

Memorandum

To: TJPA Board of Directors
From: Maria Ayerdi-Kaplan, Executive Director
Date: For the Board Meeting of January 9, 2014
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 December 31, 2013, by Turner Construction, the TJPA's construction management oversight consultant, for the monthly construction update is shown in the two tables below:

Trade	Total Workers on TTC & Utilities
Inspector (Soils/Materials Testing)	42
Carpenter & Related Trades	56
Cement Mason	48
Electrical Utility Lineman	26
Electrician	34
Field Surveyor	26
Iron Worker	184
Laborer & Related Classes	550
Operating Engineer	327
Pile Driver	136
Plumber	13
Roofer	25
Sheet Metal Worker	5
Teamster	166
Tile Setter/Finisher	7
Water Well Drillers	9
Total	1,654

Area	Hours Through Dec. 31, 2013	Percentage of Total Hours
East Bay (Alameda, Contra Costa, Solano)	308,857	33%
North Bay (Marin, Napa, Sonoma)	29,797	3%
South Bay (San Mateo, Santa Clara)	88,235	9%
San Francisco	168,355	18%
Other	347,400	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

In the 4th Quarter of 2013, there were a total of six incidents. There was one Cal/OSHA recordable incident resulting from an M Squared employee cutting his hand/fingers when removing AWSS piping. The injury required stitches, making it a recordable incident. The five other incidents included a small fire in the steel recycling dumpster, damage to an M Squared pickup truck that was hit by a BBII dump truck, a dropped rigging brace, a stolen vehicle, and a non-injury fall into a sump pit. All incidents have been investigated and corrective action taken.

JOINT ADMINISTRATIVE COMMITTEE

The eighth meeting of the Joint Administrative Committee (JAC) was held on November 21, 2013. TJPA Senior Construction Manager Dennis Turchon opened the meeting by presenting a construction update including:

- Pouring 28,000 cubic yards of mat slab concrete in Zones 1 and 2
- Approximately two-thirds (2/3) of the mat slab steel is complete
- 1,256 of 1,900 micropiles have been installed with work beginning in Zone 3
- All excavation forecasted to complete by January 31, 2014
- First structural steel component delivery will be in July 2014
- All bracing and trestle removal is scheduled to be complete in the third quarter of 2015

Progress to Date – Students

San Francisco Unified School District (SFUSD) accepted implementation of the new Multi-Craft Core Curriculum (MC3) at John O'Connell High School. Michael Theriault of the San Francisco Building & Construction Trade Council (SFBCTC) meets with the SFUSD in the Bay Area Apprenticeship Coordination Council meetings to guide MC3 implementation.

Progress to Date – Veterans

- Ted Huang of W/O reported that:
 - a. W/O has reached out to United Contractors (UCON) over the past year and, in turn, United Contractors has created their "United for Veterans" construction hiring initiative. W/O was among the first to sign the "United for Veterans" non-binding pledge, committing to seek out and hire interested and qualified veterans, and is encouraging other employers to sign as well. Twenty companies have signed the pledge, and two veterans have been hired to date.
 - b. Since January 2012, W/O has hired over a dozen veterans to staff positions. This program was developed as a result of the series of working sessions W/O led in 2012-2013, which

- revealed the large disconnect between sourcing qualified and interested veterans to employers. An easy-to-navigate “one-stop-shop” of resources for specific industries was initiated as a result of W/O’s leadership.
- c. W/O continues promoting a quarterly Lunch’n Learn series (which could possibly become monthly depending on interest) at the San Francisco State University (SFSU) Veterans Corner. W/O leads each session that includes a salaried construction employer, a trades representative, and a CityBuild representative. The goal is to allow both union and construction management organizations to actively participate in important small group outreach. The first session took place on November 21, 2013; representatives from Operating Engineers Local Union No. 3, W/O, and CityBuild were present. SFSU veteran students who attended were very interested, asking many relevant questions, and promised to share the information with fellow veterans as well as on SFSU veteran social networks. Ted and Mike Theriault are working together to identify veterans and conduct outreach to promote careers in the crafts and trades.
 - d. A new outreach effort directly to the military is underway to provide pre-apprenticeship training at National Guard (Army and Air Force) bases.
 - e. Swords to Plowshares has formed a partnership with the Office of Economic and Workforce Development to conduct veterans outreach.
 - f. A slide covering W/O’s commitment to hiring veterans has been integrated into all pre-bid presentations.

