

## Welding Advisory Meeting Minutes December 10, 2019

- Attendees
  - Joseph Keane, Pasadena City College
  - Misty Henry, Pasadena City College
  - Alicia McClellan, Pasadena City College
  - Rafael Pimental, Representative from Pile Drivers Union (Welding portion)
  - George, Representative from Pile Drivers Union (Welding portion)
  - Students, Pasadena City College

### Introductions

- Misty introduced both reps to the students and explained how she used to be a pile driver and this was the union that she was a part of
- Misty spoke to what does the industry look for in students, what tools do we need to train our students?
- George and Rafael introduced themselves and their background and job history

### Pile Drivers Union Expectations of Employment

- They went over with students how apprenticeship works and how it's a 4-year apprenticeship if they start at 1<sup>st</sup> period
  - Have a training program apprentices are required to attend every month, for 2 weeks. The employer must hold your job for you until you get back from school.
  - Starting with a LAC FCAW & STICK you can start at 3<sup>rd</sup> period apprentice.
- Welders with certs start at 3<sup>rd</sup> period pay bump \$25/hr starting - After completing school you get an automatic raise of 3 dollars per hour and you advance to the next step in the apprenticeship.
  - Journeymen welders cap out at about \$44.00 per hour, that does not include the benefits paid by your employer which is a separate \$18.00 dollars per hour. The benefit rates are the same no matter what part of the apprenticeship program you are in or if you're a journey man.
  - Welders have to be willing to learn the trade of bridge building and commercial carpentry, their rates will not change from job to job until you go to school for 2 weeks and get a raise.
  - The union offers a vacation fund paid into by your employer at a fixed rate for each hour the participant works or is paid. The vacation benefit is paid out twice a year – July and December. The rate is 5 dollars per hour, paid by your employer. It is 5 dollars per hour no matter what stage you are in the apprenticeship program.
  - Members are eligible for a Pension Plan and Defined Contribution Retirement Plan. Increases to the Defined Contribution Plan can be funded by both the individual and their employer.

### Pile Drivers Union Employment Opportunities

- Piledrivers union entails driving piles; available jobs at Metro and Rams stadium

- Informed students what tools they would need and what to expect from the job (tool bags; specialty tools)
- Discussed an event they have – contractors come out and go through an obstacle course – teachers attended that with some hired students
- Reviewed expectations for employees: it is hard work, but worth the reward; drug testing policies
  - Drugs will get you kicked off the job
  - You get drug tested when you join one of the above programs, and start with all companies.
  - You will get drug tested often, every time you go onto a new job.
  - You will also get drug tested if there is an accident on the job site that you are involved in, as the victim or any part of the accident.
- Training experiences they provide: carpenters learn how to drive a forklift; do different shoring things; ongoing career and on the job training
- Informing students to become best welders possible through PCC program so that when they showed up on the first day of the job, they are prepared

#### Programs and Degree Recommendations

- 2 full time faculty that teach program
- Currently: 1 Certificate of Achievement; 1 Occupational Skills
- George and Rafael would like to see us PCC welding instructors to become CWI's so we can offer in class testing for the AWS D 1.5 SMAW, FCAW 3G & 4G.
- He would like to see us promote the 1-month pre employment training for the women "THE BOOTS PROGRAM" and for men "MY BROTHERS KEEPERS".
  - Here they learn the very basics of working on a commercial construction site, proper use of bridge building tooling. It helps the people not be so shell shocked when they first walk onto a job site, on what to expect. Both programs also offer assistance in job placement.
- Suggestion to break the program in two separate certificates that are focused on the two different types of welding and hiring with the City of LA and passing the City of LA D.1.1 exam – Structural Welding Cert and Fabrication Cert
  - The Welding industry does not consider a Certificate of Achievement as a valid measure of employability.
  - Need programs to take welding trainees through the instruction and process of applying for and receiving LAC D 1.1 Welding License.

#### Questions & Answers Session

- Students asking job readiness questions (first day? What do I need to bring? What does typical work week look like? 5/10s 8 hour per day shift sometimes overtime)
- What not to do? Don't use phone; protocols
- What is it like to be an apprentice?