

INTRODUCED BY Assembly Member Keeley

FEBRUARY 25, 1999

An act to amend Sections 1773.1, 1777.5, 1777.7, 3070, 3075, and 3080 of, and to add Sections 3073.1, 3090, and 3098.1 to, the Labor Code, relating to apprenticeship programs.

LEGISLATIVE COUNSEL'S DIGEST

AB 921, as introduced, Keeley. Apprenticeship programs.

Existing law establishes the California Apprenticeship Council to issue rules and regulations that establish apprenticeship standards, among other things. The council is composed of 14 members appointed by the Governor plus the Director of Industrial Relations or his or her designee, the Superintendent of Public Instruction or his or her designee, and the Chancellor of the California Community Colleges or his or her designee. The Governor's appointees include 6 representatives each from employer and employee organizations, geographically selected, and 2 representatives of the general public.

This provision also provides that each member of the council shall receive \$50 for each day of actual attendance at council or committee meetings together with actual and necessary traveling expenses.

This bill would provide that the Governor's appointees shall be 6 representatives each from employer organizations that sponsor apprenticeship programs and employee organizations that sponsor apprenticeship programs, geographically selected, and 2 representatives of the general public. This bill would also increase the council members' per diem to \$100 for each day of actual attendance at council or committee meetings together with actual and necessary traveling expenses.

Existing law requires the Chief of the Division of Apprenticeship Standards or his or her representative, among other things, to foster, promote, and develop the welfare of the apprentice and industry, improve the working conditions of apprentices, and advance their opportunities for profitable employment.

This bill would additionally require the division to audit all apprenticeship programs at least once every 5 years to ensure compliance with specified requirements and require every apprenticeship program sponsor to cooperate with the division in conducting the audit. The audit reports would be presented to the California Apprenticeship Council and made public, except as specified. The chief would recommend remedial action to correct deficiencies and failure to correct them within a reasonable time would be grounds for withdrawing state approval of a program.

Existing law provides that an apprenticeship program sponsor may be a joint apprenticeship committee, unilateral management or labor apprenticeship committee, or an individual employer.

This bill would provide that it is the public policy of this state to favor the training of apprentices in jointly sponsored programs. The bill would prohibit the chief from approving a new unilateral program in any trade and geographic area where a jointly sponsored program has the capacity to meet the apprenticeship training needs.

Existing law requires that the ratio of apprentice work to journeyman work performed on public works to be not less than one hour of apprentice's work for every 5 hours by a journeyman, except as specified in the case of the land surveyor classification. A violation of this provision is punishable by a civil penalty of \$50 per day of noncompliance.

This bill would eliminate the land surveyor exception and increase

e civil penalty to \$100 for each day of noncompliance.
Vote: majority. Appropriation: no. Fiscal committee: ye
ate-mandated local program: no.

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. The Legislature finds and declares that apprenticeship programs are a vital part of the educational system in California. It is the purpose and goal of this legislation to strengthen the regulation of apprenticeship programs in California, to ensure that all apprenticeship programs approved under Chapter 4 (commencing with Section 3070) of Division 3 of the Labor Code meet the high standards necessary to prepare apprentices for the workplaces of the future and to prevent the exploitation of apprentices by employers or apprenticeship programs.

SEC. 2. Section 1773.1 of the Labor Code is amended to read:

1773.1. Per diem wages shall be deemed to include employer payments for health and welfare, pension, vacation, travel time, and subsistence pay as provided for in Section 1773.8 —

and apprenticeship or other training programs authorized by Section 3093 — ~~and similar purposes~~ where the cost of training is reasonably related to the amount of employer contributions, when the term "per diem wages" is used in this chapter or in any other statute applicable to public works.

For the purpose of determining ~~such~~ per diem wages for contracts entered into with the state, the representative of any craft, classification, or type of workman needed to execute the contracts entered into with the state shall file with the Department of Industrial Relations fully executed copies of the collective bargaining agreements for the particular craft, classification, or type of work involved. ~~Such~~

The agreements shall be filed within 10 days after their execution and thereafter may be taken into consideration pursuant to Section 1773 whenever filed 30 days prior to the call for bids.

SEC. 3. Section 1777.5 of the Labor Code is amended to read:

1777.5. Nothing in this chapter shall prevent the employment of properly registered apprentices upon public works.

Every apprentice shall be paid the standard wage paid to apprentices under the regulations of the craft or trade at which he or she is employed, and shall be employed only at the work of the craft or trade to which he or she is registered.