Progress to Date – Adults

- Michael McKenna of the International Brotherhood of Electrical Workers (IBEW) reported that apprenticeship interviews have started and summarized as follows:
 - a. From July 1, 2012 to January 31, 2013, 200 applications were received.
 - b. From July 1, 2013 to January 31, 2014, approximately 1,300 applications for 100 to 200 apprenticeships are anticipated.
- Todd Williams of Carpenters Local 22 reported that:
 - a. Helmets to Hardhats (H2H) has been helpful in identifying veterans interested in the carpentry trade.
 - b. Carpenters do identify their veteran members.
 - c. Currently, one veteran is on the jobsite. The Carpenter’s goal is to hire one or more females out every ten new hires.
 - d. On November 21, 2013, six people graduated from the Carpenters apprenticeship program.
- Ramon Hernandez of Laborers’ Local 261 reported that:
 - a. Local 261’s work with CityBuild is going very well.
 - b. Ten (10) people graduated from the Laborers apprenticeship program on November 21, 2013.
 - c. Local 261 has 45 journeymen and one apprentice working on various jobsites.

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 following charts depict the utilization of apprentices by trade and region below on the project.

Trade	*Apprenticeship Hours on TTC & Utilities
Inspector (Soils/Materials Testing)	1,007
Carpenter & Related Trades	25,033
Cement Mason	797
Electrical Utility Lineman	0
Electrician	715
Field Surveyor	346
Iron Worker	5,965
Laborer & Related Classes	43,002
Operating Engineer	28,868
Pile Driver	7,837
Plumber	900
Roofer	640
Sheet Metal Worker	25
Teamster	0
Tile Setter/Finisher	0
Water Well Drillers	0
Total	115,135

* Regular Time

Area	Number of Apprenticeships Sep. 1, 2013 through Dec. 31, 2013	Percentage of Total Apprentices by Area
East Bay (Alameda, Contra Costa, Solano)	16	20%
North Bay (Marin, Napa, Sonoma)	8	10%
South Bay (San Mateo, Santa Clara)	11	14%
San Francisco	27	34%
Other	18	23%

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

Apprentice Utilization

Ted Williams of W/O reported the following:

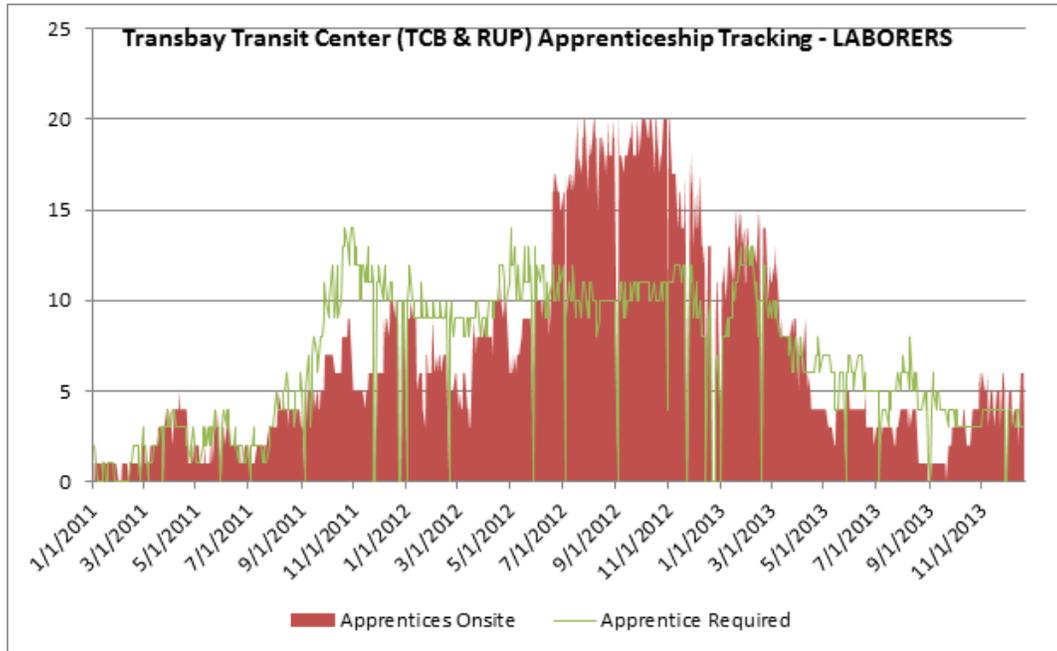
- a. Operator and labor apprenticeships are meeting the minimum requirements project-wide. There was a drop in laborer numbers around September 2013 due to transitioning between the completion of excavation and the beginning of concrete superstructure work. Thereafter, laborer numbers began to rise above the minimum in October 2013.

