

Memorandum

To: TJPA Board of Directors
From: Maria Ayerdi-Kaplan, Executive Director
Date: For the Board Meeting of July 10, 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

No work stoppages or labor incidents have affected construction on the project. However, on June 18, members of Ironworkers Union Local 377 were absent on a number of other—non PLA—construction sites adjacent to the Transbay project. The Construction Manager/General Contractor (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 30, 2014, by Turner Construction, the TJPA’s construction management oversight consultant, for the monthly construction update is shown in the two tables that follow:

Trade	Total Workers on TTC & Utilities
Inspector (Soils/Materials Testing)	43
Carpenter & Related Trades	116
Cement Mason	59
Electrical Utility Lineman	28
Electrician	44
Field Surveyor	30
Iron Worker	273
Laborer & Related Classes	623
Operating Engineer	367
Pile Driver	145
Plumber	17
Roofer	37
Sheet Metal Worker	5

Trade	Total Workers on TTC & Utilities
Teamster	166
Tile Setter/Finisher	7
Water Well Drillers	9
Total	1,969

Area	Hours Through June 30, 2014	Percentage of Total Hours
East Bay (Alameda, Contra Costa, Solano)	370,569	34%
North Bay (Marin, Napa, Sonoma)	36,625	3%
South Bay (San Mateo, Santa Clara)	98,362	9%
San Francisco	195,818	18%
Other	399,057	36%
Total	1,013,344	100%

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

During the second quarter of 2014, there were ten (10) safety-related incidents. Four resulted in recordable incidents; the others were minor incidents. Corrective actions have been put in place to prevent future incidents. The four recordable incidents were as follows: On April 2, a Balfour Beatty worker walking through Zone 2 stepped on a nail that penetrated his boot and punctured his foot. The worker received a tetanus shot and was placed on modified duty. On May 2, an employee working for Landavazo Brothers was cutting strips of tape and accidentally cut into his leg. He received stitches and was placed on modified duty. On May 30, an apprentice ironworker, working for Gerdau Corporation, felt fatigued and was short of breath. He was told to sit down, and an ambulance was called. The worker was taken to the hospital and was diagnosed with exhaustion and returned back to work. Finally, on June 23, another worker from Gerdeau suffered a back strain while lifting reinforcing steel. After the pain increased, the worker went to his physician and was placed on modified duty. The minor incidents involving first aid cases included a bruise, two muscle strains, and a car fire in the parking lot next to W/O's project office.

JOINT ADMINISTRATIVE COMMITTEE

The tenth meeting of the Joint Administrative Committee (JAC) was held on May 15, 2014. TJPA Senior Construction Manager Dennis Turchon opened the meeting by presenting a construction update and reported that:

- Over thirty (30) new trade packages are scheduled to be awarded between now and spring 2015.
- The Bus Ramps contract was awarded on May 8.
- The Rooftop Crane, Temporary Facilities, Metal Stairs, Plumbing, Mechanical/HVAC, Fire Suppression Systems, and Elevators and Escalators packages will be awarded this summer.
- Mass excavation, geothermal, and micropile installations are complete.

- The mud slab, waterproofing, and protection slab will be completed in the East zone by the end of May.
- Below grade concrete columns and first and second lift walls are underway in the West and Central zones.
- Cast node castings continue in Bradken's foundries in Kansas and Louisiana.
- Cast nodes for the Ground Level, Bus Deck, and Roof Level have begun to ship to Oregon Ironworks for fit-up.
- Skanska steel erection, including the cast nodes, will begin installation on site later this summer.
- AWSS relocation continues along Mission Street and is scheduled to be complete by July 2014.

