

# Memorandum

**To:** TJPA Board of Directors  
**From:** Maria Ayerdi-Kaplan, Executive Director  
**Date:** For the Board Meeting of September 12, 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. The Construction Manager/General Contractor (CM/GC), Webcor/Obayashi, Joint Venture (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 September 1, 2013, by Turner Construction, the TJPA's construction management oversight consultant, for the monthly construction update is shown in the two tables below:

<b>Trade</b>	<b>Workers on TTC &amp; Utilities</b>
Inspector (Soils/Materials Testing)	39
Carpenter & Related Trades	43
Cement Mason	41
Electrical Utility Lineman	26
Electrician	25
Field Surveyor	26
Iron Worker	122
Laborer & Related Classes	521
Operating Engineer	310
Pile Driver	125
Plumber	6
Roofer	24
Sheet Metal Worker	5
Teamster	166
Tile Setter/Finisher	7
Water Well Drillers	9
<b>Total</b>	<b>1,495</b>

<b>Area</b>	<b>Hours Through August 31, 2013</b>	<b>Percentage of Total Hours</b>
East Bay (Alameda, Contra Costa, Solano)	266,178	32%
North Bay (Marin, Napa, Sonoma)	25,694	3%
South Bay (San Mateo, Santa Clara)	82,166	10%
San Francisco	152,295	18%
Other	311,463	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 was one minor recordable incident this period. An ironworker placing rebar received a cut to his forearm requiring stitches. There were no lost time incidents this period.

## **JOINT ADMINISTRATIVE COMMITTEE**

The seventh meeting of the Joint Administrative Committee (JAC) was held on August 22, 2013. TJPA Executive Director opened the meeting by introducing the new TJPA Senior Construction Manager Dennis Turchon. Dennis provided a project construction status update that included progress photos showing the work completed since the sixth JAC meeting on May 16, 2013. San Francisco Unified School District (SFUSD) crafts and trade curriculum, progress of female trade apprentices, paths to union apprenticeships, and adult, disabled persons, 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.

## **Progress to Date – Students**

The TJPA's Summer Internship Program completed its fifth successful year hosting six (6) San Francisco Unified School District (SFUSD) student interns and seven college student interns. All thirteen students directly participated in the Transbay Transit Center Project by interning with the TJPA, URS (Program Management/Program Controls), Turner Construction Company (Construction Management Oversight) or Webcor/Obayashi, Joint Venture (CM/GC). SFUSD students joined the Transbay Transit Center team through the SFUSD, Enterprise for High School Students and Young Community Developers, Inc. College students came to the TJPA Summer Internship Program from Oregon State University, UC Berkeley, Cal Poly-San Luis Obispo, Gonzaga University, Chico State University, and Colorado State University. All students introduced themselves to the Board at the July 1, 2013, Board meeting. Additionally, the students completed a final assignment by submitting written papers to the TJPA, as well

as giving presentations to staff, on what they had learned and enjoyed about interning on the Transit Center Project.

The San Francisco Board of Education has adopted a Project Labor Agreement with the San Francisco Building and Construction Trades Council (SFBCTC) to establish a more direct connection between the reborn shop programs at the SFUSD and SFBCTC's apprenticeships. The SFBCTC considers the Multi-Craft Core Curriculum (MC3), a pre-apprenticeship program accepted nationally by all building trades except the Carpenters, to be the vehicle for this. (The Carpenters' pre-apprenticeship program is already in place in the SFUSD's shop program at John O'Connell High School.) Under the project labor agreement between the SFBCTC and the SFUSD, the SFUSD institutes the MC3 as a component of its shop programs. The affiliates of the SFBCTC bring SFUSD representatives into their joint administrative and training committee meetings, which direct apprenticeships with equal votes from the unions and management, to begin negotiating agreements that will delineate the value of the SFUSD's MC3 program for subsequent high school graduate entry into trade apprenticeships.

W/O continues its participation in local community based organizations including Mission Hiring Hall as a member of its 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 SFUSD's TECH 21 Program, a crafts and trades career readiness program for eleventh and twelfth graders. W/O continues to provide tools, teaching aids and curriculum advice to TECH 21 administrators and gives guest lectures and site tours for both programs.

