



**OAKLAND ARMY BASE
COMMUNITY JOBS
OVERSIGHT COMMISSION**

MEETING AGENDA PACKET

DATE: September 16, 2021

TIME: 4:00 pm

Please See the Agenda to Participate in the Meeting

Tele-Conference

Department of Workplace & Employment Standards
250 Frank Ogawa Plaza Suite 3341
Oakland, CA 94612

AGENDA ITEM 3

MEETING AGENDA

SEPTEMBER 16, 2021

**CITY OF OAKLAND
COMMUNITY JOBS OVERSIGHT COMMISSION
Thursday, September 16, 2021
4:00 p.m. – 6:00 p.m.
Virtual Meeting via Zoom teleconferencing platform**

Pursuant to the Governor’s Executive Order N-29-20 all members of the Commission will join the meeting via phone/video conference and no teleconference locations are required.

The meeting will adjourn upon the completion of the Commission’s business.

You are invited to a Zoom webinar.

When: Sep 16, 2021 04:00 PM Pacific Time (US and Canada)

Topic: Oakland Army Base Community Jobs Oversight Commission

Please click the link below to join the webinar:

<https://us06web.zoom.us/j/85636323228?pwd=K3hwZWlFbUdBWTluNjNFbzNMNGU0QT09>

Passcode: 194018

Or One tap mobile :

US: +12532158782,,85636323228#,,,,*194018# or
+13462487799,,85636323228#,,,,*194018#

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Webinar ID: 856 3632 3228

Passcode: 194018

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PARTICIPATION GUIDELINES

International numbers available: <https://zoom.us/j/85636323228?pwd=K3hwZWlFbUdBWTluNjNFbzNMNGU0QT09>

1. **To comment** by Zoom video conference, click the “Raise Your Hand” button when Public Comment is taken. Speakers will be unmuted, allowed to comment, and re-muted after their time expires.
2. To comment by phone, please call one of the above listed phone numbers. **“Raise Your Hand” by pressing “*9”** to speak when comment is taken. **To unmute and re-mute yourself press “*6”** during your allowed speaking time. Speakers will then be unmuted, allowed to comment, and re-muted after the time expires.

Should you have any questions or concerns regarding this agenda, or wish to review any agenda-related material, please contact the Department of Workplace & Employment Standards at (510) 238-3970.

ROLL CALL

Commissioners: Brian Beveridge (Vice Chairperson), Margaret Gordon, Megan Morodomi, Kate O'Hara (Chairperson), Len Turner, Saabir Lockett

Commission Staff: Deborah Barnes, Director, Department of Workplace & Employment Standards, Mary Mayberry, Board Secretary, Joyce Guy, West Oakland Job Resource Center

MEETING AGENDA

AGENDA ITEM	PAGE	TYPE
1. Roll Call and Determination of Quorum		
2. Open Forum		
3. Review of Agenda	4	Action
4. Consideration of the Minutes for the meeting held on August 19, 2021	6	Action
5. An informational report on the Operations Jobs Policies- City staff will present compliance reports for Good Eggs, PODS, and Con Global showing the data collected regarding these companies' compliance for all aspects of the operations jobs policy including: targeted hire, Fair chance hire/Ban the Box; Living Wages; restrictions on use of temporary workers	10	Informational
6. Report from Custom Goods and Prologis regarding operations and hiring practices at the Oakland Army Base	15	Informational
7. An informational report from City staff - Update on CASS locating to the OAB.	16	Informational
8. Compliance Reports		
a. West Oakland Job Resource Center Updates	18	Informational
9. Meeting Adjournment		

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AGENDA ITEM 4

MEETING MINUTES

AUGUST 19, 2021

MEETING MINUTES

CITY OF OAKLAND

COMMUNITY JOBS OVERSIGHT COMMISSION

Thursday, August 19, 2021

4:00 p.m. – 6:00 p.m.

Via Tele-Conference (Zoom)

In Attendance - Commissioners

Present	Excused/Absent
Margaret Gordon	Len Turner
Megan Morodomi	
Kate O'Hara	
Saabir Lockett	
Brian Beveridge	
In Attendance – Board Staff	
Deborah Barnes	City of Oakland
Tarecq Amir	WOJRC
Tse Ming Tam	WOJRC
Joyce Guy	WOJRC
Mary Mayberry	City of Oakland
Vivian Inman	City of Oakland
Jonothan Dumas	City of Oakland

MEETING AGENDA

Meeting called to order at 4:05 pm

1. **Roll Call and Determination of Quorum** – quorum present at call to order
2. **Open Forum** – No Speakers
3. **Review of Agenda** – No changes noted.
4. **Consideration of the Minutes for the meetings held on July 15, 2021**
Motion to accept the minutes of July 15, 2021 meeting
Moved = Commissioner Morodomi
Second = Commissioner Beveridge
Motion Carried

5. An informational report on the Operations Jobs Policies- City and WORJC staff presented reports on tenant compliance with the Operations Jobs Policy.