Progress to Date – Students

The 2014 TJPA High School Student Summer Internship Program is underway. Eight internships were awarded to San Francisco students from Balboa, Gateway, Lowell, Wallenberg and University high schools. Two internships were also awarded to college students, one from UC Berkeley and one from Wentworth Institute of Technology. Recruitment efforts included outreach to the San Francisco Unified Public School District, Young Community Developers, Horizons Unlimited, Enterprise and MYEEP/Japanese Community Youth Council. The internships began in June and run through August. The breakdown of interns by office is as follows:

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

Progress to Date – Veterans

Ted Huang reported the following:

- W/O is working with Turner, URS, and Transbay trade subcontractors Shimmick and Skanska to place pre-screened veterans. To date, Shimmick has placed three veterans on the Transbay project.
- W/O is collaborating with CityBuild veterans representative Wade Woods to connect qualified and interested veterans to careers in the trades. CityBuild agreed to utilize its local media contacts and Veterans Administration Medical Center personnel to share local construction industry hiring opportunities.
- TJPA and W/O's "Veterans Building Futures" was established to create competition and increase demand for qualified, local veterans interested in construction careers. Recently, Swords to Plowshares called W/O about a local resident veteran interested in joining the Laborers Union. Two days later, this veteran was sponsored into the Laborers Union for immediate apprenticeship training. In fact, this veteran received interest from several other employers, due to W/O's extensive network of employers.

- In May, W/O sponsored a Marine Corps veteran into the Carpenters Local Union 22 apprenticeship program.
- W/O continues working with specific San Francisco building trades, such as the Carpenters, Operating Engineers, Electricians, Plumbers, and Laborers to identify opportunities for veteran participation on projects throughout San Francisco.
- W/O continues development of a local construction employers network and pre-screening methods for prospective veterans interested in construction.
- W/O continues outreach to other construction industry employers with United Contractors' "United for Veterans" hiring program (due to TJPA's initial efforts) and continues to provide updates for its resource guide.
- W/O is currently communicating with the local lead for the U.S. Coast Guard's Transition Assistance Program (TAP) about integrating departing members and providing them with information about construction trade opportunities in the San Francisco Bay Area. W/O will follow up after the next TAP event on June 20.

Progress to Date – Adults

Mike Theriault of the San Francisco Building and Construction Trades Council (SFBCTC) reported the following:

- The SFBCTC is working with John O'Connell High School to establish a 2-year multi-craft core curriculum program, which should be in place this fall.
- SFBCTC is also working with the San Francisco Conservation Corps to incorporate a similar multi-craft core curriculum program as an alternative to the traditional high school curriculum.
- Danielle Sheppard with Jewish Vocational Services is working with Turner and W/O for summer placements.

Mike McKenna of International Brotherhood of Electrical Workers (IBEW) reported the following:

- The IBEW's apprenticeship program is expanding.
- Night classes are full for 3rd, 4th and 5th year apprentices.
- IBEW received a request (from lower-tier W/O subcontractor, Power Plus) for an apprentice for only 2 hours of work. JAC meeting participants agreed that apprenticeship requests should be for larger work windows.

Peter Garza, Sr., Carpenters Union Local No. 22 reported the following:

- The Carpenters' 4-year apprenticeship program currently includes 2,200 people completing 17 courses.
- Their 6-week pre-apprenticeship program has increased their retention rate to 80% (from 30%).
- Carpenters Union is urging contractors to funnel interested applicants into their pre-apprenticeship program.

Joseph Scott of the Laborers Union Local No. 261 reported the following:

- Open enrollment for the Laborers’ apprenticeship program is ongoing from March to August; all contractors are encouraged to sponsor applicants.
- Laborers Local 261 is working with community-based organizations to place out of work veterans.

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.

Apprentices/Journeyman Tracked by Craft (Through 6/30/14)