Only apprentices, as defined in Section 3077, who are in training under apprenticeship standards and written apprentice agreements under Chapter 4 (commencing with Section 3070) of Division 3 are eligible to be employed on public works. The employment and training of each apprentice shall be in accordance with the apprenticeship standards and apprentice agreements under which he or she is training.

When the contractor to whom the contract is awarded by the state or any political subdivision, or any subcontractor under him or her, in performing any of the work under the contract or subcontract, employs workers in any apprenticeable craft or trade, the contractor and subcontractor shall apply to the joint apprenticeship committee administering the apprenticeship standards of the craft or trade in the area of the site of the public work for a certificate approving the contractor or subcontractor under the apprenticeship standards for the employment and training of apprentices in the area or industry affected. However, approval as established by the joint apprenticeship committee or committees shall be subject to the approval of the Administrator of Apprenticeship. The joint apprenticeship committee or committees, subsequent to approving the subject contractor or subcontractor, shall arrange for the dispatch

of apprentices to the contractor or subcontractor in order to comply with this section. Every contractor and subcontractor shall submit contract award information to the applicable joint apprenticeship committee that includes an estimate of journeyman hours to be performed under the contract, the number of apprentices to be employed, and the approximate dates the apprentices will be employed.

There is an affirmative duty upon the joint apprenticeship committee or committees administering the apprenticeship standards of the craft or trade in the area of the site of the public work to ensure equal employment and affirmative action in apprenticeship for women and minorities. Contractors or subcontractors shall not be required to submit individual applications for approval to local joint apprenticeship committees provided they are already covered by the local apprenticeship standards. The ratio of work performed by apprentices to journeymen who shall be employed in the craft or trade on the public work may be the ratio stipulated in the apprenticeship standards under which the joint apprenticeship committee operates, but, except as otherwise provided in this section, in no case shall the ratio be less than one hour of ~~apprentices~~

apprentice's work for every five hours of labor performed by a journeyman. ~~However, the minimum ratio for the land surveyor classification shall not be less than one apprentice for each five journeymen.~~

Any ratio shall apply during any day or portion of a day when any journeyman, or the higher standard stipulated by the joint apprenticeship committee, is employed at the job site and shall be computed on the basis of the hours worked during the day by journeymen so employed ~~, except for the land surveyor classification~~. The contractor shall employ apprentices for the number of hours computed as above before the end of the contract. However, the contractor shall endeavor, to the greatest extent possible, to employ apprentices during the same time period that the journeymen in the same craft or trade are employed at the job site. Where an hourly apprenticeship ratio is not feasible for a particular craft or trade, the Division of Apprenticeship Standards, upon application of a joint apprenticeship committee, may order a minimum ratio of not less than one apprentice for each five journeymen in a craft or trade classification.

The contractor or subcontractor, if he or she is covered by this section, upon the issuance of the approval certificate, or if he or she has been previously approved in the craft or trade, shall employ the number of apprentices or the ratio of apprentices to journeymen stipulated in the apprenticeship standards. Upon proper showing by the contractor that he or she employs apprentices in the craft or trade in the state on all of his or her contracts on an annual average of not less than one hour of apprentice work for every five hours of labor performed by a journeyman ~~or, in the land surveyor classification, one apprentice for each five journeymen~~

, the Division of Apprenticeship Standards may grant a certificate exempting the contractor from the 1-to-5 hourly ratio as set forth in this section. This section does not apply to contracts of general contractors or to contracts of specialty contractors not bidding for work through a general or prime contractor, when the contracts of general contractors or those specialty contractors involve less than thirty thousand dollars (\$30,000) or 20 working days. Any work performed by a journeyman in excess of eight hours per day or 40 hours per week shall not be used to calculate the hourly ratio required by this section.

"Apprenticeable craft or trade," as used in this section, means a craft or trade determined as an apprenticeable occupation in accordance with rules and regulations prescribed by the California Apprenticeship Council. The joint apprenticeship committee has the discretion to grant a certificate, which shall be subject to the approval of the Administrator of Apprenticeship, exempting a contractor from the 1-to-5 ratio set forth in this section when it finds that any one of the following conditions is met:

(a) Unemployment for the previous three-month period in the area exceeds an average of 15 percent.