Mr. Dumas noted that the City is compiling examples of the information collected from tenants. They have expanded applications where businesses did not meet the threshold for the Jobs Policy but other policies may have applied (e.g. Living Wage, extended sick leave, etc.) Mr. Dumas met with ConGlobal and PODS. He is working with Good Eggs to revise reports collected by the City, specifically to reflect workers that achieve 2000 hours in a calendar year. They are working on a report to allow businesses to enter information on offsite hiring and tracking employees for the calendar year. Some businesses did not have proper postings for policies (LWO, etc.). That issue has been corrected. Information on hire dates, residency hours, status of workers regarding disadvantaged designation is also considered in the data collection process.

6. Review content of compliance reports to determine whether additional information is required.

Commissioner O'Hara asked whether an annual report from Good Eggs on worker retention was feasible. Commissioner Lockett pointed out that it would be important to track who is being rejected due to background checks and what is being done to assist those who have been rejected and what procedure is in place to assist workers who must go through the background check.

Tse Ming Tam from the WOJRC stated that information is being provided by Good Eggs for the referrals that come from community partners. They voluntarily provide the information to Good Eggs monthly. The policy does not require that tenant employers provide retention information. That may require the Commission to revisit the requirements and make an amendment to the Policy. Mr. Dumas shared that it might be more feasible to come up with a method to make it easier to get retention information from tenant employers to submit.

Commissioner Beveridge stated that he agrees that instead of policy changes that staff to work with the tenant employers to create a template for reporting purposes. He asked how often the Council get a status report or briefing on how policy is rolling out. Mr. Dumas will get an answer to that question. It is important to inform Council on the work being done and progress being made relative to Policy implementation on the OAB.

Commissioner Lockett wants something added to the disadvantaged piece to track who is getting background checks, who is denied employment due to negative results of the background check, and how to best reach out to candidates to identify and mitigate issues relative to the employment process. Mr. Tam stated that it might be problematic due to the sequence of events relative to hiring. Commissioner O'Hara asked staff to provide a summary of barriers experienced by job applicants at Good Eggs. Commissioner Beveridge asked what would be the appropriate entry point to obtain the information requested. Mr. Dumas asked the Commissioners for a

“split list” of data points required for analysis, interpretation and reporting, in order of priority.

Commissioner Beveridge asked for monthly compliance data and an annual report of the quality of the employment pool. The commission must have further conversations to determine what data is needed and for what purpose. Mr. Tam stated that reports are available reflecting community referrals and the reasons for denial. He will have it ready for the next meeting. Commissioner Beveridge thought that there should be a determination made as to which entity (City/Port) will be responsible for providing which data. Commissioner O’Hara said that she would provide Mr. Dumas with a synopsis of the Commission’s data requests from this meeting.

7. Report from Custom Goods and Prologis regarding operations and hiring practices at the Oakland Army Base

Attempts to reach out to representatives from Custom Goods proved unsuccessful. For that reason, the agenda item will be moved to the next meeting. Commissioner Morodomi will reach out to Custom Goods to formally invite them to make a presentation. When asked about what should constitute the content of their presentation, the Commission would like to learn the number of jobs a training offered to employees, the types of jobs being hired and whether the company is adhering to the tenets as outlined in the Policy. Commissioner O’Hara stated that Prologis need not make a presentation unless they have a leasing update to share. Commissioner Morodomi will make a verbal presentation at the next meeting. Tam stated that a projected hires report from the new tenant is due 90 days before they occupy the new space. Mr. Dumas informed the Commission that there will be a joint meeting with Custom Goods the City and WOJRC to establish reporting requirements.

8. Discussion on filling Commission vacancies

Commissioner Morodomi stated that she put forward a recommendation that Darren White be considered for membership on the Commission. He is a small business owner. Mr. White applied through the City’s portal. Staff will follow up with the Mayor’s Office on the status of applicants. Joyce Guy, from the WOJRC shared that while Mr. White is an excellent candidate, he might not be appropriate because the Policy sets forth specific categories for membership, and he does not fall into any of those categories. Commissioners stated that they would go on the City’s website to complete applications for reinstatement, as several members’ tenure was due to expire soon.

9. Compliance Reports

Mr. Tarecq Amir from the WOJRC presented the monthly report. The WOJRC is coming to the end of its first in person Transportation, Distribution and Logistics Pre-Apprenticeship Training since the start of the Pandemic. There were 13 participants – 3 were placed in TDL related jobs, and one in an IT position. Six persons are on target to complete the training. Staff is also continuing to provide financial coaching

and the ESL class. Tuesday orientations continue to be offered and staff has experienced success in placements within a few days of completion. Two staff members have transitioned out and have been replaced.