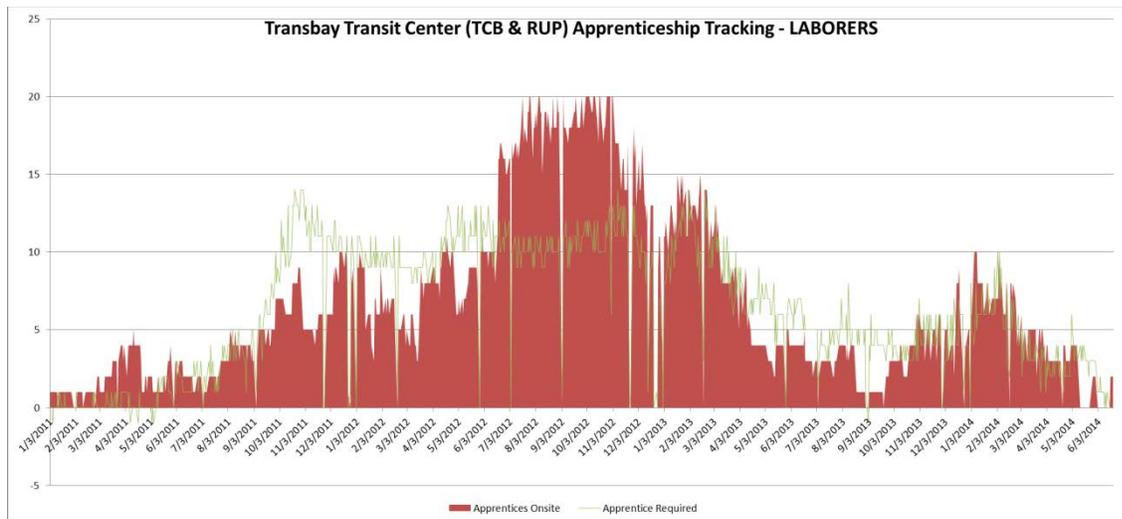
Craft	HOURS				EMPLOYED		
	Journeyman	Apprentice	Subtotal	Ratio	Journeyman	Apprentice	Subtotal
Laborer	375,680.28	54,967.33	430,647.61	12.8%	580	72	652
Carpenter	175,543.55	39,754.50	215,298.05	18.5%	188	56	244
Operating Engineer	251,510.24	41,998.25	293,508.49	14.3%	364	49	413
Bldg. Inspector and Field Soils and Material Tester	6,830.25	1,236.50	8,066.75	15.3%	33	11	44
Cement Mason	6,229.50	1,734.00	7,963.50	21.8%	53	6	59
Electrical Utility Lineman	978.00	16.00	994.00	1.6%	24	2	26
Electrician	6,149.50	1,419.50	7,569.00	18.8%	33	12	45
Field Surveyor	9,778.50	466.50	10,245.00	4.6%	24	6	30
Iron Worker	25,848.00	11,545.50	37,393.50	30.9%	172	106	278
Landscape Maintenance Laborer	8.00	-	8.00	0.0%	1		1
Pile Driver	11,505.00	12,472.00	23,977.00	52.0%	21	11	32
Plumber	3,075.50	1,384.00	4,459.50	31.0%	13	5	18
Roofer	15,520.00	2,221.50	17,741.50	12.5%	29	8	37
Security Guard - Unarmed	11,295.00	-	11,295.00	0.0%	21		21
Sheet Metal Worker(HVAC)	144.00	24.50	168.50	14.5%	3	2	5
Teamster	29,001.65	-	29,001.65	0.0%	166		166
Tile Finisher	264.00	-	264.00	0.0%	4		4
Tile Setter	200.00	-	200.00	0.0%	3		3
Water Well Driller	1,630.00	-	1,630.00	0.0%	9		9
SUBTOTAL	931,190.97	169,240.08	1,100,431.05	15.4%	1,741.00	346.00	2,087.00
SUBTOTAL - Trades Tracked by Hour (Excludes Laborers and Operators) - Goal 16.67%	304,000.45	72,274.50	376,274.95	19.21%			

Apprentices Tracked by Region (Through 6/30/14)