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

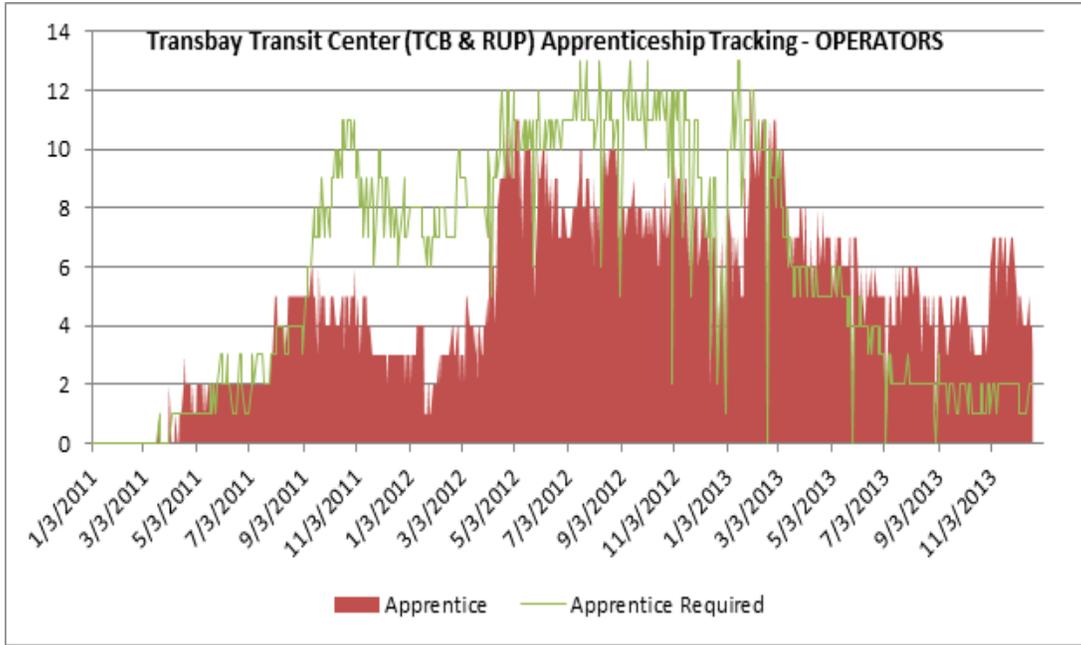
Total Journeymen Hours	205,930
Total Apprentice Hours	43,263
Total Work Hours	249,193
Percentage Apprentice Participation - Goal 16.67% (1:5)	17.36%

Compliance is based upon regular time

Tracking Type #2 – Overall Hourly Ratio – Laborers Employed



Tracking Type #2 – Overall Hourly Ratio – Operators Employed





Project Labor Agreement Quarterly Report

January 9, 2014

Transbay Transit Center

TJPA





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Administration & Labor

Administration

- Eighth meeting of the Joint Administrative Committee (JAC) was held on November 21, 2013, with updates on:
 - Project construction progress
 - Upcoming trade packages
 - Apprenticeships
 - Veterans programs

Labor

- No work stoppages or labor incidents
- All skilled labor needs are being met
- Six safety incidents investigated and corrective action taken



