

Memorandum

To: TJPA Board of Directors

From: Maria Ayerdi-Kaplan, Executive Director

Date: For the Board Meeting of February 11, 2016

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 December 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	350
Cement Mason	93
Electrical Utility Lineman	28
Electrician	84
Field Surveyor	39
Iron Worker	941
Laborer & Related Classes	884
Operating Engineer	499
Pile Driver	230
Plumber	39
Roofer	40
Sheet Metal Worker	9
Teamster	185
Tile Setter/Finisher	7

Trade	Total Workers on TTC & Utilities
Water Well Drillers	9
Plasterers	5
Total	3,485

Area	Hours Through Dec. 31, 2015	Percentage of Total Hours	
East Bay (Alameda, Contra Costa, Solano)	807,502	42%	
North Bay (Marin, Napa, Sonoma)	66,910	4%	
South Bay (San Mateo, Santa Clara)	181,361	9%	
San Francisco	307,050	16%	
Other	566,504	29%	
Total	1,929,327	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 fourth quarter of 2015, there were four OSHA recordable safety incidents. The four recordable incidents included workers who were struck on the hard hat by a falling object, received a nail in the finger, twisted an ankle, and suffered a laceration. The safety incidents have been reviewed, and corrective actions have been implemented. These corrective actions include worker re-training for body positioning when using power tools, the addition of guardrails, and the implementation of a permit system for work below overhead hazards.

JOINT ADMINISTRATIVE COMMITTEE

The sixteenth meeting of the Joint Administrative Committee (JAC) was held on December 17, 2015. TJPA Senior Construction Manager Dennis Turchon followed with a construction update and reported that:

- Over 1.83 million craft hours have been completed, excluding demolition.
- All structural steel fabrication is complete.
- Structural steel erection is complete in the Western Zone.
- Mechanical, electrical and plumbing rough-in work is ongoing at all levels in the Central Zone.
- Beale Street has been temporarily closed, with the exception of evening commute hours, to complete structural steel installation and trestle removal.
- Bus Ramp abutments, retaining walls, formwork, and stem and soffit work is ongoing.
- Three of seven cable saddles for the cable-stayed bridge have been installed.
- The Folsom and Tehama viaduct overcrossing stems and soffits have been poured.

PROGRESS TO DATE – VETERANS

➤ Webcor/Obayashi

Amanda Gillespie reported the following:

- Working with the Office of Economic Workforce Development’s CityBuild program and their designated veterans representative, Wade Woods, W/O has gathered a full list of prospective City based veterans interested in or presently in the construction trades.
- In collaboration with W/O, the United Contractors sent out a query to its members to better understand who is actively seeking construction employment.
- W/O continued to work with United Contractors to place veterans into trade positions on both the Transbay project or with other trade contractors.
- W/O participated in a panel discussion at the Marine Corps Base Camp Pendleton Transition Summit/Career Fair and attended the career fair at Naval Base in Ventura County.
- Attended various veterans employment meetings, visited a transitional veterans housing center, and represented W/O & TIPA at Joint Apprenticeship Council meetings as well as pre-construction meetings throughout the year.

➤ Unions

- Nicholas Weathers has recently joined Helmets to Hardhats after a career in the Army. He will be responsible for increasing enrollment of Helmets to Hardhats members in the trades across the state of California.
- The unions are continuing to leverage Helmets to Hardhats to spread the word about “direct entry” apprenticeship opportunities.
- IBEW will coordinate with Helmets to Hardhats for their July apprenticeship registration.

PROGRESS TO DATE – ADULTS

➤ Mike Theriault, SFBCTC:

- SFBCTC successfully sponsored an OSHA “train the trainer” class for the instructor of the John O’Connell multi-craft core curriculum.
- Since completion of this training in June, SFBCTC has provided the San Francisco Unified School District (SFUSD) with a draft articulation agreement for review by the joint apprenticeship and training committees. The goal is to link the multi-craft core curriculum program with entry into apprenticeship programs.
- SFBCTC has provided SFUSD with a calendar of joint apprenticeship and training committee meetings for most of the trades.

- John Doherty, IBEW Local Union No. 6:
 - IBEW currently has 410 apprentices for its “inside wireman” program, plus an additional 25 apprentices on loan to other parts of the Bay Area.
 - IBEW’s sign and communications program has approximately 20 apprentices.
 - Registration for the next apprenticeship class begins in July 2016; the entire process takes about six to eight months. Approximately 2,000 individuals are expected to apply.

- Peter Garza, Sr., Carpenters Union Local No. 22 reported the following:
 - The Carpenters’ have over 3000 apprentices across the 46-county Northern California region; the largest program is currently operating out of their Pleasanton facility.
 - The Carpenters’ apprenticeship enrollment is open throughout the year; the apprenticeship program lasts for four years.
 - The Carpenters also have an ongoing apprenticeship program for five students from John O’Connell every year.

- Tommy Numainville, OE Local 3:
 - The Operating Engineers have approximately 700 apprentices in the 46-county northern California region.
 - The Operating Engineers apprenticeship enrollment is also open throughout the year.

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 has 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.

Data on craft hours and apprentices is shown in the following tables and charts. They are used to show apprenticeship/journeyman hours tracking by craft, by region, and all crafts and workforce projections by craft.