(b) The number of apprentices in training in the area exceeds a ratio of 1 to 5.

(c) There is a showing that the apprenticeable craft or trade is replacing at least one-thirtieth of its journeymen annually through apprenticeship training, either on a statewide basis or on a local basis.

(d) Assignment of an apprentice to any work performed under a public works contract would create a condition that would jeopardize his or her life or the life, safety, or property of fellow employees or the public at large or if the specific task to which the apprentice is to be assigned is of such a nature that training cannot be provided by a journeyman.

When exemptions are granted to an organization that represents contractors in a specific trade from the 1-to-5 ratio on a local or statewide basis, the member contractors will not be required to submit individual applications for approval to local joint apprenticeship committees, if they are already covered by the local apprenticeship standards.

A contractor to whom the contract is awarded, or any subcontractor under him or her, who, in performing any of the work under the contract, employs journeymen or apprentices in any apprenticeable craft or trade and who is not contributing to a fund or funds to administer and conduct the apprenticeship program in any craft or trade in the area of the site of the public work, to which fund or funds other contractors in the area of the site of the public work are contributing, shall contribute to the fund or funds in each craft or trade in which he or she employs journeymen or apprentices on the public work in the same amount or upon the same basis and in the same manner as the other contractors do, but, where the trust fund administrators are unable to accept the funds, contractors not signatory to the trust agreement shall pay a like amount to the California Apprenticeship Council. The contractor or subcontractor may add the amount of the contributions in computing his or her bid for the contract. The Division of Labor Standards Enforcement is authorized to enforce the payment of the contributions to the fund or funds as set forth in Section 227.

The body awarding the contract shall cause to be inserted in the contract stipulations to effectuate this section. The stipulations shall fix the responsibility of compliance with this section for all apprenticeable occupations with the prime contractor.

All decisions of the joint apprenticeship committee under this section are subject to Section 3081.

SEC. 4. Section 1777.7 of the Labor Code is amended to read:

1777.7. (a) In the event a contractor or subcontractor willfully fails to comply with Section 1777.5, the Director of Industrial Relations shall deny to the contractor or subcontractor, both individually and in the name of the business entity under which the contractor or subcontractor is doing business, the right to bid on, or to receive, any public works contract for a period of up to one year for the first violation and for a period of up to three years for the second and subsequent violations. Each period of debarment shall run from the date the determination of noncompliance by the Administrator of Apprenticeship becomes an order of the California Apprenticeship Council.

(b) A contractor or subcontractor who violates Section 1777.5 shall forfeit as a civil penalty the sum of ~~fifty dollars~~ ~~(\$50)~~ one hundred dollars (\$100) for each calendar day of noncompliance. Notwithstanding Section 1727, upon receipt of a determination that a civil penalty has been imposed, the awarding body shall withhold the amount of the civil penalty from contract progress payments then due or to become due.

(c) In lieu of the penalty provided for in subdivision (a) or (b), the director may for a ~~first time~~ first-time violation and with the concurrence of the joint apprenticeship

committee, order the contractor or subcontractor to provide apprentice employment equivalent to the work hours that would have been provided for apprentices during the period of noncompliance.

(d) Any funds withheld by the awarding body pursuant to this action shall be deposited in the General Fund if the awarding body is a state entity, or in the equivalent fund of an awarding body if the awarding body is an entity other than the state.

(e) The interpretation and enforcement of Section 1777.5 and this action shall be in accordance with the rules and procedures of the California Apprenticeship Council.

SEC. 5. Section 3070 of the Labor Code is amended to read:

3070. There is in the Division of Apprenticeship Standards the California Apprenticeship Council, which shall be appointed by the governor, composed of six representatives each from employer organizations that sponsor apprenticeship programs under this chapter and employee organizations that sponsor apprenticeship programs under this chapter, respectively, geographically elected, and of two representatives of the general public. The director of Industrial Relations, or his or her permanent and best qualified designee, and the Superintendent of Public Instruction, or his or her permanent and best qualified designee, and the Chancellor of the California Community Colleges, or his or her permanent and best qualified designee, shall also be members of the California Apprenticeship Council. The chairman shall be elected by vote of the California Apprenticeship Council. Beginning with appointments in 1985, three representatives each of employers and employees, and one public representative shall serve until January 15, 1989. In 1987, three representatives each of the employers and employees, and one public representative shall serve until January 15, 1991. Any member whose term expires on January 15, 1986, shall continue to serve until January 15, 1987. Thereafter each member shall serve for a term of four years. Any member appointed to fill a vacancy occurring prior to the expiration of the term of his or her predecessor shall be appointed for the remainder of that term. Each member of the council shall receive the sum of ~~fifty dollars (\$50)~~