Trade Packages

TG05.8 Rooftop Crane

- Issued Request for Proposal (RFP) on January 7, 2014
- Proposals due on February 20, 2014
- Award contract on May 8, 2014

TG05.10 Temporary Facilities

- Issued RFP on January 7, 2014
- Proposals due on February 20, 2014
- Award contract on May 8, 2014



Trade Packages

TG07.2 Structural Concrete Superstructure

- Five bidders are pre-qualified
- Issued for bid on November 7, 2013
- Bids due on February 11, 2014
- Award contract on March 13, 2014

TG07.5 Metal Stairs

- Eight bidders are pre-qualified
- Issue for bid on January 28, 2014
- Bids due on March 4, 2014
- Award contract on April 10, 2014



Trade Packages

TG08.1 Curtain Walls & Skylights (W3, 4, 8, 10)

- Four bidders are pre-qualified
- Issued for bid on November 7, 2013
- Bids due on January 30, 2014
- Award contract on February 13, 2014

TG08.2 Exterior Awning (W1)

- Four bidders are pre-qualified
- Issued for bid on November 7, 2013
- Bids due on January 30, 2014
- Award contract on February 13, 2014



Trade Packages

TG10.2 Plumbing

- Five bidders are pre-qualified
- Issue for bid on January 30, 2014
- Bids due on April 9, 2014
- Award contract May 8, 2014

TG10.3 Mechanical/HVAC

- Five bidders are pre-qualified
- Issue for bid on January 30, 2014
- Bids due on April 8, 2014
- Award contract on May 8, 2014



Trade Packages

TG10.4 Electrical

- Six bidders are pre-qualified
- Issue for bid on January 30, 2014
- Bids due on April 10, 2014
- Award contract on May 8, 2014

TG10.5 Fire Sprinklers

- Four bidders are pre-qualified
- Issue for bid on January 30, 2014
- Bids due on April 3, 2014
- Award contract on May 8, 2014



Trade Packages

TG14.1 Elevators and Escalators

- Four bidders are pre-qualified
- Issue for bid on January 28, 2014
- Bids due on March 11, 2014
- Award contract on April 10, 2014

TG18.1 Bus Ramps

- Seven bidders are pre-qualified
- Issued for bid on November 12, 2013
- Bids due February 6, 2014
- Award contract on March 13, 2014



Progress to Date Students

San Francisco Unified School District (SFUSD) & San Francisco Building & Construction Trade Council (SFBCTC)

- SFUSD accepted implementation of the new Multi-Craft Core Curriculum (MC3) for John O'Connell High School.
- SFBCTC works with SFUSD in Bay Area Apprenticeship Coordination Council meetings to implement MC3.

SFUSD and Carpenters Local #22

- Local #22 identifies veteran members/works with Helmets to Hardhats (H2H) to identify veterans interested in carpentry.
- Six students graduated from the apprenticeship program on November 21, 2013.



Progress to Date Students

TJPA Summer Internship Program

- Outreach to Young Community Developers, Inc., and identification of applicants for three 2014 high school summer internships will begin January 27, 2014.



Progress to Date Veterans

- Outreach to United Contractors helped create their “United for Veterans” construction hiring initiative.
- Twenty companies have signed the initiative pledge, and two veteran apprentices have been hired to date.
- Webcor has hired over a dozen veterans to staff positions.
- Swords to Plowshares has formed a partnership with the Office of Economic and Workforce Development to conduct veterans outreach.



Progress to Date Adults

- **Webcor provides the following services to Mission Hiring Hall:**
 - Member of Mission Hiring Hall 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
 - Identifies apprenticeship opportunities for CityBuild graduates



Progress to Date Adults

- The International Brotherhood of Electrical Workers (IBEW) apprenticeship interviews have started.
 - 200 apprenticeship applications were received between July 1, 2012, and January 31, 2013.
 - Approximately 1,300 applications are anticipated for 100 to 200 apprenticeships from July 1, 2013, to January 31, 2014.
- Laborers' Local 261 reported that ten (10) apprentices graduated from the apprenticeship program on November 21, 2013, with forty-five journeymen and one apprentice now working on various jobsites.