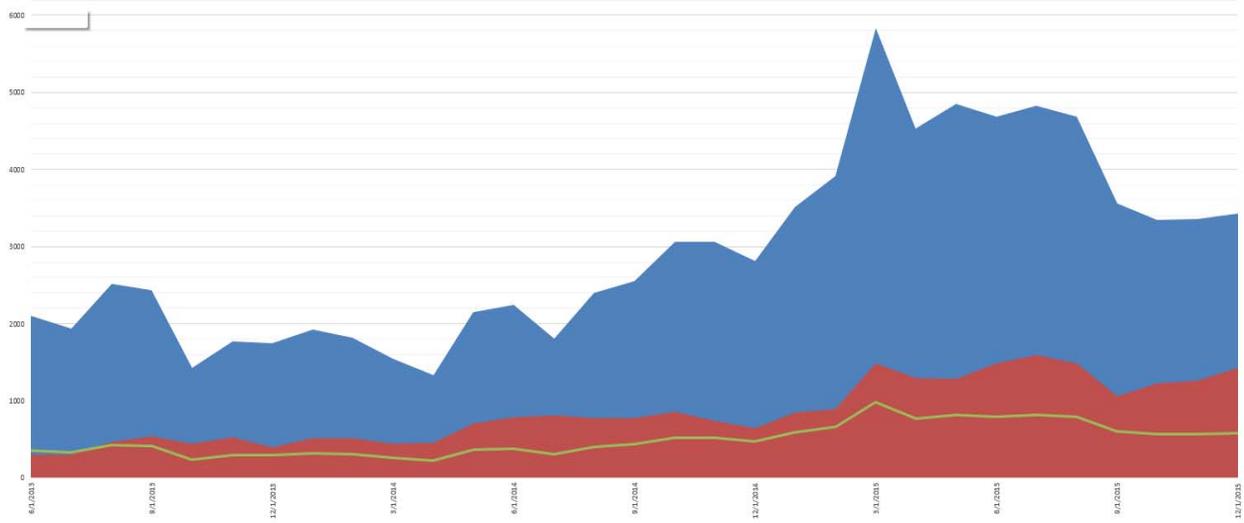
Apprentices/Journeymen Hours Tracked by Craft (Through 12/15/15)

Apprentices/Journeymen Tracked by Craft		HOURS	HOURS	HOURS	RATIO OF	RATIO OF	
CRAFT		JOURNEYMAN	APPRENTICE	SUBTOTAL	TOTAL MHs	TRADE MHs	
Laborer		490,646.03	64,588.83	555,234.86	30.1%	13.16%	
Carpenter		177,030.05	41,980.00	219,010.05	11.9%	23.71%	
Operating Engineer		295,784.49	59,928.75	355,713.24	19.3%	20.26%	
Bldg Inspector And Field Soils And Material Tester		6,865.25	1,236.50	8,101.75	0.4%	18.01%	
Cement Mason		19,198.50	6,203.00	25,401.50	1.4%	32.31%	
Electrical Utility Lineman		986.00	16.00	1,002.00	0.1%	1.62%	
Electrician		21,353.90	4,208.00	25,561.90	1.4%	19.71%	
Field Surveyor		13,749.55	551.50	14,301.05	0.8%	4.01%	
Iron Worker		213,229.66	88,784.66	302,014.32	16.4%	41.64%	
Landscape Maintenance Laborer		8.00	-	8.00	0.0%	0.00%	
Pile Driver		211,437.00	44,379.00	255,816.00	13.9%	20.99%	
Plumber		407.50	-	407.50	0.0%	0.00%	
Roofer		222.00	182.00	404.00	0.0%	81.98%	
Security Guard - Unarmed		8,676.50	3,007.50	11,684.00	0.6%	34.66%	
Sheet Metal Worker (Hvac)		30,843.00	6,885.50	37,728.50	2.0%	22.32%	
Teamster		1,930.00	24.50	1,954.50	0.1%	1.27%	
Tile Finisher		203.00	-	203.00	0.0%	0.00%	
Tile Setter		30,797.95	-	30,797.95	1.7%	0.00%	
Water Well Driller		37.00	-	37.00	0.0%	0.00%	
SUBTOTAL		1,523,405.38	321,975.74	1,845,381.12	100.0%		
SUBTOTAL - Trades Tracked by Hour (Excludes Laborers and Operators) - Goal 16.67%		736,974.86	197,458.16	934,433.02	50.64%		
Please note this information is based on data uploaded to Elations as of the data date. These numbers maybe represented as lower than actual due to a lag in infomrration upload by the trades.		Goal Percentages>>				16.79%	16.79%
		Apprentice as a total % of the total>>				17.4%	
		AVERAGE Apprentices by Craft>>					17.7%

Apprentices Tracked by Region (Through 12/15/15)

Region	Total Hours	% of All	Number Employed
North Bay	14,813	4.57	23
San Francisco	87,668	27.05	167
South Bay	40,091	12.37	75
East Bay	115,288	36.22	288
Other	64,116	19.79	121
Subtotal	321,976	100.00	674

Apprenticeship Tracking – All Crafts (Through 12/15/15)



Forecasted Workforce Increase – Next 6 Months

Manpower Forecast - Next 6 months (TTC & BR)	
Forecasted Manpower <u>Increase</u> over next 6 months	
Trade	# of Wkrs
Electrical	30
Elevator	8
Framers/Carpenters	80
Hod Carriers (fire proofer)	5
Hod Carriers (masonry)	10
Ironworkers	40
Laborers	60
Masons (masonry)	60
Operators	8
Pipefitters (fire sprinkler)	10
Pipefitters (Plumber)	20
Plasters (fire proofer)	10
Rod Busters	65
Sheet metal	10
Total Forecast	416