A numerical report was also presented.

Meeting Adjournment – 5:30pm

DRAFT

AGENDA ITEM 5

An informational report on the Operations Jobs Policies

City staff will present compliance reports for Good Eggs, PODS, and Con Global showing the data collected regarding these companies' compliance for all aspects of the operations jobs policy including: targeted hire, Fair chance hire/Ban the Box; Living Wages; restrictions on use of temporary workers

	Jan-21	%	Feb	%	Mar	%	Apr	%	May	%	June	%
Total Hires	62		66		52		30		23		18	
Local	34	54.8%	35	53.0%	28	53.8%	17	56.7%	10	43.0%	13	72.0%
Disadvantaged	21	33.9%	33	50.0%	38	73.1%	21	70.0%	16	70.0%	6	33.0%
Average starting wage for new hires							\$18.07		\$17.33			\$17.11

	July	%	Aug	%	Total Hires		Total Hires 2020	YTD Total Hires	Total %	Total %
					2021					
Total Hires	8		21		280		1005	1285		
Local	6	75.0%	9	42.0%	157		566	723	55.9%	56.3%
Disadvantaged	3	37.5%	6	28.5%	148		393	541	52.8%	39.1%
Average starting wage for new hires		\$17.38		\$17.00						

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Reasons for Rejections with Non-profit referrals with Good Eggs August 23, 2001

The following are the percentages and reasons why client referrals from community partners were rejected. They are:

- 37% because of lack of motivation during interview, or ability to follow instructions
- 18% due to lack of skills such as computer skills, or reading comprehension, ability to stand for 8-10 hrs. per day, or able to lift up to 50 lbs.
- 10% refused to work in Oakland
- 8% No show
- 7% unable to work morning hours
- 6% not willing to work in the cold
- 6% due to gaps or short work history
- 5% not eligible for rehiring due to past attendance issues
- 1% not willing to do certain work
- 1% declined the offer
- 1% declined to work as an "At Will" employee

Good Eggs (aka Permanent) Worker Hours
Staffing Partners (aka Temporary) Worker Utilization not to exceed 40% of Total Work Hours

MONTH	GOOD EGGS FC HOURS	GOOD EGGS TRANSPORTATION HOURS	STAFFING PARTNER FC HOURS	STAFFING PARTNER TRANSPORTATION HOURS	TOTAL GOOD EGGS HOURS	TOTAL STAFFING PARTNERS HOURS	TOTAL HOURS	PERCENTAGE GOOD EGGS HOURS (Permanent)	PERCENTAGE STAFFING PARTNERS HOURS (Temporary)
1/1/2021	45353.71	64005	11942.28	13464	109358.71	25406.28	134764.99	81.15%	18.85%
2/1/2021	46837.42	58253	8208.51	12139	105090.42	20347.51	125437.93	83.78%	16.22%
3/1/2021	52817.04	61255	4789.92	10815	114072.04	15584.92	129656.96	87.98%	12.02%
4/1/2021	48901.8	42521	3190.41	11836	91422.8	15026.41	106449.21	85.88%	14.12%
5/1/2021	48664.41	42155	2684.11	11916	90819.41	14580.11	105399.52	86.17%	13.83%
6/1/2021	42924.96	39642	1016.79	6964	82566.96	7980.79	90547.75	91.19%	8.81%
7/1/2021	39847.79	37202	415.71	4836	77049.79	5251.71	82301.5	93.62%	6.38%
8/1/2021									
9/1/2021									
10/1/2021									
11/1/2021									
12/1/2021									
Totals	325347.13	345033	32207.73	71970	670380.13	104177.73	774557.86	87.11%	12.89%

50% of Total Employees to be Oakland Residents (Outside Oakland hires and Oakland workers accruing 2000 hours are not reflected)

Total Permanent Employees	258	100%
Permanent Oakland Employees	111	43%
Permanent West Oakland Employees	13	12%
Other Cities	147	57%

1st Quarter

MONTH	GOOD EGGS FC HOURS	GOOD EGGS TRANSPORTATION HOURS	STAFFING PARTNER FC HOURS	STAFFING PARTNER TRANSPORTATION HOURS	TOTAL GOOD EGGS HOURS	TOTAL STAFFING PARTNERS HOURS	TOTAL HOURS	PERCENTAGE GOOD EGGS HOURS (Permanent)	PERCENTAGE STAFFING PARTNERS HOURS (Temporary)
1/1/2021	45353.71	64005	11942.28	13464	109358.71	25406.28	134764.99	81.15%	18.85%
2/1/2021	46837.42	58253	8208.51	12139	105090.42	20347.51	125437.93	83.78%	16.22%
3/1/2021	52817.04	61255	4789.92	10815	114072.04	15584.92	129656.96	87.98%	12.02%
Totals	145008.17	183513	24920.71	36418	328521.17	61338.71	389859.88	84.30%	15.70%