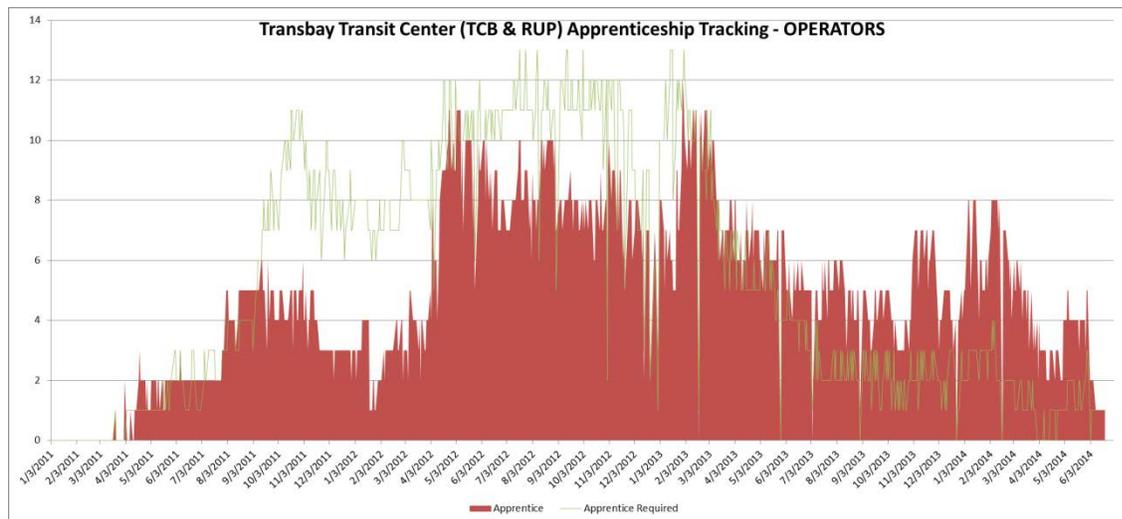
Region	All Hours	%	Employed
North Bay	6,892	4%	15
San Francisco	58,051	34%	105
South Bay	26,568	16%	46
East Bay	43,681	26%	115
Other	34,049	20%	65
Subtotal	169,240		346

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

Laborers Apprentice Tracking (Through 6/30/14)



Operators Apprentice Tracking (Through 6/30/14)





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TJPA





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Administration & Labor

Administration

- Meeting #10 of the Joint Administrative Committee was held on May 15, 2014:
 - Construction Progress
 - Upcoming Trade Packages
 - Apprenticeship Programs
 - Veterans Programs

Labor

- No work stoppages or labor incidents affecting our progress
- June 18th incident – Ironworkers Union Local 377
- All skilled labor needs are met
- Four recordable safety incidents investigated and corrective actions taken



Progress to Date Students

TJPA Summer Internship Program

- 8 internships were awarded to San Francisco High School students
- 2 internships were awarded to college students
- The summer internship program runs from June to August



Progress to Date Veterans

- Shimmick, Skanska, Anvil and other local employers are committed to placing pre-screened veterans on the project.
- Continue working with the Carpenters, Operating Engineers, Electricians, Plumbers, and Laborers to identify opportunities for veteran participation on the project.
- On May 13, Webcor sponsored a veteran of the Marine Corps into Carpenters Union Local 22 apprenticeship program.



Progress to Date Adults

The International Brotherhood of Electrical Workers reported that:

- The IBEW's apprenticeship program is expanding
- Night classes are full for 3rd, 4th and 5th year apprentices

Carpenters Union Local No. 22 reported that:

- 4-year apprenticeship program currently includes 2,200 people completing 17 courses
- 6-week pre-apprenticeship program has increased their retention rate to 80% (from 30%)
- Urge contractors to funnel interested applicants into their pre-apprenticeship program



Progress to Date Adults

Laborers Union Local 261 reported the following:

- Open enrollment for the Laborers' apprenticeship program is ongoing from March through August; all contractors are encouraged to sponsor applicants
- Working with community-based organizations to place out of work veterans

San Francisco Building and Construction Trades Council (SFBCCTC) reported the following:

- John O'Connell High School will start the 2-year multi-craft core curriculum program this fall



Journeyman and Apprentice Craft Hours

	HOURS			
	Journeyman	Apprentice	Subtotal	Ratio
Total Trades by Hour (Excludes Laborers & Operators) Goal 16.67%	304,000.45	72,274.50	376,274.95	19.21%

