “Good” Weld
-  Welding Technique
-  Inspection
-  Discontinuities
-  Striking and Maintaining an Arc
-  Running a Bead
-  Reading the “Puddle”
-  Welding in all Positions

#### Total Station Instrumentation

-  Setting Control Points
-  Taking Readings
-  Calibration
-  Entering and Retrieving Data
-  Transferring Data to a Computer
-  Comparing Structures With Plans
-  Identifying Problem Areas
-  Documentation
-  Advanced Blueprint Reading









#### **Construction Site Project Management**

-  Foreman Responsibility for Communication, Documentation & Reporting
-  Worker Responsibility for Documentation & Reporting
-  Emergency Response Planning

**OSHA 10/30 (requires OSHA certified instructors)****OSHA 30 Construction Industry** (requires completion of 30 hours)

-  Module 1: Introduction to OSHA and the OSH Act
-  Module 2: Recordkeeping
-  Module 3A: Basic Safety Orientation
-  Module 3B: General Safety and Health Provisions
-  Module 4: Health Hazards: Hazard Communication
-  Module 5: Health Hazards: Hazardous Materials
-  Module 6: Process Safety Management: (PSM)
-  Module 7: Personal Protective Equipment
-  Module 8: Fire Protection
-  Module 9: Materials Handling and Storage
-  Module 10: Hand and Power Tools
-  Module 11: Welding and Cutting
-  Module 12: Focus Four - Electrical Safety
-  Module 13: Focus Four - Struck-By and Caught in Between Hazards
-  Module 14: Focus Four - Fall Protection
-  Module 15: Cranes and Rigging
-  Module 16: Motor Vehicles
-  Module 17: Excavations
-  Module 18: Concrete and Masonry Construction
-  Module 19: Stairways and Ladders
-  Module 20: Confined Spaces
-  Module 21 Lead Safety in the Workplace
-  Module 22: Use of Explosives in the Workplace
-  Module 23: Scaffolds

**OSHA 10 Construction Outreach** (requires completion of 10 hours)

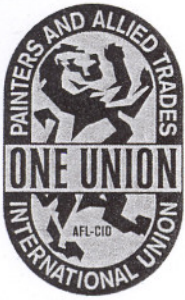
-  Module 1: Introduction to OSHA and the OSH Act
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-  Module 5: Focus Four: Electrical Safety
-  Module 6: Struck- By and Caught in Between
-  Module 7: Fall Protection

- 🚧 Module 8: Personal Protective Equipment
- 🚧 Module 9: Hand and Power tools
- 🚧 Module 10: Scaffolds
- 🚧 Module 11: Stairways and Ladders

\*Trainees enrolled in Job Number 1 (Small Business Priority) may receive a range of 8 - 200 hours of training. Trainees in Job Number 2 will receive a range of 24-200 hours.

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

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



# Painters & Allied Trades District Council 36

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Grant Mitchell

Business Manager

DRYWALL FINISHERS, FLOORLAYERS, GLAZIERS, PAINTERS, TRADESHOW & SIGNCRAFT

ET12-0297

January 4, 2012

The Employment Training Panel  
1100 J St., Fourth Floor  
Sacramento, CA 95814

To whom it may concern:

We support the proposal to the Employment Training Panel from the Southern California Glazier and Glassworkers Joint Apprenticeship Training Committee Trust.

Sincerely,

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Mark Bartlett  
Business Representative/DC 36

cc: Grant Mitchell, Business Manager/DC 36  
Harry Cook, Exec. Assist./DC 36