

Memorandum

To: TJPA Board of Directors
From: Maria Ayerdi-Kaplan, Executive Director
Date: For the Board Meeting of July 1, 2013
Re: Project Labor Agreement Status Report

The Project Labor Agreement (PLA) for the Transbay Transit Center Program was approved on November 10, 2011. The PLA is designed to ensure labor harmony and equal opportunity for small, local, disadvantaged, union, and non-union businesses throughout construction, providing standardized working conditions and wages. This quarterly report provides information on the status of the administration of the PLA and the apprenticeship plan that was developed in conjunction with the PLA.

PROJECT LABOR/LABOR HARMONY/ ACCESS TO SKILLED LABOR POOL

There have been no work stoppages or labor incidents on the project. CM/GC Webcor/Obayashi (W/O) and its trade subcontractors have reported no issues accessing skilled labor in sufficient numbers, and each trade subcontractor's workforce demands have been met.

A breakdown of labor by trade and county of residence compiled through June 14, 2013, by Turner Construction, the TJPA's construction management oversight consultant, for the monthly construction update is shown in the two tables below:

Trade	Workers on TTC & Utilities
Inspector (Soils/Materials Testing)	38
Carpenter & Related Trades	41
Cement Mason	32
Electrical Utility Lineman	26
Electrician	25
Field Surveyor	26
Iron Worker	95
Laborer & Related Classes	483
Operating Engineer	301
Pile Driver	121
Plumber	6
Roofer	11
Sheet Metal Worker	5
Teamster	162
Tile Setter/Finisher	7
Water Well Drillers	9

Total	1,388
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Area	Hours Through June 14, 2013	Percentage of Total Hours
East Bay (Alameda, Contra Costa, Solano)	247,360	32%
North Bay (Marin, Napa, Sonoma)	22,983	3%
South Bay (San Mateo, Santa Clara)	78,620	10%
San Francisco	143,287	18%
Other	290,064	37%

Note: 'Other' includes workers from throughout California including the Central Valley and workers from out of state who are on site for specific tasks.

SAFETY

There were no OSHA recordable or lost-time incidents reported on the project between February 16, 2013, and June 14, 2013. There was a single near-miss incident involving a crane that malfunctioned while lifting a piece of equipment out of the Zone 2 excavation area. No injuries resulted because all safety procedures regarding cranes and hoisting were being followed by the workers at the time of the incident.

JOINT ADMINISTRATIVE COMMITTEE

The sixth meeting of the Joint Administrative Committee (JAC) was held on May 16, 2013. TJPA Senior Program Manager Robert Beck opened the meeting with a project construction status update that included progress photos showing the work completed since the fifth JAC meeting on February 7, 2013. As in previous JAC meetings, paths to union apprenticeships, student internships and adult and veteran employment outreach were the primary topics discussed.

APPRENTICESHIPS

The TJPA and the unions wish to use the economic activity generated by the design and construction of the Transit Center and related facilities to support meaningful job training. In order to facilitate professional and skilled trade development opportunities for high school students, the economically disadvantaged, and military veterans, as part of the PLA process, the TJPA developed a plan to promote opportunities for youth and adults, particularly those from disadvantaged backgrounds, and veterans to enter careers in architecture, engineering, construction, and skilled trades. The TJPA agreed to work with the unions and trade subcontractors to achieve its goals in this regard.

Progress to Date – Students

W/O continues its participation in local community based organizations and serves on Mission Hiring Hall's Construction Industry Advisory Council (CIAC), as well as the Academy of Building Trades Engineering Advisory Board. The CIAC trains disadvantaged local residents for

careers in construction administration, and the Building Trades Engineering Advisory Board oversees the San Francisco Unified School District's (SFUSD) TECH 21 Program, a crafts and trades career readiness program for eleventh and twelfth graders. Additionally, W/O provides tools, teaching aids and curriculum advice to TECH 21 administrators and gives guest lectures and site tours for both programs.