TJPA has exceeded its goal of apprentice/journeyman hours in the 2nd Quarter



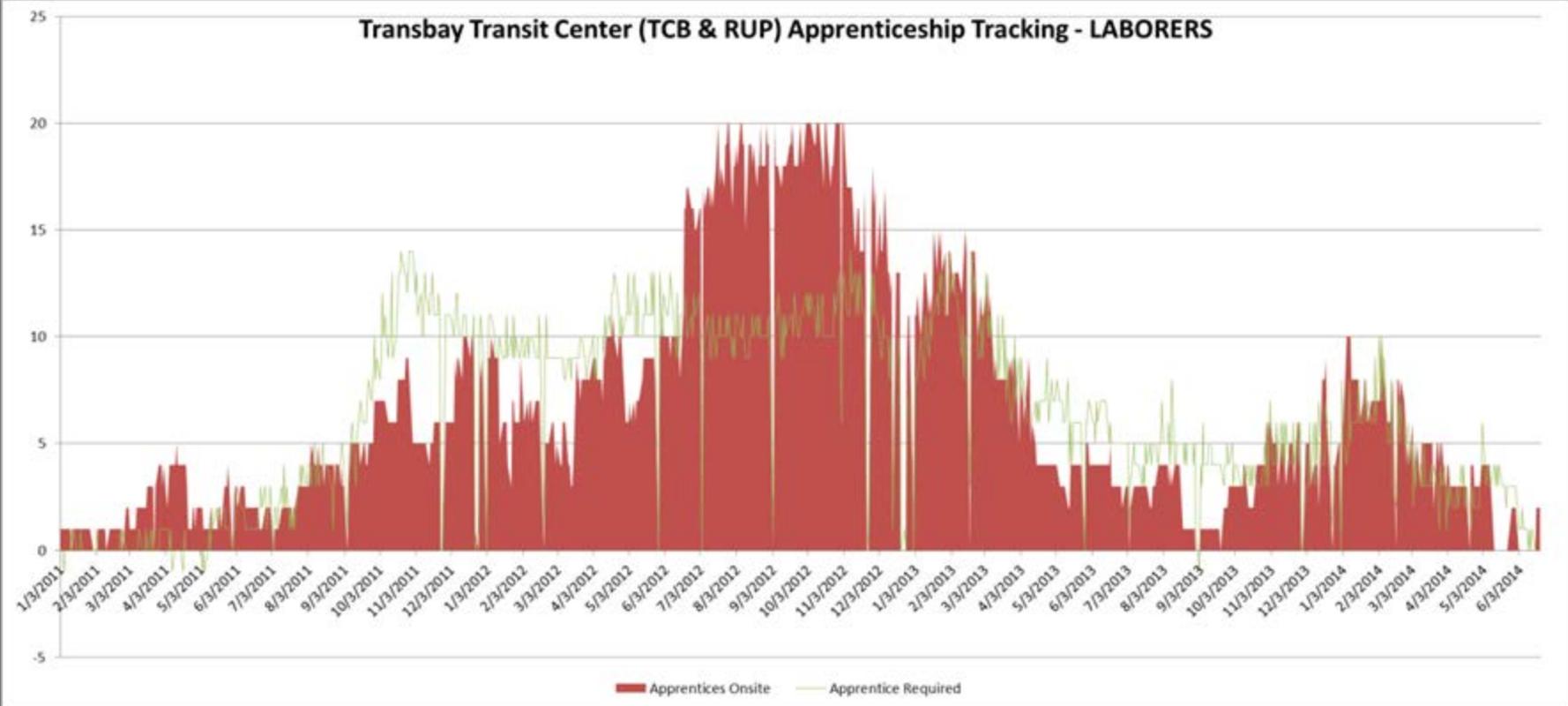
Regional Apprenticeship Trends

Region	All Hours*	Apprentices Employed	Apprentice Participation
North Bay	6,892	15	4%
San Francisco	58,051	105	34%
South Bay	26,568	46	16%
East Bay	43,681	115	26%
Other	34,049	65	20%
Subtotal	169,240	346	