## **Progress to Date - Veterans**

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

- Veteran hours are tracked via Labor Compliance database
- Veterans are not required to indicate their status causing contractors difficulty in identifying them
- W/O continues working closely with Anvil Builders, CityBuild, and Operating Engineers Union No. 3 to identify local veterans seeking employment in the trades. Anvil Builders, a disabled veteran owned business, was awarded CM/GC package TG05.3, Personnel and Materials Services
- W/O is collaborating and sharing veterans outreach resources with the United Contractors' new UCON Veteran Task Force Committee made up of contractors and vendors in the construction industry
- In its April 2013 magazine, the United Contractors 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, offering suggested solutions to identifying and hiring veterans
- W/O is in discussions with San Francisco City College and San Francisco State University (SFSU) to promote W/O's development of an informational "Lunch'n Learn Program" for current veterans attending community college or state university to learn more about careers in the trades. Brief presentations would be given by representatives from the Division of Apprenticeship Standards, a local union (Operating Engineers or Electricians), and CityBuild. The impetus for this outreach project stemmed from a recent W/O meeting with the SFSU veterans coordinator who said that veterans currently enrolled at the campus sometimes find that school isn't a good fit and more information should be available to them for alternative career paths in crafts and trades
- W/O is coordinating the effort with Cox Media Group (KTVU and TV36) to possibly deliver building trades content to the local veterans population in and around San Francisco. Cox Media is developing specific programming targeting veterans, and W/O is working with Cox Media to

coordinate their efforts with the San Francisco Veterans Administration's "One Vet, One Voice" initiative

- W/O met with Pat Mulligan, Director of CityBuild, to further discuss ways CCSF could support W/O's veterans outreach initiatives. CityBuild has designated Wade Woods as its representative to work directly with W/O
- W/O continues to facilitate ongoing discussions between SFUSD's Environmental Science Center (Webcor's 2013 Rebuilding Together site) and the SFSU veterans coordinator to explore ways in which SFSU's veteran students could volunteer time as guest docents and instructors, performing volunteer work as part of their transition back to civilian life and careers. Both organizations are actively exploring ways in which this environmental/sustainability educational center—renovated by Webcor—could be a place to serve the transitional needs of both children and veterans. (Note: though this is not 100% hiring related, studies demonstrate that a successful and lasting transition to a civilian career includes community service.)

## **Progress to Date – Adults**

A subcontractor outreach meeting was held by CityBuild and attended by local and federal government representatives. Union attendees emphasized that outreach to include women is a Bay Area wide endeavor, not just a local San Francisco effort. Additionally, the outreach will now include veterans and the disabled.

Webcor 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. Webcor 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**

TG06.0 trade contractor Shimmick Construction Company, Inc., has hired its first female apprentice carpenter on the Transit Center Project. Additionally, two apprentices on the project have now become journeymen.

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.