Mike Theriault of the San Francisco Building and Construction Trades Council (Council) has been elected to the SFUSD Architectural, Construction and Maintenance Board. SFUSD has been highly complimentary of the TJPA's Summer High School Internship Program and considers it one of the most successful and sought after high school student internship opportunities in the District.

Thirteen students are working on the Program as 2013 interns:

- TJPA: one high school intern and one college intern
- Program Management/Program Controls (URS): two high school interns and one college intern
- CMO (Turner Construction): two high school interns and one college intern
- CM/GC: one high school intern and four college interns

Carpenters Union Local No. 22 (Local No. 22) and the SFUSD TECH 21 Program and major stakeholders are working to implement the John O'Connell crafts and trades summer internship program at various construction jobsites.

Additionally this quarter, Local No. 22:

- Continued to advocate carpenter apprenticeships for two SFUSD John O'Connell High School TECH 21 graduates.
- Made several offers to give presentations on craft and trade professions to students at Skyline College in San Mateo and Beacon Middle School and Alice Fong Yu Middle School, both in San Francisco.
- Completed discussions with Roosevelt High School to accept and repair all unused Roosevelt wood shop equipment and donate it to the SFUSD TECH 21 Program.
- Continued to search for used equipment that can be repaired by union members for safe operation and donation to high school shop programs.

Progress to Date - Veterans

W/O reported on the following veterans outreach accomplishments this quarter:

- Anvil Builders, a disabled veteran owned business, was awarded CM/GC package TG05.3, Personnel and Materials Services.
- W/O is working with the Operating Engineers Local Union No. 3 to ensure existing veterans are identified and interested veterans are offered direct entry into Local No. 3 to work on TJPA and other city projects.
- The Veterans Building Futures Task Force continues to enlist new organizations and contractors in adopting more streamlined procedures for identifying and hiring veterans.
- The United Contractors in its April 2013 magazine published an article entitled “Veterans Building Futures” written by W/O’s Ted Huang, which discussed W/O’s outreach efforts to veterans and successes to date and offered suggested solutions to identifying and hiring veterans.
- W/O participated in the panel discussion at the 2nd Annual Veteran’s “Fix-it” Event hosted by Congresswoman Jackie Speier and the American Legion War Memorial Commission.
- W/O gave a presentation to the San Francisco Veterans Affairs Commission that received a highly favorable response.
- W/O participated in the “Vets in Tech/Community Partners” panel discussion at the Veterans University Summit.
- W/O participated in the Veterans Hiring Fair at the War Memorial Building in San Francisco.
- Veteran Building Futures Task Force members have committed to seek out and hire interested veterans as interns for the summer of 2013 through Growth Sector and the County of San Mateo.
- W/O and Turner Construction supported Growth Sector’s grant application for developing a veterans-specific construction internship program in partnership with universities and community colleges in the Bay Area and the State.

Progress to Date – Adults

W/O continued its support of Mission Hiring Hall (MHH), a San Francisco community based organization whose purpose is to meet the immediate and long-term employment needs of San Francisco’s employers and the city’s low to moderate income, unemployed, and underemployed residents. W/O has staff serving on the MHH Construction Industry Advisory Council and in association with the MHH and CityBuild programs, W/O provides trainees with quarterly jobsite information sessions and project tours as a way to foster workforce development and job training through full and part time administrative opportunities.

W/O and its trade subcontractors continued their efforts to place CityBuild referrals. As part of its commitment to the Workforce Development and CityBuild programs, W/O engages trade subcontractors in CityBuild as early as possible to place referrals, coordinate trade subcontractor tours of the CityBuild Academy and offer speaking engagements to Academy attendees. W/O also provides CityBuild with updates on forecasted 2013 trade package information.

Apprentice Utilization

Confirmed by the latest apprenticeship information (attached), the project continues to exceed apprenticeship goals. Also, as an example of the TJPA’s effort to encourage cooperative working relationships on the project, both SFBCTC’s Mike Theriault and W/O’s Ted Williams credited the successful pre-construction kick-off meeting for the Below Grade Structural Concrete Substructure, Waterproofing, Mechanical, Electrical and Plumbing trade package, which was attended by Shimmick Construction Company, Inc., and union representatives, arranged and hosted by CMO’s Jack Adams, and facilitated by Mike Theriault, as extremely beneficial and a textbook example of the way pre-construction meetings should be conducted.

