

# WORKFORCE INVESTMENT SAN FRANCISCO

Local Workforce Investment Board for the City and County of San Francisco

Draft Minutes of The  
September 14, 2022

Meeting of the Workforce Investment San Francisco (WISF)  
War Memorial Veterans Building, Green Room, 2<sup>nd</sup> Floor  
San Francisco, CA 94102

## **WISF Members Present**

Jeanine Cotter, Acting Chair, Luminalt Solar  
Bob Nibbi, Nibbi Brothers  
Charley Lavery, OE Local 3  
Cynthia Gomez, UNITE HERE Local 2  
Edward Battista, Sutter Health  
John Doherty, IBEW Local 6  
Jorge Tapia, CA EDD  
Julie Fallon, Marriott Hotels  
Kim Tavaglione, SF Labor Council  
Lori Dunn-Guion, Swinerton  
Meghan Mitchell, Civic Action Labs  
Michon Coleman, Hospital Council of Northern &  
Central California

Rafael Mandelman, SF Board of Supervisors  
Safiya Miller, Microsoft Corporation  
Sam Rodriguez, Rodriguez Strategic Partners,  
LLC  
Shanell Williams, City College Board of Trustees  
Tony Delorio, Local Union No. 665  
Vikrum Aiyer, ACLU

## **WISF Members Absent**

Ann Weeby, Salesforce  
Angela Tamayo, SEIU-UHW  
Laurie Thomas, Golden Gate Restaurant  
Association  
Lynn Mahoney, SFSU

Ramon Hernandez, Laborers Local 261  
Shamann Walton, San Francisco Board of  
Supervisors  
Theresa Woo, CA Dept. of Rehabilitation

## **Announcements & Housekeeping (Discussion Item)**

Secretary Iris Rollins (OEWD) opened the meeting by reciting the Ramaytush Ohlone Land Acknowledgement and reviewing the meeting guidelines.

## **Roll Call (Discussion Item)**

Jeanine Cotter, Acting Chair of WISF, introduced herself and called the meeting to order at 9:02 AM.

Acting Chair Cotter called on Secretary Rollins to conduct roll call. Secretary Rollins announced that a quorum was present.

## **Chair's Welcome (Discussion Item)**

Acting Chair Cotter drew members' attention to the City Attorney's Memo on Political Activities, which is an annual notice and general guide for board members in participating in political activities.

Acting Chair Cotter also noted that the board will address required bylaw changes and Local and Regional WIOA Plan modifications at the November Executive Committee meeting, and Acting Chair Cotter invited members and the public to join the November meeting to provide input on both items.

Acting Chair Cotter also indicated that future quarterly meetings had been scheduled for the second Wednesday of the month, but they will need to be adjusted due to conflicts with other City required meetings and to reach out with any concerns to OEWD staff.

**Adoption of the Agenda**  
(Action Item)

Acting Chair Cotter directed members to review the agenda. Acting Chair Cotter solicited comments from Board members. Seeing none, Acting Chair Cotter asked for a motion to adopt the meeting agenda. Member Doherty made the motion which was seconded by Member Rodriguez and passed unanimously.

**Adoption of the Minutes from June 8, 2022 Meeting**  
(Action Item)

Acting Chair Cotter directed members to review the minutes from the June 8, 2022 meeting. Acting Chair Cotter solicited comments from Board members. Seeing none, Acting Chair Cotter asked for a motion to approve the meeting minutes from the June 8, 2022 meeting. Member Doherty made the motion which was seconded by Member Tapia and passed unanimously.

**Emergency Proclamation Resolution**  
(Action Item)

Acting Chair Cotter acknowledged the hybrid structure of the meeting and asked Glenn Eagleson, Principal Workforce Policy Analyst, to speak to the Emergency Proclamation Resolution. Mr. Eagleson explained that the resolution allows WISF and other policy bodies to continue to meet remotely while the emergency orders from the Governor, Mayor, and San Francisco Department of Public Health are still in place. Acting Chair Cotter solicited comments from Board members. Seeing none, Acting Chair Cotter solicited a motion, which was made by Member Rodriguez and seconded by Member Tapia. The motion passed unanimously.

