

Memorandum

To: TJPA Board of Directors
From: Maria Ayerdi-Kaplan, Executive Director
Date: For the Board Meeting of April 9, 2015
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. The Construction Manager/General Contractor 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 March 31, 2015, 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	194
Cement Mason	77
Electrical Utility Lineman	28
Electrician	51
Field Surveyor	38
Iron Worker	499
Laborer & Related Classes	730
Operating Engineer	436
Pile Driver	179
Plumber	23
Roofer	40
Sheet Metal Worker	5
Teamster	178
Tile Setter/Finisher	7

Trade	Total Workers on TTC & Utilities
Water Well Drillers	9
Total	2,537

Area	Hours Through Mar. 31, 2015	Percentage of Total Hours
East Bay (Alameda, Contra Costa, Solano)	483,454	35%
North Bay (Marin, Napa, Sonoma)	48,423	3%
South Bay (San Mateo, Santa Clara)	128,673	9%
San Francisco	247,338	18%
Other	487,759	35%
Total	1,395,649	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 first quarter of 2015, there was one OSHA recordable incident, and no lost-time incidents. The OSHA recordable incident occurred on January 3 when a Skanska employee suffered a back strain while lifting steel safety posts. The employee was placed on modified duty. The incident has been reviewed, and corrective actions have been put in place.

JOINT ADMINISTRATIVE COMMITTEE

The thirteenth meeting of the Joint Administrative Committee (JAC) was held on March 19, 2015. TJPA Senior Construction Manager Dennis Turchon followed with a construction update and reported that:

- There were four recordable/lost time safety incidents between December 4, 2014 and January 3, 2015.
- Over 1.3 million craft hours have been completed, excluding demolition.
- Lower Concourse slab placement is ongoing in the Eastern Zone and is scheduled to be complete in June.
- Erection of above-grade structural steel continues.
- Disassembly of the access trestle continues.
- 90% of cast nodes have shipped to the structural steel fabricators.
- 16 of 29 CIDH piles have been completed for the Bus Ramp.
- The following packages are anticipated to be awarded this spring (April – June): Miscellaneous Metals; Topping Slabs, Bus Crash Rails, and Expansion Joints; Metal Panels; Glass Floors; Civil/Sitework at Grade/Ground Level Landscaping; Roof Park Landscaping and Irrigation; Roofing/Waterproofing; Interiors/Finishes; Terrazzo; and Signage/Graphics/Directory Systems. A general reminder that the demand for labor on these packages typically lags the contract award by 6 or 7 months.

Progress to Date – Veterans

➤ Webcor/Obayashi

Ted Huang reported the following:

- W/O attended a meeting with State of California representatives along with representatives of the Salvation Army, the Social Security Administration, and other support service providers for veterans. Information on these support services will be provided to the unions in case their veterans need additional resources.
- TJPA's minimum target for veteran participation on the project is 2.5%.

➤ Unions

- The Carpenters have a "direct entry" policy to the apprentice program for all veterans.
- UA Local 38 has had good success with Helmets to Hardhats; they have observed that veteran apprentices tend to be eager to get on a job quickly, which often means they take the first available job opening.
- IBEW Local 6 also works with Helmets to Hardhats. Veterans coming through Helmets to Hardhats have a "direct to interview" privilege.
- IBEW Local 6 will share with TJPA and W/O its announcement targeted specifically to veterans coming through the Helmets to Hardhats program.
- Labors Local 261 also uses the Helmets to Hardhats program and incoming veterans have their initiation fees waived.

Progress to Date – Adults

➤ John Doherty, IBEW Local Union No. 6:

- Very few of the IBEW Local No. 6 members are on the out-of-work list.
- IBEW currently has 380 apprentices, its highest number of apprentices on record.
- December interviews resulted in 600 new apprentice candidates being placed on the list.
- Apprenticeship candidates that come through Helmets to Hardhats bypass the test and go straight to interviews.
- IBEW does not foresee any issues with meeting the hiring objectives with the upcoming Fisk package.

