

**WORKFORCE DEVELOPMENT  
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PRO Youth and Families

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Kaiser Permanente

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Better Business Bureau

**RONALD J. ELLIS**  
2SS.com

**KEVIN FERREIRA**  
Sacramento Sierra's Building & Construction  
Trades Council

**KRISTIN GIBBONS**  
Department of Human Assistance

**TROY GIVANS**  
County of Sacramento, Economic Development

**DAVID W. GORDON**  
Sacramento County Office of Education

**MANDI HIGLEY**  
Tri-Tool, Inc.

**LYNN HOSOKAWA**  
Villara Building Systems

**LISA M. HUTCHINSON**  
DigiStream Investigations

**MICHAEL JASSO**  
City of Sacramento

**DENISE LEE**  
Sacramento Employment & Training Agency

**FRANK A. LOUIE**  
Sacramento Asian Chamber of Commerce

**JANET NEITZEL**  
Employment Development Department

**DR. JAMEY NYE**  
Los Rios Community College District

**ANDREA OLLANIK**  
Sacramento Metro Chamber of Commerce

**RONALD R. ORR, JR. – Vice Chair**  
VSP, Inc.

**SHARON O'SULLIVAN**  
California Department of Rehabilitation

**JOHNNY PEREZ**  
Clutch Contracts & Consulting

**KARL PINEO**  
Ironworkers Local 118

**LAURIE RODRIGUEZ**  
SMUD

**FABRIZIO SASSO**  
Sacramento Central Labor Council

**ANETTE SMITH – Chair**  
Roth Staffing Companies, L.P.

**DENISE TUGADE**  
SEIU – United Healthcare Workers.

**SHELLY VALENTON**  
Sacramento Regional Transit



**SACRAMENTOWORKS**

**SACRAMENTO WORKS, INC.**  
**Executive Committee**

**Date:** Monday, August 22, 2022

**Time:** 4:00 p.m.

**Location:**

<https://us02web.zoom.us/j/88388144871?pwd=TTBCYTFMTGY0SmZWN1FYeXVGY3VCQT09>

In response to the AB361 (Brown Act Section 54953) relating to the COVID-19 Pandemic, the Sacramento Works Executive Committee is conducting this meeting on Zoom at <https://us02web.zoom.us/j/88388144871?pwd=TTBCYTFMTGY0SmZWN1FYeXVGY3VCQT09> Meeting ID: 83 8814 4871; Passcode: 495735. Members of the public may join the meeting by clicking the link above or typing the meeting address above into their web browser, or listen to the meeting by telephone by dialing (for higher quality, dial a number based on your current location): One tap mobile: +16699006833,,88388144871# US (San Jose). Dial by your location + 1 669 900 6833 US (San Jose). Find your local number: <https://us02web.zoom.us/u/kdU7rhWteN>. Members of the public are encouraged to participate in the meeting by submitting written comments by email to: [Monica.Newton@seta.net](mailto:Monica.Newton@seta.net). Any member of the public who wishes to speak directly to the board regarding any item on the agenda may contact Monica Newton at (916) 263-3753, or [Monica.Newton@seta.net](mailto:Monica.Newton@seta.net). Please include in your request which item you would like to participate on. Additionally, during the meeting any questions or comments may be submitted via the Q&A or chat features on Zoom. Public comments will be accepted until the adjournment of the meeting, distributed to the Executive Committee and included in the record.

In the event of disruption which prevents broadcasting of the meeting to members of the public using the call-in or internet-based service options, or in the event of a disruption which prevents members of the public from offering public comments, the Committee shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

Closed captioning will be available. This document and other Committee meeting information may be accessed through the Internet by accessing the SETA home page: [www.seta.net](http://www.seta.net).

