

***Energy Commission Siting, Transmission, &  
Environmental Protection Division*****FILE: 08-AFC-8A****TN # 67640****OCT 09 2012****PROJECT TITLE: Hydrogen Energy California**

<input checked="" type="checkbox"/> <b>Telephone: (661) 323-7957</b>	<input type="checkbox"/> <b>Meeting Location: Telephone Exchange</b>	
<b>NAME: Aaron Nousaine</b>	<b>DATE: 09/28/2012</b>	<b>TIME: 10:17 a.m.</b>
<b>WITH: John Spaulding, Executive Secretary, Building Trades Council for Kern, Inyo, and Mono Counties</b>		
<b>SUBJECT: Local and Non-local Labor Supply for the Hydrogen Energy California Project</b>		

Mr. Nousaine spoke with Mr. John Spaulding of the Building Trades Council (BTC) for Kern, Inyo, and Mono Counties regarding the availability of local labor for the Hydrogen Energy California (HECA) project and the need to recruit workers from areas outside of Kern County. Mr. Spaulding first confirmed that the Energy Commission had received his letter regarding the signing of a Project Labor Agreement (PLA) between the applicant and affiliates of the BTC. Mr. Nousaine responded that he had received the letter in question and that the purpose of this conversation was to ask a few questions in follow up to that provided in the letter. Mr. Nousaine then asked Mr. Spaulding what percentage of the total workforce required for the project could be recruited locally and what percentage would need to be recruited from areas located outside of Kern County. Mr. Spaulding indicated that based on his knowledge of the participating craft unions, roughly 65 to 75 percent of the total required workforce at peak construction could be recruited from within Kern County. This estimate was based in part on a project located in the Tehachapi area, in proximity to Los Angeles County, that is recruiting upwards of 70 percent of its project labor from local sources. He also acknowledged that many of the local craft unions have had members travel outside of Kern County in order to maintain consistent employment. The HECA project would thus provide a valuable local employment option for many existing Kern County workers.

In follow-up to Mr. Spaulding's comments, Mr. Nousaine enquired whether he anticipated any shortages of workers with specific craft types. Mr. Spaulding responded that he did not anticipate shortages in any particular craft type. He noted that the two craft types in highest demand by the project would be electricians and steamfitters. To the best of his knowledge, he anticipates that the local craft unions would be able to handle this demand. Mr. Nousaine then asked where additional workers would likely come from in the event that the local supply was insufficient to meet project demand. Mr. Spaulding stated that most of the additional workers would come from the Lancaster and Palmdale areas, in proximity to Los Angeles. Some of the workers represented by the local craft unions already venture to the Lancaster area for work and it would be reasonable to expect that some workers from that area would be recruited for the HECA project. Additional workers would likely come from the Fresno area, which is equally as far to Bakersfield as is the City of Los Angeles. Mr. Spaulding stated that some of the locals already have offices in Fresno and would likewise draw workers from that area.

Mr. Nousaine then asked types of institutions might be in place to conduct workforce training for the construction crafts. Mr. Spaulding responded by noting that each craft has its own institutional relationships with regard to their apprenticeship programs. There are, of course, the workforce investment boards and the Kern County Community College. The local for sheet metal workers, for example, has a relationship with the Community College. Likewise, the Operating Engineers and the Steamfitters locals are currently ramping up their apprenticeship program in anticipation of projects like HECA. He noted that the BTC and the locals don't just look

at those workers who are unemployed and out of work. They actively recruit and educate high school junior and seniors, as well as community college students and others, about potential careers in the construction trades. Each trade or craft has its own apprenticeship program that works with different organizations over different time periods. For example, there is a PLA for a \$40 million school development in the Delano/McFarland area that has established a “job trailer” for the recruitment of new workers. Every craft, Mr. Spaulding explained, has its own apprenticeship program that can vary in the cost and time required for completion. The electrician trade has a five-year program that costs roughly \$20,000 which is covered by the Labor Management Trust Fund. The apprenticeship program for Operating Engineers, by comparison takes between three and three and a half years, while the Plumbers and Pipefitters program takes five years.

Last, Mr. Nousaine asked Mr. Spaulding whether he knew of any other large-scale construction jobs anticipated for the next three or four years that might generate competing demand for qualified workers. He commented that the HECA project, if approved, could be starting lay-down and site prep within the next nine months and that a portion of the high-speed rail project from Fresno would be starting around the same time. However, due to the slowdown in construction during the recession, there are currently more available workers than there are jobs and that everyone is anxiously awaiting the project to get started.

**cc:** John Heiser, Siting Project Manager

**Signed:**

**Aaron Nousaine, Planner II**