

## **MINUTES OF THE CTMAA BOARD MEETING**

**March 23-24, 2018**

### **BOARDMEMBERS ATTENDING**

Bob Whitlock, Arnold Nixon, Michael Caruana, Grant Kerr, Randy Potter, Dick Herman.

Proxies: Mr. Maendl and Mr. Miller – provided by Email to Mr. Herman.

Absent: Joe Osborn, Jerry Miller, Mike Maendl and Member Emeritus Dick Hunt.

A Quorum present, the meeting was called to order at 4:30 PM by Chairman Whitlock.

### **MINUTES OF THE JANUARY 18, 2018 MEETING**

The minutes of the January meeting provided earlier to the members was approved by the unanimous consent of attendees and additional two Proxy votes of Mr. Miller and Mr. Maendl.

### **FINANCE COMMITTEE REPORT**

Mr. Nixon presented the financials, receivables and expenses. Earlier the Board requested clarification of Balance Sheet Account #18600 "Other Assets." This amount was a future, un-earned receivable based on the estimate of ETP California payments, for the apprentices CTMAA has currently enrolled, and adjusted to account for all the tests CTMAA must meet to receive those payments.

Mr. Herman noted the prior year same-period comparison of Income on the P&L included a one-time increase in receivables as a result of the first AMTAC payment which had accrued for the six months prior, and noted the increase in Expenses consistent with the AMTAC operations and billing activity during the current period.

Mr. Nixon noted the Gain of Non-Ordinary Income resulting from the sale of Equipment (Haas) asset, and reported to the Board an outstanding sales tax due to the California Board of Equalization resulting from the sale. Mr. Nixon will complete the filing of the tax due shortly.

### **APC REPORT**

Mr. Herman presented the current pipeline of recruiting activity, including an expected 9 to 17 new apprentices during the May-July enrollment period.

### **MARKETING COMMITTEE REPORT**

Mr. Herman reported on the progress of the (four) separate marketing campaigns, including:

1. NorthBay – Food & Beverage and production shops and the FastTRAX (SRJC) Summer Camp and April 14 Expo Employer event.
2. EastBay – Refinery, Process and production shops FastTRAX (DVC) Summer Camp and the May 5 Expo Employer event.
3. SouthBay – independent, targeted mailings and phone canvassing of production shops.
4. Peninsula – the FastTRAX (DeAnza) Summer Camp and pending Expo.

### **SRJC LIAISON COMMITTEE REPORT**

No report.

## **CURRICULUM COMMITTEE REPORT**

The Curriculum report was superseded by the second day discussion topic – see below.

## **OTHER BUSINESS**

By unanimous vote of members present, the Board elected Mr. Randy Potter to assume immediately the open seat on the AMTAC Board of Directors resulting from the resignation of Mr. Hunt.

There being no further (regular) business, the meeting was temporarily adjourned at 5:15pm, to resume again on the following day with special topics.

## **MINUTES OF THE CTMAA BOARD MEETING (Continued)**

**Saturday, March 24, 2018**

## **SPECIAL ITEMS**

The meeting was called to order at 8:30 AM by Chairman Whitlock to continue from the prior evening.

### **FastTRAX Employer Recruiting & Expanded Geographic Programs**

Mr. Herman further reviewed the FastTRAX camp promotion and members discussed recruiting activities in CTMAA's traditional (NorthBay) region, as well as the greater Bay Area. Mr. Herman noted a budget forecast was forthcoming, but that expanded recruiting activity would take approximately one-fourth of the total (APC role) hours. Approximately one-half of the direct expenses would be paid through the AMTAC budget, and the remainder by CTMAA.

- A request of NorthBay board members was made for them to sponsor Expo employer recruiting activities scheduled for April 14 at SRJC.
- A request of EastBay board members was made for them to sponsor Expo recruiting activities scheduled for May 5 at DVC. DVC is requesting a \$1,500 employer fee to participate.

The board asked Mr. Herman to send personal invitations to each prospective member.