Apprenticeship Reporting Trends

Overall 'Regular Time' Hourly Ratio

OVERALL HOURS IN COMPLIANCE

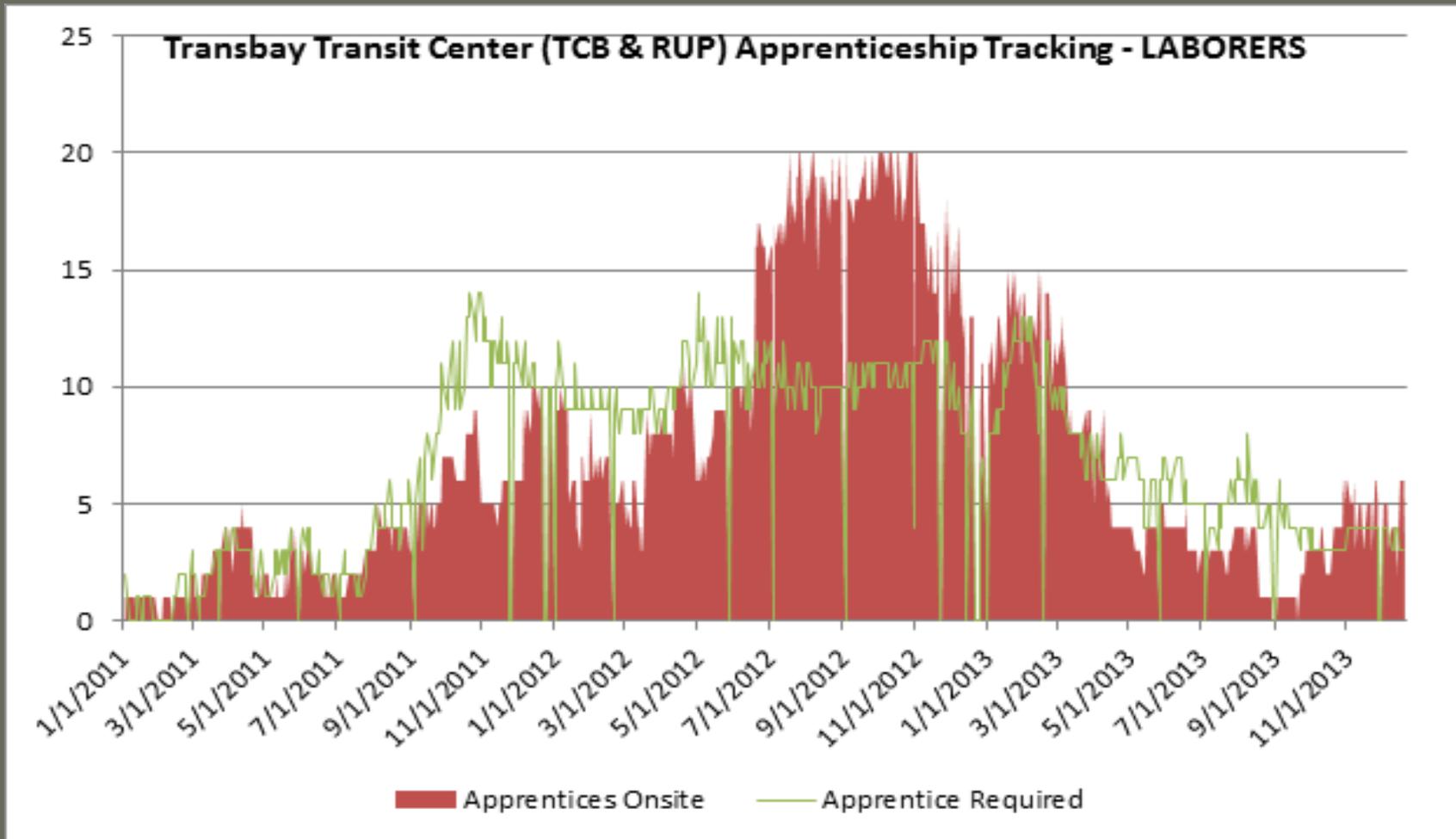
Transit Center Building and Relocated Utilities Program