one hundred dollars (\$100) for each day of actual attendance at meetings of the council, for each day of actual attendance at hearings by the council or a committee thereof pursuant to Section 3082, and for each day of actual attendance at meetings of other committees established by the council and approved by the Director of Industrial Relations, together with his or her actual and necessary traveling expenses incurred in connection therewith.

SEC. 6. Section 3073.1 is added to the Labor Code is amended to read:

3073.1. The division shall audit all apprenticeship programs approved under this chapter at least once every five years to ensure that the provisions of this chapter are being followed, that only qualified instructors are being used, that apprentices are actually receiving the training and instruction required by the apprenticeship agreement, that apprentices are actually graduating from the program, that graduates have actually acquired the skills and training necessary for the workforce, and that the programs have actually implemented affirmative action programs for minorities and women in accordance with the rules, regulations, and guidelines of the California Apprenticeship Council. Every apprenticeship program sponsor shall have a duty to cooperate with the division in conducting an audit.

Audit reports shall be presented to the California Apprenticeship Council and shall be made public, except that the division shall not make public information which would infringe on the privacy of individual apprentices. The division shall recommend remedial action to correct deficiencies recognized in the audit report, and the failure to correct deficiencies within a reasonable period of time shall be grounds for withdrawing state approval of a program. Nothing shall prevent the division from conducting more frequent audits of apprenticeship programs where deficiencies have been

entified.

SEC. 7. Section 3075 of the Labor Code is amended to read:
3075. An apprenticeship program sponsor may be a joint apprenticeship committee, unilateral management or labor apprenticeship committee, or an individual employer. Programs may be approved by the chief in any trade in the state or in a city or trade area, whenever the apprentice training needs ~~justifies~~ justify their establishment. Where a collective bargaining agreement exists, a program shall be jointly sponsored unless either party to the agreement waives its right to representation in writing. Joint apprenticeship committees shall be composed of an equal number of employer and employee representatives.

It is the public policy of this state to favor the training of apprentices in jointly sponsored programs. Where an approved jointly sponsored program exists for the trade and geographic area, and has the capacity to meet the apprenticeship training needs, the chief shall not approve a new unilateral program unless special circumstances justify the establishment of the program.

SEC. 8. Section 3080 of the Labor Code is amended to read:

3080. (a) For the purpose of providing greater diversity of training or continuity of employment, any apprentice agreement made under this chapter may in the discretion of the California Apprenticeship Council be signed by an association of employers or an organization of employees instead of by an individual employer. In such a case, the apprentice agreement shall expressly provide that the association of employers or organization of employees does not assume the obligation of an employer but agrees to use its best endeavors to procure employment and training for an apprentice with one or more employers who will accept full responsibility, as herein provided, for all the terms and conditions of employment and training set forth in the agreement between the apprentice and employer association or employee organization during the period of the apprentice's employment. The apprentice agreement shall also expressly provide for the transfer of the apprentice, subject to the approval of the California Apprenticeship Council, to an employer or employers who shall sign a written agreement with the apprentice, and if the apprentice is a minor, with the apprentice's parent or guardian, as specified in Section 3079, contracting to employ the apprentice for the whole or a definite part of the total period of apprenticeship under the terms and conditions of employment and training set forth in the apprentice agreement.

(b) All apprenticeship programs with more than one employer or an association of employers shall include provisions sufficient to ensure meaningful and trustworthy representation of the interests of employees and apprentices in the management of the program.

SEC. 9. Section 3098 is added to the Labor Code, to read:

3098. Apprenticeship standards adopted pursuant to Section 3071 shall not vary based on whether an apprentice in the building and construction trades is employed on a public works project.

SEC. 10. Section 3098.1 is added to the Labor Code, to read:

3098.1. Employers in the building and construction trades shall not employ individuals registered in approved apprenticeship programs as nonapprentices on construction projects so as to avoid complying with apprenticeship standards for minimum wages, maximum hours, and working conditions. Apprenticeship standards under this chapter shall apply to all individuals registered in approved apprenticeship programs whenever they are employed on construction projects.