➤ Bill Blackwell, UA Local Union No. 38:

- There are 400 apprentices in San Francisco, and only 20 of those are on the out-of-work list.
- Three veterans have completed the apprenticeship program. All three veterans have been hired on other projects. These veterans would have been placed on the Transbay project had the start of field work lined up with their

availability. Currently, 20 journeyman plumbers and 20 journeyman pipefitters are on the out-of-work list.

- Local 38 has been in contact with the superintendent for Desert Mechanical to gauge upcoming demand for apprentices and journeyman.

- Gilbert DeAnda, Northern California Carpenters Regional Council:
 - Approximately 80 apprentices and 220 journeymen are on the out-of-work list due to workload shifts within the state.
 - Since construction activity is picking up in San Jose and on the Peninsula, the carpenters expect the number of apprentices on the out-of-work list to decrease.

- Jesus Villalobos, Laborers Local Union 261:
 - Only 5 apprentices are on the out-of-work list.
 - TJPA and W/O have been actively trying to increase the laborers' apprenticeship numbers on the project.
 - W/O will engage Shimmick Construction Company on recent efforts to increase the number of apprentices. W/O committed to working with all subcontractors to bolster labor apprenticeship numbers.

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. As part of the PLA process in order to facilitate professional and skilled trade development opportunities for high school students, the economically disadvantaged, and military veterans, the TJPA has developed a plan to promote opportunities for youth, adults (particularly those from disadvantaged backgrounds) and veterans to enter careers in architecture, engineering, construction, and skilled trades.

Apprentices/Journeymen Hours Tracked by Craft (Through 3/19/15)

	Journeyman	Apprentice	Subtotal	Ratio
Laborer	424,180.28	57,471.33	481,651.61	11.9%
Carpenter	249,729.55	60,026.50	309,756.05	19.4%
Operating Engineer	278,502.99	49,935.75	328,438.74	15.2%
Bldg. Inspector and Field Soils and Material Tester	6,850.25	1,236.50	8,086.75	15.3%
Cement Mason	12,277.00	3,818.00	16,095.00	23.7%
Electrical Utility Lineman	986.00	16.00	1,002.00	1.6%
Electrician	7,773.00	2,261.50	10,034.50	22.5%
Field Surveyor	11,356.75	551.50	11,908.25	4.6%
Iron Worker	66,072.50	29,750.00	95,822.50	31.0%
Landscape Maintenance Laborer	8.00	-	8.00	0.0%
Pile Driver	27,321.50	18,299.50	45,621.00	40.1%
Plumber	3,656.50	1,719.50	5,376.00	32.0%
Roofer	24,975.50	4,257.50	29,233.00	14.6%
Security Guard - Unarmed	11,295.00	-	11,295.00	0.0%

Apprentices/Journeymen Hours Tracked by Craft (Through 3/19/15)

	Journeyman	Apprentice	Subtotal	Ratio
Sheet Metal Worker (HVAC)	144.00	24.50	168.50	14.5%
Teamster	29,555.40	-	29,555.40	0.0%
Tile Finisher	264.00	-	264.00	0.0%
Tile Setter	200.00	-	200.00	0.0%
Water Well Driller	1,630.00	-	1,630.00	0.0%
SUBTOTAL	1,156,778.22	229,368.08	1,386,146.30	16.5%
SUBTOTAL - Trades Tracked by Hour (Excludes Laborers and Operators) - Goal 16.67%	454,094.95	121,961.00	576,055.95	21.17%

Apprentices Tracked by Region (Through 3/19/15)

Region	All Hours	%	Employed
North Bay	11,627	5.07%	20
San Francisco	70,382	30.69%	124
South Bay	31,962	13.93%	60
East Bay	59,955	26.14%	181
Other	55,443	24.17%	92
Subtotal	229,368		477