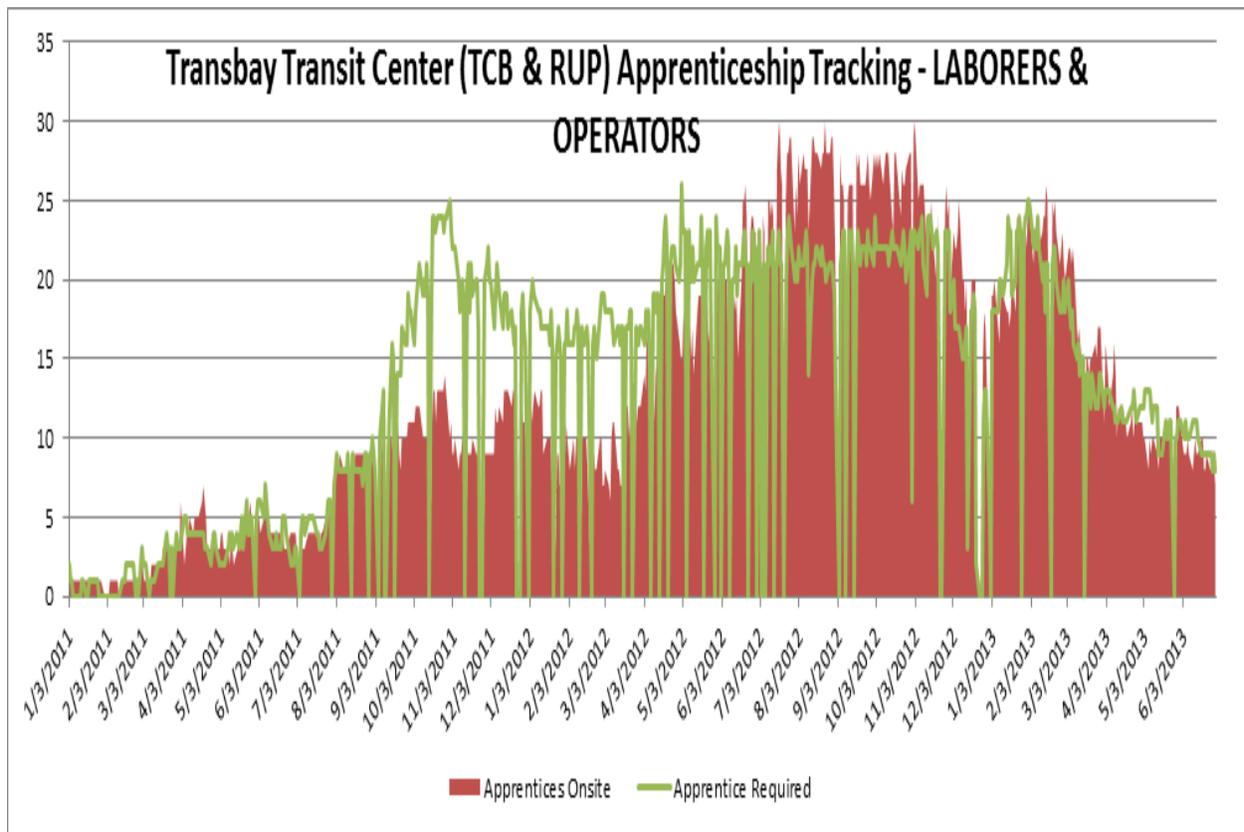
The current status of these two apprenticeship categories is shown in the following tables and has been updated through June 30, 2013 from the Certified Payroll Data Report. For the crafts other than laborers and operators, the project overall is achieving the 1:5 hourly ratio of apprentices to journeymen. W/O

reported that June 2013 apprenticeship participation is above that required; however, participation is currently trending down. This is attributed to Balfour Beatty Infrastructure Inc.'s winding down of the TG03 Buttress, Shoring and Excavation trade package and large fluctuations in crew size from week to week. Participation is expected to rise once Shimmick is fully underway with the TG06, Below Grade Structural Concrete Substructure, Waterproofing and MEP work.

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

Total Journeymen Hours	121,246.25
Total Apprentice Hours	29,542.75
Total Work Hours	150,789
Percentage Apprentice Participation - Goal 16.67% (1:5)	24.37%

**Tracking Type #2 – Overall Hourly Ratio – Laborers & Operators**





# Project Labor Agreement Update

## September 12, 2013

### Administration

- Seventh meeting of the Joint Administrative Committee (JAC) was held on August 22, 2013, with updates on:
  - Project construction progress
  - Upcoming trade packages
  - High school pre-apprenticeship programs
  - Veterans programs

### Labor

- No work stoppages or labor incidents
- All skilled labor needs met
- One minor recordable incident (cut arm requiring stitches). No lost time incidents reported
- Accompanying PLA Quarterly Board Report identifies the number of workers by trade and manhours by Bay Area county



# PLA

## Trade Packages

- TG07.1R Structural Steel Superstructure Package
  - Awarded to Skanska USA Civil West California District on July 11, 2013 in the amount of \$189,107,936
  - Trades: ironworkers, operating engineers, carpenters, laborers, waterproofers, and cement masons
- TG08.5 Curtain Walls and Glass Cladding
  - RFQ issued August 14, 2013
  - Qualification Statements due September 10, 2013
  - Trades: ironworkers, architectural sheet metal workers, operating engineers, glazing and glass workers, waterproofers and laborers



# PLA

## Trade Packages

- TG08.2 Exterior Awning
  - Seven (7) qualification statements received on July 30, 2013
  - Four (4) qualified bidders notified on August 13, 2013
  - IFB scheduled October 8, 2013
  - Bids due November 25, 2013
  - Trades: ironworkers, operating engineers, architectural sheet metal workers, waterproofers and laborers