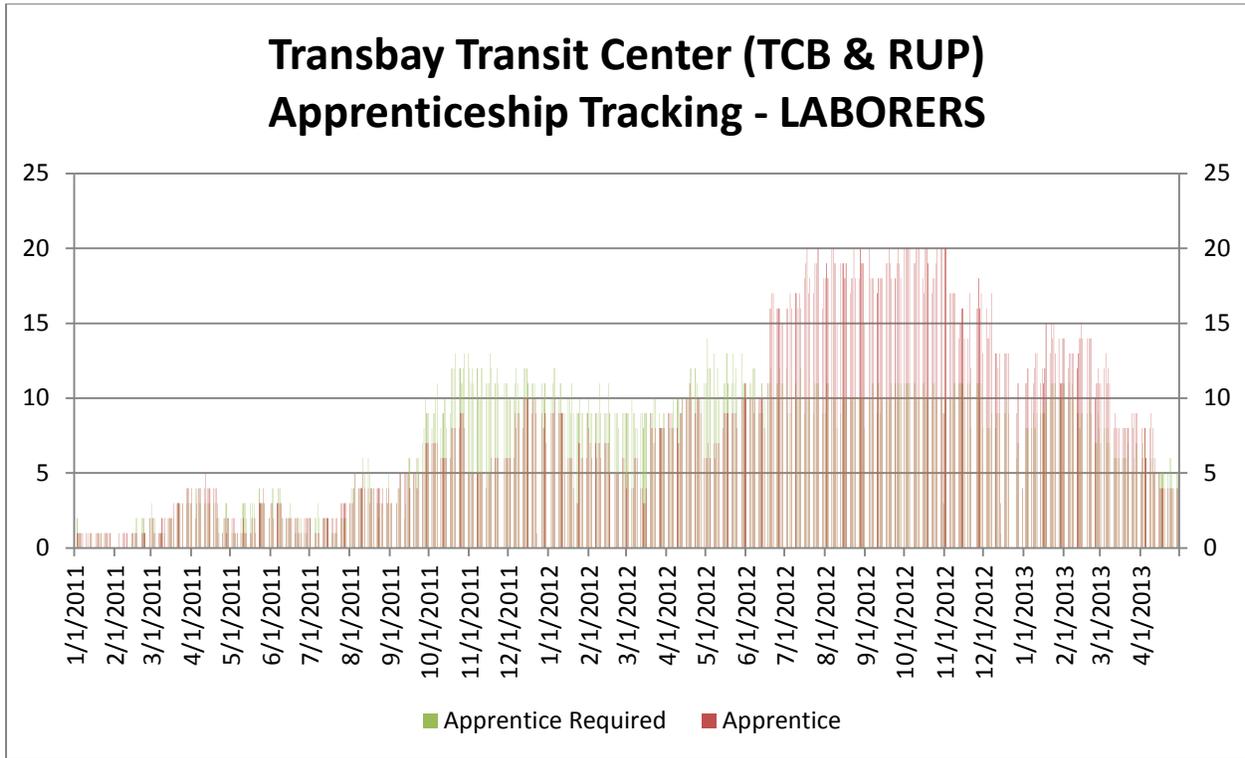
There are two categories of apprenticeship requirements. One is for all apprenticeable crafts other than laborers and operators with a ratio of one apprentice hour worked to every five hours of journeymen labor required over the entire TTC project (Tracking Type #1). The other is for laborers and operators (Tracking Type #2), whereby each individual trade subcontractor must track the number of workers employed each day and employ a minimum number of apprentices depending upon the respective number of journeymen employed each day.