Total Journeymen Hours	*205,930
Total Apprentice Hours	*43,263
Total Work Hours	*249,193
Percentage Apprentice Participation - Goal 16.67% (1:5)	*17.36%
*Excludes Overtime, Laborers & Operators	



Transbay Transit Center

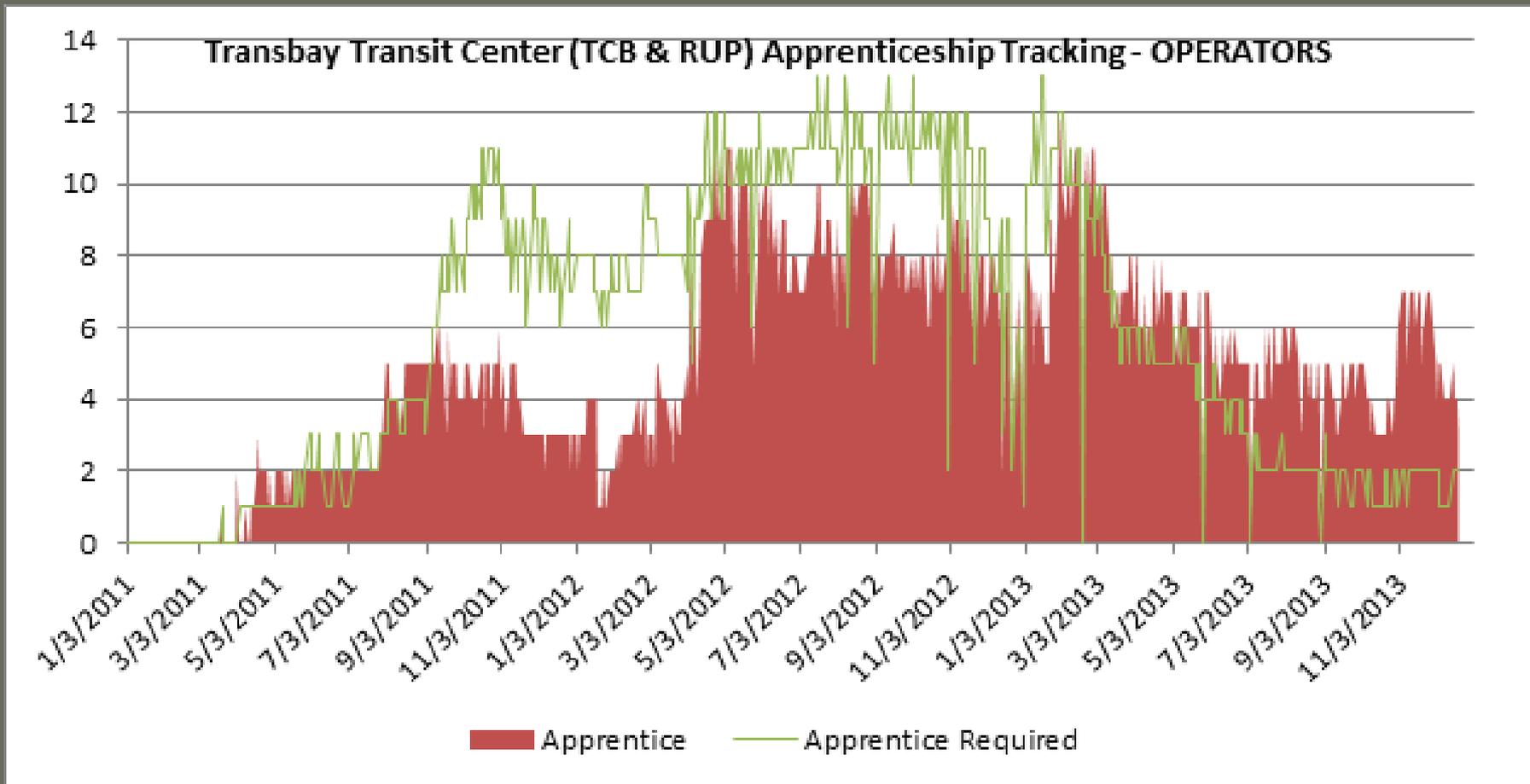
Apprenticeship Reporting Trends





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Apprenticeship Reporting Trends





THANK YOU