

# MEETING MINUTES

## CITY OF OAKLAND

### COMMUNITY JOBS OVERSIGHT COMMISSION

Thursday, November 19, 2020

4:00 p.m. – 6:00 p.m.

Via Tele-Conference (Zoom)

#### In Attendance - Commissioners

Present	Excused	Absent
Brian Beveridge		Len Turner
Margaret Gordon		
Megan Morodomi		
Kate O'Hara		
Saabir Lockett		

#### In Attendance – Board Staff

Deborah Barnes	City of Oakland
Joyce Guy	WOJRC
Matt Fernandes	WOJRC
Mary Mayberry	City of Oakland
Vivian Inman	City of Oakland
Jonothan Dumas	City of Oakland

## MEETING AGENDA

Meeting called to order at 4:20 pm (Meeting delayed due to technical difficulties experienced by some Commission members and staff)

- 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 meeting held on October 15, 2020**  
ACTION: Motion to Approve the Minutes from the October 15, 2020 meeting  
Moved: Commissioner Brian Beveridge  
Second: Commissioner Saabir Lockett  
Motion Carried
- 5. Presentation by Ms. Sue Sami, Director of People Operations at Good Eggs – Update on Activities Regarding Good Eggs Relocation to the OAB.**

Chronology of Activities:

- March 1st - Our Oakland warehouse management system was new to everyone, and had bugs to fix.
- March 9th - We moved the last of our employees from SF to Oakland, completing the move two weeks ahead of schedule.
- March 13th - US declares COVID a national emergency and institutes a travel ban.
- March 30th - Sales have doubled!

Because we sell prepared foods and groceries, our employees are deemed essential workers. Good Eggs immediately implemented a COVID task force, led by our CEO. Met every morning, decisions on the spot & assigned action items. To keep our employees safe, we implemented no contact delivery long before other companies. We implemented an essential workers bonus for employees who worked. We were & are diligent about COVID protocols. We pay employees who've been exposed, to stay home. (This has been a game changer.)

Currently, Our employees tell us we are taking good care of them. It has not been easy, but the pandemic brought us closer together as a company. Employees asked us to help the community too. We started two a day donations to The Coalition of Concerned Medical Professionals. Sales increase created new lead & supervisor roles - all have been filled internally.

Partnership with West Oakland Job Resource Center (WOJRC)

In Summer - we added a monthly deep dive meeting to review:

- Review of applicants
- Interview notes for all WOJRC candidates.
- Input, updates & changes from managers so WOJRC can adjust training if needed.
- How candidates were doing after hire

Has helped us maintain a strong connection during COVID

Hiring Results for the period

	Feb	%	Mar	%	Apr	%	May	%		
<b>Local Hires</b>	37	44%	87	60%	88	62%	54	60%		
<b>Disadvantaged Hires</b>	42	49%	32	22%	75	53%	41	41%		
<b>Total Hires</b>	85		146		141		89			

	June	%	July	%		%	Sept	%	Total Hires	Total %
<b>Local Hires</b>	67	<b>61%</b>	59	<b>49%</b>	48	<b>57%</b>	32	<b>46%</b>	472	<b>55.90%</b>
<b>Disadvantaged Hires</b>	32	<b>29%</b>	19	<b>16%</b>	36	<b>42%</b>	19	<b>27%</b>	296	<b>35.10%</b>
<b>Total Hires</b>	109		120		84		69		843	

## 6. Report from DWES staff on compliance monitoring of Good Eggs

Mr. Jonothan Dumas, Employment Services Supervisor with the Department of Workplace and Employment Standards, gave the report. Mr. Dumas stated that compliance is assessed on a calendar year basis, therefore the compliance analysis will take place in January of 2021.

A cursory review of Good Eggs' performance as it relates to hiring shows that they are on track to meet hiring goals. Good Eggs has been working very closely with the WOJRC to ensure a diverse workforce. This tactic has proven successful for both entities. Staff will secure D-9's to compare against summary reports submitted to determine compliance. A positive outcome is anticipated relative to goals set.

## 7. Compliance Reports

Shelley Darensburg, Senior Contract Compliance Officer with DWES presented the Workforce Updates.

### A. Workforce Updates

Potential Shortfall Report Whiting Turner – OGLC #2

Core Hours – 25,771.50

Total Shortfall Hours – 3,339.89

Potential Liquidated Damages - \$66,797.80

Vertical Construction Report by Contractor Whiting Turner – OGLC #3

Total Employee Hours – 45, 074.59

Core Hours – 8,252.25 (18.31%)

Apprentice Hours – 12,439.82 (33.78%)

Oakland Apprentice Hours – 2,344.50 (6.37%)

Vertical Construction Report by Craft Whiting Turner – OGLC #3

Total Employee Hours – 45, 074.59

Core Hours – 8,252.25 (18.31%)

Apprentice Hours – 12,439.82 (33.78%)

Oakland Apprentice Hours – 2,344.50 (6.37%)

**B. WOJRC**

Matt Fernandes presented an oral overview on behalf of WOJRC. He stated that the WOJRC has established a great working relationship with Good Eggs. To that end, they are making progress in their hiring.

WOJRC has experienced some challenges during the onset of COVID-19 Shelter in Place. Most of the staff is working from home. WOJRC recently re-implemented in person interviews. Due to COVID protocols enforcement a maximum of four (4) persons are allowed inside at one time to allow for staff's presence. All other interviews are performed via Zoom teleconference platform. The pre-apprenticeship program is now done online. The first cohort was done in July. Two additional cohorts have been held since then. Approximately 35 students have graduated. Forklift training is the only class held in person with two students at a time to allow for social distancing. To date 33 job placements; 15 referred to pre-apprentice program, six graduated and four placed in employment.

Chairperson O'Hara asked if there were any requests for future agenda items. Commissioner Beveridge asked if the Commission could discuss establishing a collaboration with the Port's Stakeholder Working Group, based on the similarities in both groups' scope, purview and composition. Also, whether there should be an employer representative on the Commission to represent operational employers. Chairperson O'Hara responded that there already is an employer seat on the board that is currently vacant. She asked the Commissioners to think in terms of who might be available to fill the vacancy.

Regarding the collaboration with the Port, Chairperson O'Hara asked Julina Bonilla to speak to that issue. Ms. Bonilla stated that she thought that a collaboration would be a good idea and welcomed the opportunity to participate in future discussions. Go back to Jobs Policy that defines positions. Because they like the Commission make recommendations, a revisit to the Policy might be to determine roles and responsibilities. Once the Commission determines what they want to learn from the SWG then Commissioner Gordon and Commissioner Beveridge, who are part of the SWG can bring that information for discussion.

Commissioner Beveridge suggested that perhaps there could be a quarterly briefing from the SWG to discuss collaborative efforts. Cross over dialogue is crucial to the effort. Ms. Bonilla suggested that a more formal structure would be beneficial. Commissioner Beveridge suggest that the discussion be placed on the January agenda. Chairperson O'Hara requested that Ms. Bonilla come to the January meeting to present to the Commission, and that she would be in touch to discuss the contents of the presentation.

**8. Meeting Adjournment** – Meeting Adjourned at 5:45 pm