Art Carter
Legislative Advocate

APR 6 1999

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APR 6 1999

Debbie Norton
Legislative Assistant

TO: Honorable Members, Assembly Labor & Employment Committee

FROM: Art Carter

DATE: April 6, 1999

SUBJECT: **Assembly Bill 921 (Keeley) - SUPPORT**

CLIENTS: California State Pipe Trades Council ✓
 California State Association of Electrical Workers ✓
 Western States Council of Sheet Metal Workers ✓

On behalf of the clients listed above, I am writing in support of AB 921 by Assembly Member Fred Keeley, which will be heard in your Committee on April 7, 1999.

AB 921 will strengthen apprenticeship training standards to ensure that apprentices receive the necessary on-the-job training and supplementary education needed to become a skilled worker. This measure would also crack down on substandard programs that use apprentices as cheap, indentured labor and fail to provide the necessary instruction to graduate a qualified journeyman.

I urge your support for AB 921.

State Building and Construction Trades Council of California

ROBERT L. BALGENORTH
PRESIDENT

RICHARD ZAMPA
SECRETARY-TREASURER

Chartered by
BUILDING AND CONSTRUCTION TRADES
DEPARTMENT
AFL - CIO

APR 6 1999

April 5, 1999

The Honorable Darrell Steinberg, Chairman
Assembly Labor and Employment Committee
State Capitol, Room 2148
Sacramento, CA 95814

Support AB 921 (Keeley)

Dear Assemblyman Steinberg:

The State Building and Construction Trades Council, which represents more than 250,000 construction workers in the state, urges your support for AB 921 (Keeley), which is scheduled for hearing in Assembly Labor and Employment Committee on April 7, 1999.

During the last decade, there has been a progressive weakening of standards regulating the apprenticeship programs that train California's 41,000 apprentices. This situation has resulted in the proliferation of programs that fail to adequately train apprentices in the skills needed to master a trade, and which, in many cases, are simply a front for providing employers with a supply of cheap labor.

AB 921 will strengthen apprenticeship training standards to insure that apprentices receive the necessary on-the-job training and supplementary education needed to become a skilled worker. The legislation would also crack down on substandard programs that use apprentices as cheap, indentured labor and fail to provide the necessary instruction to graduate a qualified journeyman.

If we can answer any additional questions on this legislation, please don't hesitate to let me know.

Sincerely,


Britton McFetridge

cc: Assemblyman Keeley
Consultant to Assembly Labor and Employment Committee

BM:amg
opeiu#29/afl-cio

Post-it® Fax Note	7671	Date	4/6	# of pages	▶
To	Ralph Lightfoot	From			
Co./Dept.		Co.			
Phone #		Phone #			
Fax #	319-2191	Fax #			

May 13, 1999

The Honorable Darrell Steinberg
Member of the California State Assembly
State Capitol – Room 2176
Sacramento, CA 95814

Dear Assemblyman Steinberg:

As a business owner in the City of Sacramento, I am writing to **OPPOSE AB921** relating to apprenticeship programs for the following reasons:

California has maintained a policy of parity since the inception of the state apprenticeship system, which authorizes and encourages two types of apprenticeship programs:

- a) Jointly sponsored programs administered by employee organizations in concert with employers – Unions and unionized employers, and:
- b) “Unilateral” programs, sponsored solely by single employers (plant standards); or multi-employer organizations.

AB921 proposes to abolish this long standing policy and replace it with exclusionary language, which can only be designed to limit the growth of apprenticeship opportunities for California’s young people and mandate a policy of “union-only” participation for those individual’s entering vocational jobs throughout the state. Rather than promoting freedom of choice and unlimited opportunities which the current market place abounds in, AB921 promotes a narrowing of choice and variety, and a general lowering of potential options for personal growth.

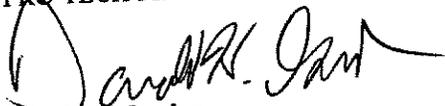
AB921 pronounces a policy of “favoritism” which panders to a single minority constituency within the work force – representing less than 16% of working Californians as it maintains on Page 11, commencing on line 7, that it *is state policy “to favor the training of apprentices in jointly sponsored programs,”* unless some unnamed “special circumstances” exist. Such wording is not only discriminatory and insupportable, it also oversteps the state’s authority in bypassing the basic protections of the rights of employees to refrain from collective bargaining and to vote against unionization (or vice versa) as set forth in the National Labor Relations Act.