The current status of these two apprenticeship categories is shown in the following tables and has been updated through Jun 14, 2013 from the Certified Payroll Data Report. For the crafts other than laborers and operators, the project overall is achieving the 1:5 hourly ratio of apprentices to journeymen as previously reported. The laborers have exceeded the minimum requirements when reviewed against all subcontractors since February of 2013. The operators have been up to four apprentices below the minimum starting in April 2013, but have exceeded the minimum for the last two months.

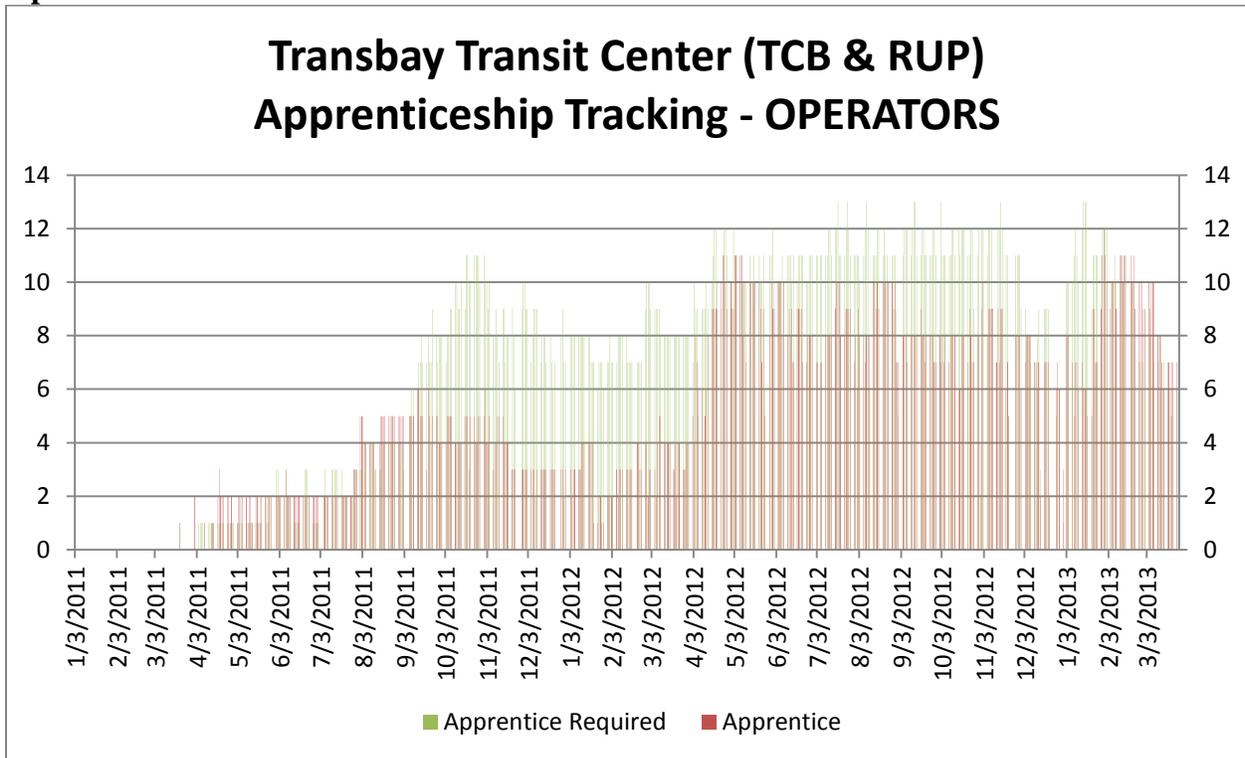
Tracking Type #1 – Overall Hourly Ratio – All Crafts Except Laborers & Operators

Total Journeymen Hours	113,016.75
Total Apprentice Hours	27,581.25
Total Work Hours	140,598.00
Percentage Apprentice Participation - Goal 16.67% (1:5)	24.40%

Tracking Type #2 – Workers Employed Each Day – Laborers & Operators



Operators





Project Labor Agreement Update

Administration

- Sixth meeting of the Joint Administrative Committee (JAC) was held on May 16, 2013, with updates on:
 - Project construction progress, upcoming trade packages and labor forecasts
 - Update on progress of high school pre-apprenticeship programs, union apprenticeship programs and veterans programs