### **Discussion of Existing and New or Proposed Curriculum Items**

Mr. Herman opened the floor to suggestions for improvements to the CTMAA (existing, DAS/DoL approved) curriculum. The following observations and recommendations were made:

1. A number of CTMAA's existing employer sponsors of mold-maker candidates have expressed the need for mold-making specific academic courses. None exist currently.

It was noted that – beyond two schools (DeAnza, Laney) that have EDM equipment, no schools have injection-molding equipment. Further, none of the schools have qualified instructors. The

members discussed the “scope” and what might be entailed – as different shops have a wide variety of functions, ranging from those only doing mold repair or cleaning all the way to true mold-making. Mr. Herman proposed to (1) canvass existing employer sponsors; (2) acquire the NTMA Mold-making textbook and instructional materials to evaluate them; and (3) canvass possible, experienced shops in our geographic areas to determine if there might be employer personnel willing to teach as adjunct instructors at their local colleges after hours.

2. Several members mentioned the need for QA/QC and related CMM instruction. Mr. Whitlock mentioned the initiative by Mark Martin and Laney College. Discussion ensued regarding (1) similar to mold-making, there are no qualified instructors currently in residence at the colleges, though DeAnza is proposing to adjust its existing 1-Quarter course; (2) whether the right approach is to adopt part of the proposed program as an add-on to existing CTMAA course/RSI standards; or (3) whether the approach as proposed by Laney as a standalone Certificate program targeted to full-time QA/QC with multiple Semesters/Terms is the right way to go.

Mr. Herman was instructed to follow-up with Laney and Mr. Martin to assess what progress is being made, and make a further recommendation to the board.

3. Members also asked whether there is a need for a more formal treatment of GD&T applied fundamentals (different from the typical academic treatment of an ASME Y14.5-2009 standard). Mr. Kerr suggested that many former, already-certificated (by CTMAA) apprentices would benefit from a follow-on offering, as what is typically offered in the current school curriculum is simply an introduction to symbols – with little time to explore how they are applied in (real) drawings.

Finally, this topic intersects with the above (QA/QC) topic, in that the standalone Certificate program currently proposed by Laney would incorporate a 2-Unit course of “GD&T applied to CMM”.

Mr. Herman and Mr. Kerr took the action-item (as part of the Curriculum Committee charter) to explore this further and make a recommendation to the board.

4. Mr. Kerr identified another need, for a Process Planning course, designed to expose beginning or intermediate machinist apprentices to real drawing (and model) examples for the purposes of classroom guided instruction about alternatives for how to make the part.

Mr. Herman and Mr. Kerr took the action-item to follow-up and make a recommendation at a later date.

5. Mr. Potter updated the board regarding the State Building & Construction Trades Council of California – and some larger employers who adopt union PLA’s – project labor agreements – that would exclude CTMAA maintenance machinist certified apprentices from existing jobs they hold while working for non-union subcontract employers.

For example, under California State Law SB-54 –refinery workers (including maintenance machinists and millwrights working for subcontractors on-site or to support on-site repairs) must be certified by a State approved apprenticeship program.

However, even though a non-union employer may comply with the law utilizing CTMAA’s State approved machinist apprenticeship certificate –a PLA signed by a member union and employer would prohibit employing that worker at the site. Already several larger employers, pressured by Building & Trades Council unions to sign or be subject to the union holding back available workers-have signed PLA’s.

The signing of a PLA by a major employer can result in employees leaving a non-union subcontract employer (who has trained them) to then work at a union subcontractor-who often do not provide the same training. This occurrence is not only detrimental to the non-union subcontractor, but also has the effect of reducing the overall size of the skilled labor pool, ratcheting up the cost of labor and eliminating employer incentives to train in the first place –as those employers will fear their major customers being pressured to follow suit.

The board authorized Mr. Herman and Mr. Potter to study the issue further, and to make a formal recommendation regarding (1) the risks to CTMAA employers; and (2) CTMAA’s alternatives to address those risks.

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There being no further business, the meeting was adjourned at 10:30 AM, until the next regularly scheduled CTMAA board meeting.