# PLA

## Trade Packages

- TG07.2 Structural Concrete Superstructure
  - Seven (7) qualification statements received on August 20, 2013
  - Five (5) qualified bidders notified on September 4, 2013
  - IFB scheduled for October 15, 2013
  - Bids due November 26, 2013
  - Trades: ironworkers, operating engineers, carpenters, rebar installers, cement masons, waterproofers and laborers



# PLA

## Trade Packages

- TG18.1 Bus Ramps
  - Eight (8) qualification statements received February 20, 2013
  - Seven (7) qualified bidders notified March 12, 2013
  - IFB scheduled October 16, 2013
  - Bids due January 24, 2014
  - Trades: ironworkers, carpenters, laborers, waterproofers, and cement masons



# Progress to Date Students

- SFUSD and SFBCTC
  - SFUSD adopts Project Labor Agreement with San Francisco Building and Construction Trades Council
  - New Multi-Craft Core Curriculum (MC3) development envisioned
- Carpenter's Local #22 and SFUSD
  - John O'Connell TECH 21 Program
  - Roosevelt High School shop equipment refurbishment and donation to TECH 21 Program



# Progress to Date Students

- TJPA Summer Internship Program

- Fifth successful year

## SAN FRANCISCO UNIFIED SCHOOL DISTRICT

- Six (6) SFUSD high school seniors participated
- TJPA Partners:
  - SFUSD (Wallenberg, Washington and Burton)
  - Young Community Developers, Inc.
  - Enterprise for High School Students

## UNIVERSITIES

- Seven (7) university students participated
- Students from: UC Berkeley, San Francisco State, Chico State, Cal Poly SLO, Gonzaga, Oregon State, and Colorado State