**AGENDA**

1. Call to Order/Roll Call
2. Approval of Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing (Legal Counsel)
3. Approval of Minutes of the July 25, 2022 Regular Meeting

4. Discussion of Sacramento Works Board Action Plan

5. Adjournment

**COMMITTEE MEMBERS:** Lisa Clawson, Ron Ellis, David Gordon, Denise Lee, Dr. Jamey Nye, Ron Orr, Anette Smith

**DISTRIBUTION DATE: Tuesday, August 16, 2022**

Sacramento Works Executive Committee meeting hosted by:  
Anette Smith (Chair), Ron Orr (Vice Chair), Lisa Clawson (Secretary/Treasurer)

## ITEM 2- ACTION

### APPROVAL OF FINDINGS AND AUTHORIZATION TO EXTEND USE OF TELECONFERENCING PROCEDURES FOR BOARD MEETINGS DURING DECLARED STATE OF EMERGENCY AND/OR WHILE STATE OR LOCAL OFFICIALS CONTINUE TO IMPOSE OR RECOMMEND MEASURES TO PROMOTE SOCIAL DISTANCING

#### BACKGROUND:

California Governor Gavin Newsom has issued long-existing state of emergency related to COVID-19, which remains in effect. Governor Newsom had previously authorized local agencies, by Executive Order, to conduct meetings under the Brown Act utilizing Zoom or other remote procedures to conduct meeting by modified teleconference procedures. In September 2021, the legislature signed and passed into law AB 361, which amended Section 54953 of the Brown Act to similarly authorize teleconferencing of Board Meetings, provided necessary procedures are followed.

Under AB 361, in the event of disruption which prevents broadcasting of the meeting to members of the public using the call-in or internet-based service options, or in the event of a disruption which prevents members of the public from offering public comments, the legislative body shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

AB 361 also authorizes public agencies to continue to hold subsequent meetings via teleconference procedures during any state of emergency that directly impacts the ability of the members to meet safely in person or while State or local officials continue to impose or recommend measures to promote social distancing. The Governor's declared continuing state of emergency remains active and continues to serve to protect members of the public from unnecessary risk and exposure to COVID-19. In addition, Cal OSHA continues to recommend physical distancing in places of employment as a measure to protect employees against the spread of COVID-19. Given these circumstances, in order to allow for the next Committee meeting to be held by teleconference procedures consistent with AB 361, the Committee must make the following findings no later than 30 days after the first teleconferencing meeting and every 30 days thereafter by majority vote:

- a. The legislative body has reconsidered the circumstances of the state of emergency.
- b. Any of the following circumstances exists:
  - i. The state of emergency continues to directly impact the ability of the members to meet safely in person.
  - ii. State or local officials continue to impose or recommend measures to promote social distancing.

RECOMMENDATION:

Authorize the continued use of teleconferencing for Sacramento Works Executive Committee meetings under AB 361, occasioned by the continuing state of emergency issued by Governor Newsom that directly impacts the ability of the members to meet safely in person and the continuation of Cal OSHA recommendations promoting physical distancing in places of employment and, based thereon, make the following findings in support of this action:

- a. The Committee has reconsidered the circumstances of the state of emergency.
- b. The following circumstances exist:
  - i. The state of emergency continues to directly impact the ability of the members to meet safely in-person.
  - ii. State officials continue to recommend measures to promote social distancing.

PRESENTER: Legal Counsel

**SACRAMENTO WORKS, INC.**

Executive Committee

Minutes

*(The minutes reflect the actual progression of the meeting.)*

**Location:** Meeting held electronically

Monday, July 25, 2022  
4:00 p.m.

**1. Call to Order/Roll Call**

Ms. Smith called the meeting to order at 4:01 p.m. The roll was called and a quorum was established.

Members Present: Lisa Clawson, Dr. Jamey Nye, Ron Orr, Ron Ellis, Anette Smith

Member Absent: Denise Lee, David Gordon

Others Present: Phil Cunningham, Roy Kim, Julie Davis-Jaffe, Michelle O'Camb

**2. Approval of Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing**

Moved/Ellis, second/Orr, to approve the Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing

Roll call vote:

Aye: 5 (Clawson, Nye, Orr, Ellis, Smith)

Nay: 0

Abstention: 0

Absent: 2 (Lee, Gordon)

**3. Approval of Minutes of the June 27, 2022 Regular Meeting**

Minutes were reviewed; no questions or corrections.

Moved/Clawson, second/Ellis, to approve the June 27 minutes as written.