**OEWD Workforce Director's Remarks**  
(Discussion Item)

Acting Chair Cotter introduced Workforce Director Joshua Arce. Director Arce presented labor market information for San Francisco, which demonstrates a 2.1% unemployment rate for July 2022. Director Arce spoke to OEWD's activities related to:

- CityEMT training program's successes and recent graduation event;
- the White House's acknowledgment of CityBuild's construction pre-apprenticeship program and the Local Hire Policy as integral to the development of workforce goals in the federal Infrastructure Bill;
- regional workforce alignment and fund development efforts with the Bay Area Good Jobs Partnership for Equity;
- community outreach activities at Midnight Basketball;
- the first dual-enrolled federal- and state-registered TechSF apprentice;
- community engagement activities related to Workforce Development Month, including a recent visit to Swords to Plowshares which supports veterans in employment; and
- the passing of the Workforce Alignment Re-Authorization Ordinance at the Board of Supervisors' Rules Committee two days prior, which would establish another policy body of City departments, labor, and community providers.

Director Arce indicated that he would like to make space for members to offer updates to the group on opportunities for partnership and collaboration, as well as requests for presentations.

Acting Chair Cotter elicited questions from members. Member Rodriguez congratulated the team on the White House's acknowledgement of CityBuild and Local Hire, and inquired about whether there have been regular meetings of the Bay Area Good Jobs Partnership for Equity and whether there have been discussions of coordinated enrollments and seamless case management systems. Director Arce shared that the regional partners convened most recently last week at the State's workforce conference, and regional partners have collaborated on programs and services. Member Rodriguez inquired about whether there will be a seamless case management across the counties. Director Arce answered that each county has different service delivery systems, but that there are shared partnerships and programs.

Acting Chair Cotter elicited opportunities for partnership and collaboration and, through the Acting Chair, Director Arce invited Member Williams to give an update on UCSF's Preterm Birth Initiative and the opportunity to collaborate on National Science Foundation's Engines Program and fund development opportunity.

**First Source Hiring  
Program Overview**  
*(Discussion Item)*

Acting Chair Cotter introduced Director Arce and the First Source Hiring team to present on this item. Director Arce explained that the First Source Hiring Program was enacted into law in 1998 and amended in 2009. It requires covered employers to make good faith efforts toward employing economically disadvantaged San Franciscans for entry-level positions.

Director Arce introduced Lowell Rice to present on behalf of the First Source Hiring and Business Solutions teams, including Rene Hinojosa, Derek Remski, Ellie Asenloo, and Luran Acevedo. Mr. Rice explained the parameters of the First Source Hiring Program, and the programs' successes with hiring events, such as at H-Mart.

Director Arce described the First Source Hiring portal and encouraged job seekers and employers to enroll: [www.workforcelinksf.org](http://www.workforcelinksf.org). Director Arce also reported FY 2021-22 First Source Hiring Outcomes, including 229 employers served, over 1,000 job postings, and nearly 1,500 placements into employment. Key industries for First Source placements include healthcare, technology, cannabis, and nonprofit. Director Arce also highlighted testimonials from companies such as Meta and success stories from jobseekers placed at Accenture and MEI Architects.

Acting Chair Cotter elicited questions from members. Member Tavaglione inquired about whether OEWD captures data on participants' residence and whether the WorkforceLink website identifies jobs as union or non-union. Director Arce explained that demographic information is requested, but most is not required except for zip codes. The employer may describe its own positions and may include labor affiliation. Member Tavaglione inquired about whether WorkforceLink could include a field to collect whether the job is unionized, and whether OEWD can share a report on applicants and retention. Director Arce shared that OEWD is promoting enrollments in Workforce Link and intends to produce reports on retention when the organization gains access to retention data through AB 593.