Transbay Transit Center



## TJPA SUMMER INTERNSHIP PROGRAM

SUMMER INTERNS AND TJPA MENTORS



Transbay Transit Center

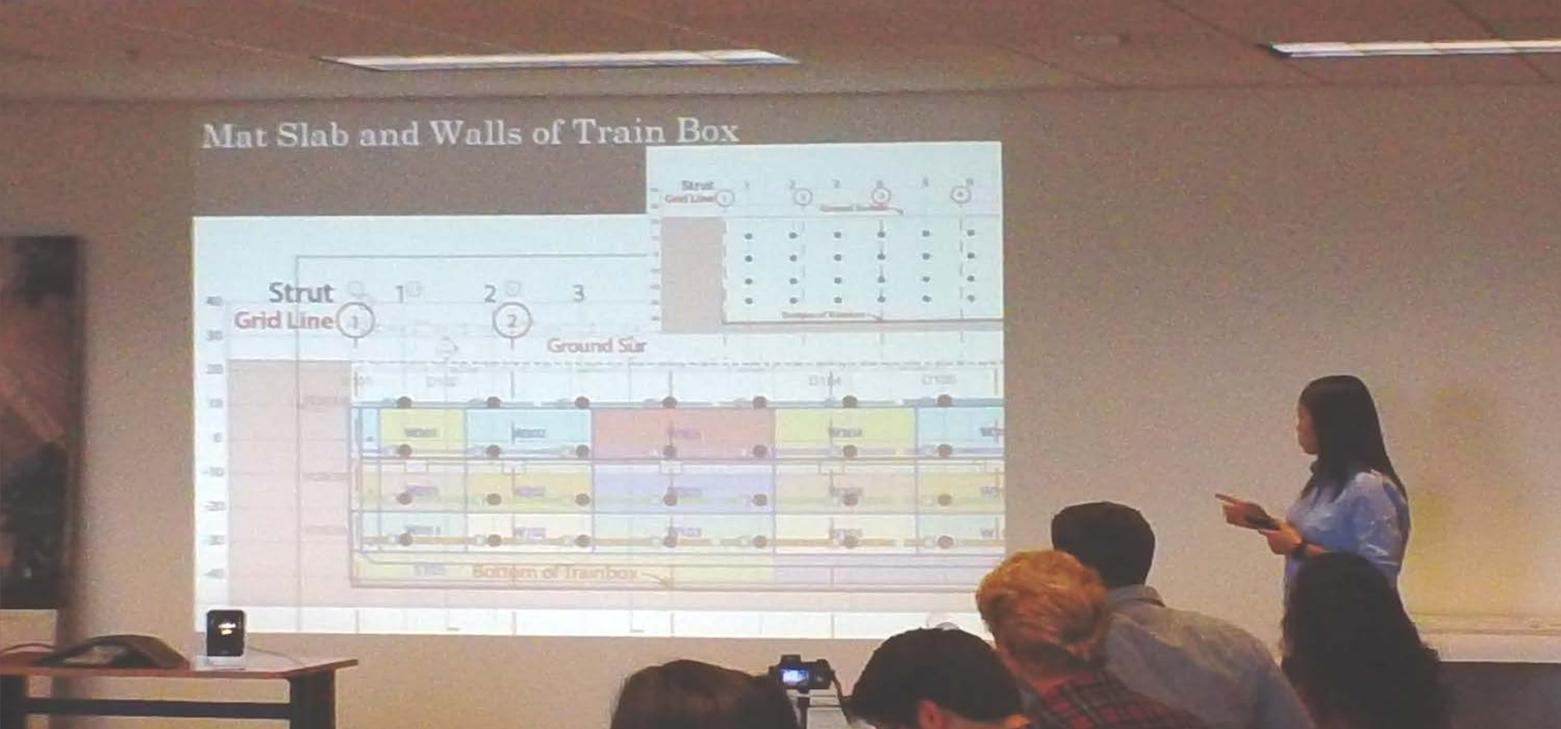


## TJPA SUMMER INTERNSHIP PROGRAM

TJPA MENTORS ESCORT SUMMER INTERNS ON JOBSITE TOUR



Transbay Transit Center



# TJPA SUMMER INTERNSHIP PROGRAM

PRESENTATION BY HIGH SCHOOL STUDENT JESSICA LI



# Progress to Date Veterans

- Veteran Field hours tracked via Labor Compliance Database
- United Contractors' new UCON Veteran Task Force Committee formed
- Developing internship pathways and “Lunch 'n Learn Program” for City College and San Francisco State University Veteran Students
- W/O services to Mission Hiring Hall:
  - Member of Mission Hiring Hall (MHH) Construction Advisory Board
  - Quarterly jobsite information sessions and project tours
- W/O services to CityBuild:
  - Trade and project presentations
  - Trade package updates
  - Identify apprenticeship opportunities for CityBuild graduates



# Progress to Date Veterans

- Introducing Eduardo “Eddie” Ramirez, MPA, MSGT USAF (Ret) Administrative Officer for Mental Health, SFVAMC; President, San Francisco Veterans Affairs Commission; Member, California Interagency Council on Veterans; Commander, Cesar E. Chavez Post 505 and District 8, American Legion; President, Golden Gate Chapter 120, Air Force Association; Founder of the San Francisco Veterans Town Hall/Collaborative, Veterans Film Festival, One Vet One Voice Initiative.

Founder of “One Vet, One Voice” veteran specific programming incorporating HEHE model (Health care, Education, Housing, Employment). Goal is to create San Francisco as the model city of services for veterans and military families.

Identifying best practices and resources available to access, sharing information on current resources available → A true synergy of information in a one stop model formed around and comprised of services for our veterans and military families.



# Progress to Date Adults

- Webcor provides the following services to Mission Hiring Hall:
  - Member of Mission Hiring Hall (MHH) Construction Advisory Board
  - Conducts quarterly jobsite information sessions
  - Conducts project tours
- Webcor provides the following services to CityBuild:
  - Trade and project presentations
  - Trade package updates
  - Identify apprenticeship opportunities for CityBuild graduates



# Apprenticeship Reporting Trends

## Overall Hourly Ratio – All Crafts Except Laborers & Operators

### OVERALL HOURS IN COMPLIANCE

#### Transit Center Building and Relocated Utilities Program

Total Journeymen Hours	121,246.25
Total Apprentice Hours	29,542.75
Total Work Hours	150,789
Percentage Apprentice Participation - Goal 16.67% (1:5)	<b>24.37%</b>



Transbay Transit Center

# Apprenticeship Reporting Trends