Roll call vote:

Aye: 4 (Clawson, Nye, Ellis, Orr)

Nay: 0

Abstention: 1 (Smith)

Absent: 2 (Gordon, Lee)

4. **Discussion of Sacramento Works Board Action Plan**

Mr. Orr stated the Employer Outreach Committee met in a subcommittee that settled on a definition for quality jobs, based on the definition by San Diego. They approached the definition from an employer's stand point. Mr. Ellis gave the definition of a quality job as "A high-quality job is one that provides all the necessities, a path of opportunity and features that align well with the individual's and employer's goals and circumstances."

Mr. Ellis proposed changing the meeting time for the Board meetings. Mr. Cunningham suggested bringing it up under Board Member Reports.

5. **Review of the July 27, 2022 Sacramento Works Board Agenda**

Ms. Smith reviewed the Board packet.

Ms. Clawson suggested the two new Board members be introduced at the Board meeting.

Ms. Smith asked if the Board agenda feels stale. Ms. Clawson suggested putting it to the SETA team and Board.

Mr. Ellis suggested having special guest speakers at the Board meetings.

Ms. Smith gave an update on the recruitment process for the Executive Director position.

6. **Adjournment**: The meeting was adjourned at 4:23 p.m.

## ITEM 4 – DISCUSSION

### DISCUSSION OF SACRAMENTO WORKS BOARD ACTION PLAN

#### BACKGROUND:

In late June, a survey was sent out to all Sacramento Works Board members requesting input on the top priority areas for the Sacramento Works Board to focus on in the coming year. Using the results of the survey, the Board engaged in two separate retreat sessions on October 6, 2021 and November 5, 2021.

At the November 17, 2021 Board Meeting, the Board approved the attached Sacramento Works Board Action Plan for 2022, and selected the following categories as the Board's priorities for 2022:

- Review Board structure and processes to enable our organization to be creative, agile, dynamic, and equitable
- Develop and define quality jobs and livable wages in partnership with the business community

The Executive Committee met on January 24, 2022, and assigned specific action plan tasks to Committees. The assignments were approved by the full Board on January 26, 2022, and each Committee was asked to review the specific action plan tasks and provide feedback on tasks that fall within their respective areas.

In addition, the Board adopted as its top priority - ***develop a standardized definition of quality jobs and employers***, and requested that Committees discuss and respond with potential definitions. To help inform the discussion, a one-page state document defining job quality is attached.

#### RECOMMENDATION:

Discuss the Sacramento Works Board Action Plan and take appropriate action.

## Sacramento Works Board Action Plan 2022

Develop a roadmap of programs to ensure equity and lead to quality jobs	Review Board structure and processes to enable our organization to be creative, agile, dynamic, and equitable.	Develop and define quality jobs and livable wages in partnership with the business community.	Define set of data, goals, outcomes, and success stories that will consistently show ROI to the community	Seek strategic partnerships that provide targeted populations opportunities to quality jobs and expand and enhance Sac Works capacity.
Adopt Strategies for job readiness curriculum	Recruit members from high demand industries (BD)	Create a business support network (EO)	Research and develop Sacramento Works outcome dashboard	Connect with Sac County homeless leadership
Develop and deploy digital literacy training and tools	Increase program awareness of board members (EX/BD)	Explore possibility of investing in CRM or other tech to support business (PO/EO)	Improve our story telling capability	Implement an Aggie Square partnership
Replicate GSEC Coding Bootcamp	Initiate and complete board member composition review (BD)	Support COVID vaccine mandate deployment – Tabled	Develop and focus on job retention measurements	Coordinate strategic outreach to small and medium size businesses
Increase funding and access to OJT programs	Research and ID key industries for pipeline development (EX)	Pair Board members to program areas to leverage individual networks (ALL)	Develop and publish entry level job index	Create award program with Board initiative funds.
Develop and implement a turnkey internship program	Bring youth voice on the Board (YTH/EX/BD)	Adopt standard toolbox for wants and needs of employers (EO)		Build partnerships around specific projects.
ID and articulate career pathways specifically for youth	Hold summit of select public and private industries (EO)	Develop a standardized definition of “quality” jobs and employers (ALL) – Priority #1		
Coordinate internships leading to employment	Develop and complete entry level job index report (EO)	Develop a SETA Virtual Bootcamp for employers (EO)		
		Conduct and publish a private sector wage and benefit survey (EX/EO)		

NOTE: All Committees to review and provide feedback on tasks that fall within their respective areas.