**Castro District  
Neighborhood  
Spotlight –**  
*Presented by LGBT*

Acting Chair Cotter introduced Supervisor Rafael Mandelman to introduce this item. Supervisor Mandelman spoke to the unique needs of the Castro district, as well as severe economic disparities within the LGBTQ+ community based on intersectional identities. Supervisor Mandelman spoke to his strong relationship with the LGBT Center and TAJA's Coalition, as well as the extraordinary work of both organizations in uplifting the LGBTQ+ community. Supervisor Mandelman introduced Drew

*Center and TAJA's  
Coalition  
(Discussion Item)*

Lakhardt, Acting Director of Employment Services at LGBT Center and Tonye Don-Pedro, Director of Workforce Development and Research Coordinator, and Michelle Cunningham-Denning, Director of Housing and Research Coordinator from TAJA's Coalition.

Director Lakhardt spoke about the SF LGBT Center which provides community programs, youth services, employment services, financial services, and room rentals. Employment services include 1:1 employment services, connecting to affirming employers, virtual drop-in services, and career connections newsletter. Director Lakhardt introduced TAJA's Coalition.

Directors Don-Pedro and Cunningham-Denning described the history of TAJA's Coalition and focus on serving trans women and gender non-conforming individuals. TAJA's Coalition is community-based and currently provides housing subsidies, a 12-week job readiness program, case management and service linkages. TAJA's Coalition is closely collaborating with LGBT Center to provide regular updates on program progress, identifying prospective participants, and referring participants for continued workforce services. TAJA's Coalition and LGBT Center are planning to collaborate in a series of in person events, provide electronic hardware supportive services, and provide gift cards for work attire and job supplies. Directors Don-Pedro and Cunningham-Denning shared exemplary program outcomes.

Acting Chair Cotter thanked Directors Lakhardt, Don-Pedro, and Cunningham-Denning for their presentations and solicited questions from members. Member Gomez inquired about how the organizations determine if employers are affirming. Director Lakhardt indicated that the organizations review employers' hiring, retention, harassment and discrimination, and management policies, as well as workplace climate issues which would support or otherwise negatively impact LGBTQ workers. Director Cunningham-Denning indicated that TAJA's Coalition requests information about how employers support employees who are engaged in gender affirming care. Member Williams congratulated TAJA's Coalition on the success of the program and inquired about whether TAJA's Coalition had connected with other cities and other parts of the country. Director Cunningham shared that TAJA's Coalition has not worked with other parts of the country, but there have been an influx of trans, gender non-conforming, and gender non-binary individuals from other states who have reached out to enroll in services.

**WISF Member  
Spotlight – Julie  
Fallon, Market  
Director of Labor,  
Marriott  
International  
Western Region  
(Discussion Item)**

Acting Chair Cotter introduced Julie Fallon, Market Director of Labor, Marriott International Western Region. Member Fallon has over 20 years of experience in the hospitality industry in the San Francisco Bay Area and has been an active and engaged partner in the San Francisco Workforce Development System. Member Fallon has served on the WISF Board since 2017.

Member Fallon provided her personal and professional background as a Bay Area native, UC Davis alum, long-tenured senior leader at Marriott, and Mom. Member Fallon asked OEWD to provide background in the future on commercial real estate beneficiaries and vacancies, as well as longevity of employment for individuals with mental and behavioral health issues.

Acting Chair Cotter thanked Member Fallon for her presentation.

**Public Comment  
on Non-Agenda  
Items**

*(Discussion Item)*

Acting Chair Cotter opened the meeting up for public comment on non-agenda items. Jen Hand, Workforce Alignment Manager, provided instruction on public comment.

There was no public comment.

**Adjournment**

*(Action Item)*

Acting Chair Cotter requested a motion to adjourn the meeting. Member Rodriguez made a motion and Member Tavaglione seconded. The motion to adjourn was unanimous. The meeting ended at 11:01 a.m.

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