Labor

- No work stoppages or labor incidents
- Trade subcontractors report that all labor needs have been met and no issues with access to sufficient skilled labor
- No OSHA recordable or lost time incidents were reported from February 16, 2013, to June 14, 2013



PLA Trade Packages

- Bus Ramps
 - Qualification Statements were received from eight (8) potential bidders on February 20, 2013
 - Invitation to Bid scheduled for July 16, 2013, with bids due October 16, 2013
 - Includes ironworkers, carpenters, laborers, waterproofers, and cement mason
- Superstructure Package
 - Estimated \$144,000,000
 - Re-bid in three bid packages in April 2013 with scheduled award July 1, 2013.
 - Includes ironworkers, carpenters, laborers, waterproofers, and cement mason



PLA Update Students

- A San Francisco Building and Trades Council representative has been elected to the San Francisco Unified School District 's Architectural, Construction and Maintenance Board.
- Carpenters Union Local No. 22 and SFUSD's TECH 21 at John O'Connell High School are working to implement crafts and trades summer internships on various construction projects.



Progress to Date Students

- Summer 2013 student internships
 - TJPA: one Mayor's Youth Employment and Education Program rising senior and one MTC college intern.
 - PMPC: two SFUSD rising seniors and one college intern.
 - CMO: three SFUSD rising seniors and one college intern.
 - CM/GC: one high school intern and four college interns.



Progress to Date Veterans

- The Veterans Building Futures Taskforce, a collaborative effort of Webcor/Obayashi and Alameda County Workforce Investment Board continues to promote streamlined veterans identification procedures for contractors and organizations.
- United Contractors' April 2013 magazine published W/O's "Veterans Building Futures" article on veteran hiring successes and suggested processes.
- W/O gave a presentation to the San Francisco Veterans Affairs Commission that was very well received.
- W/O participated in the panel discussion at the 2nd Annual Veterans "Fix-it" Event hosted by Congresswoman Jackie Speier and the American Legion War Memorial Commission.



Progress to Date Adults

- W/O staff continues to serve on the Mission Hiring Hall (MHH) Construction Advisory Board. MHH is a community based organization whose purpose is to meet immediate and long term employment needs of San Francisco's low to moderate income, unemployed and underemployed residents.
- W/O provides MHH trainees with quarterly jobsite information sessions and project tours.
- W/O and its trade subcontractors continue to work with CityBuild Academy by giving presentations, providing trade package updates and identifying apprenticeship openings for graduate placement.



Apprenticeship Reporting, Tracking and Enforcement

- **Tracking**

- Apprenticeship Reporting requires tracking of every craft employed by each individual subcontract regardless of tier.
- There are two types of custom Elation tracking reports:
 - **Tracking Type #1 - Overall Hourly Ratio** – For apprenticeable crafts - except laborers and operators - a 1 to 5 hourly ratio must be met by the end of the job.
 - **Tracking Type #2 - Workers Employed Each Day** – Laborers and Operators are tracked by the number of workers employed on any given day and a minimum number of laborer or operator apprentices are required depending on the number of respective journeymen.

- **Enforcement**

- Webcor/Obayashi continues to use the Elation tracking reports to analyze progress and provide them as tools to trade subcontractors so they may enforce requirements and remain compliant with the project objectives.



Apprenticeship Reporting Trends

Tracking Type #1 –
Overall Hourly Ratio – All Crafts Except Laborers &
Operators

OVERALL HOURS IN COMPLIANCE

Transit Center Building and Relocated Utilities Program

Total Journeymen Hours	113,016.75
Total Apprentice Hours	27,581.25
Total Work Hours	140,598
Percentage Apprentice Participation - Goal 16.67% (1:5)	24.4%



Transbay Transit Center

Apprenticeship Reporting Trends

Tracking Type #2 –
Workers Employed Each Day – Laborers & Operators
Transit Center Building and Relocated Utilities Program