2nd Quarter

MONTH	GOOD EGGS FC HOURS	GOOD EGGS TRANSPORTATION HOURS	STAFFING PARTNER FC HOURS	STAFFING PARTNER TRANSPORTATION HOURS	TOTAL GOOD EGGS HOURS	TOTAL STAFFING PARTNERS HOURS	TOTAL HOURS	PERCENTAGE GOOD EGGS HOURS (Permanent)	PERCENTAGE STAFFING PARTNERS HOURS (Temporary)
4/1/2021	48901.8	42521	3190.41	11836	91422.8	15026.41	106449.21	85.88%	14.12%
5/1/2021	48664.41	42155	2684.11	11916	90819.41	14580.11	105399.52	86.17%	13.83%
6/1/2021	42924.96	39642	1016.79	6964	82566.96	7980.79	90547.75	91.19%	8.81%
Totals	140491.17	124318	6871.31	30716	264809.17	37587.31	302396.48	87.75%	12.25%

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AGENDA ITEM 6

Reports from Custom Goods
and Prologis regarding
operations and hiring practices
at the Oakland Army Base

AGENDA ITEM 7

Informational report from City
Staff – Update on CASS

AGENDA ITEM 8

WORKFORCE REPORTS

- WOJRC



September 10, 2021

During the month of August, we saw a dramatic increase in the number of walk-in clients, as well as attendees in our weekly orientations. Though there is a lot to tease out, we attribute this to the following- firstly, because we have been moving people into jobs at a rapid clip lately, we have had an uptick in word-of-mouth referrals. Secondly, we have been doing in active outreach at job fairs (BOSS and the Building Trades fairs) and on-the-ground advertising efforts informing people in various neighborhoods of Oakland about our job placement, training, and financial literacy trainings.

Our September TDL Pre-Apprenticeship training will begin September 20th, so we have spent much of the past month preparing, doing outreach, and coordinating with NCTAT. We have worked with community partners and partners with the County of Alameda, as well as a series of job fairs and events to publicize the training.

We have had recent success placing clients into work at GSE Logistics. Last month, four of our clients were hired on as materials movers. This is an employer relationship we hope to develop moving forward.

We are excited to have been invited to apply for new funding from the California Workforce Development Board to develop and build out existing programs, such as our TDL Pre-Apprenticeship Training regional partnership.

The following are the current funders who support our work:

- The Y. and H. Soda Foundation
- The James Irvine Foundation
- The California Workforce Development Board's High Road Training Partnership

We continue to work with the Port of Oakland and our community partners to ensure the growth and success of the West Oakland Job Resource Center.

West Oakland Job Resource Center Performance Report September 2021

Month	AA	HISP	CAU	API	OTR	DNS	M	F	DNS	Re-E	94607	94608	94609	94612	Other
Referred to services	46	22	5	3	1	15	0	29	17	0	6	12	1	3	27
Interviews	46	22	5	3	1	15	0	29	17	0	6	12	1	3	27
Attended orientation	21	11	1	3	0	6	0	14	7	0	6	7	0	1	12
Walk-In	25	11	4	0	1	9	0	15	10	0	0	5	1	2	15
Enrolled to pre-apprenticeship	13	9	0	0	0	4	0	12	1	0	2	2	1	1	9
Complete pre-apprenticeship	6	4	0	0	0	2	0	6	0	0	2	1	0	0	5
Referred to apprenticeship	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Placed in employment	8	4	0	0	0	4	0	6	2	0	3	1	0	1	6

BREAK DOWN SERVICES & OUTCOME

Construction Projects		Worker Assistance		Retention Activities & Support Services											
OAB Project	0	WOJRC (GC)	3	Client Case Management											46
Brooklyn Basin	0	Union Dues		Math - Apprenticeship Test Prep											0
BRT	0	Tools/PPE		Financial Coaching New Client											11
Other Construction	0	Guard Card		Financial Coaching Follow Up											41
		Clipper Cards													
		Total	3	Total Served											98

2021 YTD	Total Served
Attended orientation	301
Screened	318
Referred to services	318
Enrolled to pre-apprenticeship	32
Referred to apprenticeship	10
Placed in employment	255

Job Placements September 2021

Fedex	Package	7
Handler		
Sysco	Warehouse	1
Associate		
Total		8