This bill represents a major assault on the expansion of apprenticeship opportunities for California’s youth. It attacks the very nature of unilateral programs by imposing on non-union employers the requirement to develop union like employee representation on their program committees. This unnecessary, there have been no examples of egregious programs, which might encourage a revision of the current structure of unilateral programs. Further, amending Labor Code 3080 to require that all apprenticeship programs, including unilateral programs to provide for employee management is effectively an unlawful act under Section 8(a)(2) of the National Labor Relations Act which prohibits employer “domination” of any labor organization where this section has been interpreted by the courts as prohibiting the formation of employee committees to advise or act with respect to employee benefits such as training.

The California Association for The Advancement of Apprenticeship and Training is an affiliation of unilateral program sponsors and coordinators who are proud of their respective programs and the hundreds of skilled craftspeople who have been graduated into the workforce under their existing training standards. We believe the competitive dynamic, which is ongoing with our union counterparts, is a positive incentive for continued improvement, innovation and development of our programs. We believe that AB921, with its emphasis on a union monopoly of the state’s apprenticeship apparatus is a disservice to the process of system betterment, which will ultimately erode the quality of the system, rather than enhance it.

We implore the author of this bill to seriously consider either withdrawing this unnecessary and destructive bill from consideration, or to meet with representatives of the apprenticeship community to determine a more even-handed modification of current regulations.

Respectfully Submitted,
PRO-TECH FIRE PROTECTION SYSTEMS CORP.


Donald H. Gordon
President



ASSOCIATED BUILDERS AND CONTRACTORS, INC.

APR 1 1999

Associated Builders & Contractors

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1127 Eleventh Street, Suite 544 • Sacramento, California 95814-3810
Telephone: (916) 441-4844 • FAX: (916) 441-0221



March 29, 1999

Hon. Fred Keeley
Member of the Assembly
State Capitol
Sacramento, CA 95814

AB 921 (Keeley) OPPOSE Labor & Employment Committee April 7

Dear Mr. Keeley:

The Associated Builders and Contractors write to OPPOSE AB 921 relating to apprenticeship programs. We oppose the bill for the following reasons:

1. It has been state policy since the inception of apprenticeship programs that there can be two types of programs approved by the State.
 - (a) Those jointly sponsored programs by employee organizations and employers (i.e. unions and unionized employers) and
 - (b) Those which are solely employer sponsored programs

This bill states on page 11, commencing on line 7, that it is *state policy* to favor jointly sponsored programs, unless special circumstances (unnamed) exist. This is a direct special interest drive by organized labor to control all the training of apprentices in California, and to specifically exclude any other training (e.g. by non-union contractors).

My client, the Associated Builders and Contractors, has developed and had approved by the state of California and the federal Bureau of Apprenticeship and Training, craft training programs which meet all the standards established by the state and federal governments. This bill would specifically prohibit us from additional approvals at any time in the future, and deny us the right to train apprentices.

2. The very nature of unilateral programs would be undermined by the terms of the language on page 12, lines 3 - 7. There is absolutely no need for this provision which would force non-union employers to develop union-like employee representation in their programs. This is totally unnecessary, and there have been no examples of egregious programs which would necessitate a change in law.

This bill is a direct union assault on our approved programs by organized labor to the detriment of the people who have chosen to work non-union and become highly skilled crafts people. ABC has a proud record of training more minority and women apprentices than the union programs, and if this bill passed, we would be unable to increase our training.

Page 2
AB 921 OPPOSE

We would be pleased to work with you in refining the bill so that all Californians will benefit from state approved training.

Sincerely,



Robert C. Cline

cc.

Members of Assembly Labor and Employment Committee
Staff of L & E Committee
California Chamber of Commerce
California Manufacturers Association
ABC
CA Business Properties Ass'n
Associated General Contractors
CA Land Surveyor Association
CA Building Industry Association
Construction Industry Legislative Council
Consulting Engineers and Land Surveyors of CA
Fluor Daniel
Roofing Contractors Association of CA
CA Correctional Peace Officers Association