California's economy is the fifth-largest in the world and generates tremendous wealth and prosperity. At the same time, income inequality continues to rise, and people of color are overrepresented in low-wage, dead-end jobs. In 2017, the median wage was \$11.05 per hour, and one in three California workers earned less than \$15 per hour. The decline in economic opportunity and upward mobility exacerbates income inequalities that prevent workers—especially people of color and those who are historically marginalized—from thriving and achieving economic prosperity.

For these workers, simply connecting to a job is not enough. English-language proficiency, immigration status, criminal background, transportation, and childcare challenges prevent workers of color from accessing training and quality employment opportunities. Furthermore, systemic barriers, such as geographic segregation, discrimination, and hiring bias limit opportunities for people of color to achieve economic prosperity. Employers also use practices such as misclassification and subcontracting to increase profits, resulting in an increase in the number of working poor—those who work full-time but cannot earn enough to make ends meet.

High road training partnerships (HRTPs) are raising industry standards by building partnerships that connect workers and communities to safer, healthier, and more highly skilled jobs and a supportive workforce development infrastructure to reach socio-economic success. HRTPs increase the capacity of firms and workers to adapt and compete by addressing industry challenges like mass retirement and the effects of technological advances on the fundamental nature of work.

## WHAT IS A QUALITY JOB?

Quality jobs provide family-sustaining wages, health benefits, a pension, worker advancement opportunities, and collective worker input and are stable, predictable, safe and free of discrimination. Quality jobs have the potential to transform workers' lives and create resilient, thriving firms and communities and a more just and equitable economy.

Compared to the total California workforce, low-wage workers are:

- *twice* as likely to work part-time;
- *less* likely to be members of a union;
- *less* likely to receive employer-provided health insurance or retirement benefits;
- *more* likely to live in households with incomes below the federal poverty line; and
- *more* likely to experience high blood pressure, obesity, other chronic illnesses, and premature death.

Source: Low-Wage Work in California Data Explorer

## CREATING A WORKFORCE DEVELOPMENT SYSTEM THAT ENSURES JOB QUALITY

### Family-Sustaining Wages

Family-supporting wages include healthcare, a pension, and paid sick leave and ensure that workers can procure basic necessities such as housing and food for themselves and their families in any location.

### Career Pathways

Clearly defined career ladder opportunities lead to family-sustaining wages for workers. Workers must have access to quality education, training, and support services that provide the skills to access opportunities to enter and advance within a specific occupation.

### Stable and Predictable Schedules

Work schedules are reliable, predictable, and stable and include enough hours to ensure a family-sustaining income. Workers receive reasonable advance notice of their schedules, clearly defined shifts, and a consistent number of hours.

### Worker Voice and Agency

Worker knowledge and expertise is valued and respected. Worker expertise is necessary to the development, design, and implementation of training programs to adequately address industry demand and workforce needs. Workers should also have the right to organize and join unions and other organizations to protect their interests.

### Healthy Work Environment

A safe and healthy work environment is key to improving worker relations, morale, job satisfaction and productivity. Adequate training and protection reduce the risk of on-the-job injuries, prevent fatalities, and lessen the impact of long-term health conditions. Socially conscious training that incorporates racial equity practices in a community context helps employers make workplaces safer and meet environmental sustainability standards that improve public health.

Job quality has significant social and economic benefits. Quality jobs can lead to economic stability and better physical and mental health outcomes for workers. A worker with a quality job is less likely to experience stress and anxiety, scheduling instability, or economic insecurity and more likely to experience job and overall life satisfaction, and good physical and mental health.

## THE H RTP APPROACH CREATES AN ECOSYSTEM OF ECONOMIC PROSPERITY

### Workers

Quality jobs would lead to economic mobility and positively affect workers' and their families' physical and mental health and well-being, relationships, and social and household lives.

### Employers

Quality jobs would reduce absenteeism, lower turnover rates, and increase productivity and profits, resulting in the ability to thrive and compete in a high road economy.

### Worker Organizations

Quality jobs would improve worker satisfaction, increase membership, strengthen worker power in the workplace, and create a more competitive workforce that lifts industry standards.

### Communities

Quality jobs would increase the spending power of workers and help circulate money through local economies to support businesses, increase the number of jobs, create healthy, environmentally sustainable, thriving communities, and grow the economy.