Transbay Transit Center

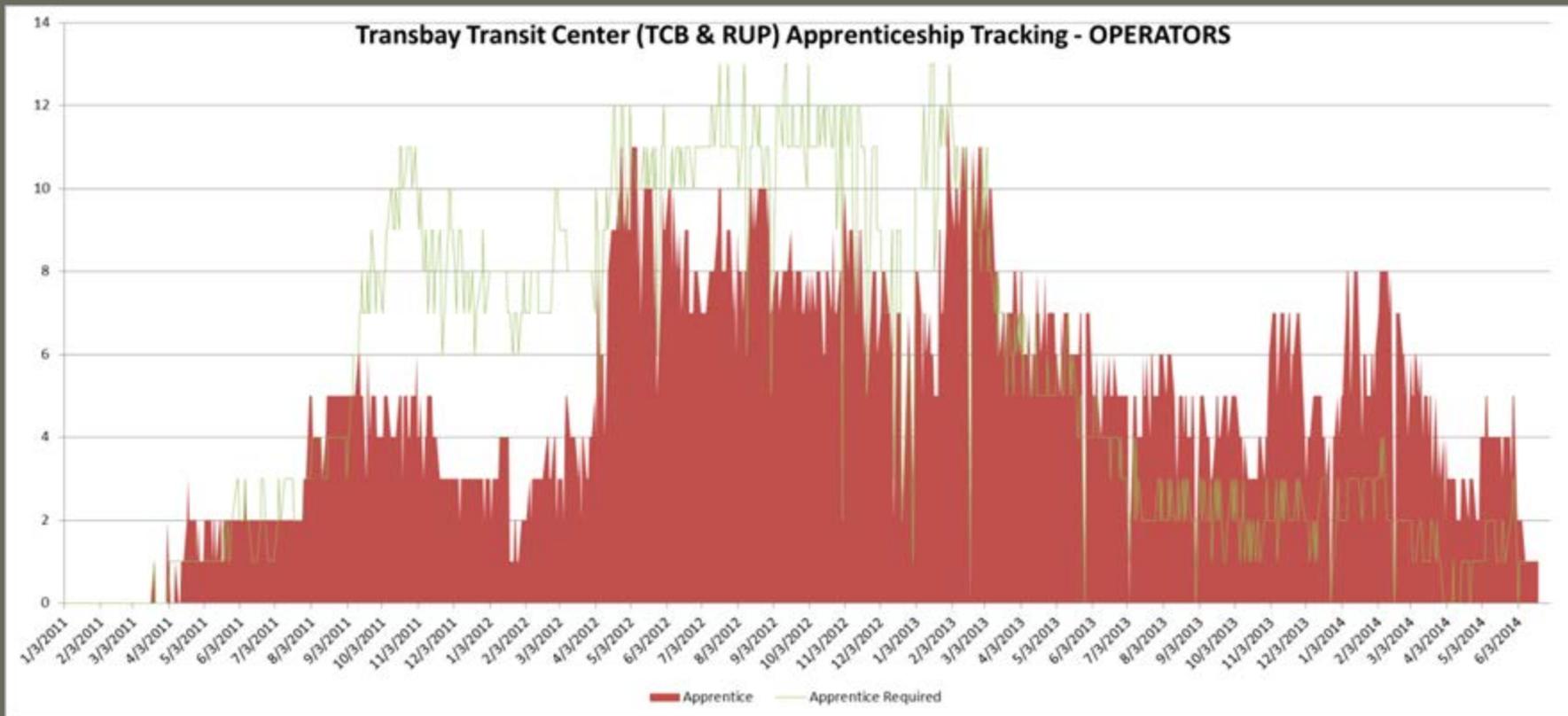
Labors Apprentice Reporting Trends





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Operators Apprentice Reporting Trends





Thank You