

# Memorandum

**To:** TJPA Board of Directors

**From:** Mark Zabaneh, Interim Executive Director

**Date:** For the Board Meeting of October 13, 2016

**Re:** Project Labor Agreement Status Report

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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 September 15, 2016, by Turner Construction, the TJPA's construction management oversight consultant, for the monthly construction update is shown in the two tables that follow:

<b>Trade</b>	<b>Total Workers on TTC &amp; Utilities</b>
Inspectors – Soils / Material Test	43
Carpenters and Related Trades	478
Cement Mason	139
Electrical – Utility Lineman	30
Electrician	166
Field Surveyor	46
Iron Worker	1174
Laborer and Related Trades	1067
Operating Engineer	573
Pile Drivers	249
Plumber	77
Roofer and Waterproofer	78
Sheet Metal	37
Teamsters	201
Tile Setters / Finishers	7
Water Well Driller	9
Bricklayer / Brick Tender	41
Plasters	30

Trade	Total Workers on TTC & Utilities
Drywall / Lather	9
Painter	21
Glazier	22
Elevator Constructor	13
<b>Total</b>	<b>4,510</b>

Area	Hours Through Sept 15, 2016	Percentage of Total Hours
East Bay (Alameda, Contra Costa, Solano)	1,119,557	43%
North Bay (Marin, Napa, Sonoma)	103,735	4%
South Bay (San Mateo, Santa Clara)	248,571	9%
San Francisco	408,383	16%
Other	743,756	28%
<b>Total</b>	<b>2,621,002</b>	<b>100%</b>

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 third quarter of 2016, there were two OSHA recordable safety incidents. The two recordable incidents included a Shimmick Construction employee who reported back pain and a Bratton Masonry worker who injured his left shoulder and collar bone when his gang box lid fell. The safety incidents have been reviewed, and corrective actions have been put in place.

## **JOINT ADMINISTRATIVE COMMITTEE**

The eighteenth meeting of the Joint Administrative Committee was held on September 15, 2016. Senior Construction Manager Dennis Turchon presented the update. A number of key milestones were discussed, including:

- There were two recordable safety incidents since the last JAC meeting.
- Over 2.5 million craft hours have been completed to date, excluding demolition.
- The substantial completion date of December 22, 2017, has been confirmed in W/O's mitigated schedule.
- The Stair 201 steel structure in the Western Zone is now installed with welding in progress.
- Fireproofing, glass curtain wall, and onsite utilities are ongoing in the Western Zone.
- 2 Escalators have been installed in the Central zone.
- Mechanical, electrical, plumbing and fireproofing trades continue with piping and HVAC duct work at all levels in the Western and Central Zones, with a focus on the Lower Concourse level.
- Awning, metal panel and curtain wall installation continues in the Central Zone and moving into the Western and Eastern zones.
- Scallop wall construction, fireproofing, and glass floor framing continue in the Eastern Zone.

- Bus Ramp turnaround, mechanically stabilized earth wall, and cable-stay bridge cables continue to be installed.
- Offsite fabrication of the steel drop-in span between the cable stay bridge to the Transit Center is progressing.
- Upcoming work includes Bus Deck and center island curb pours, the final structural concrete pours in the Eastern Zone, preparation for green tag of electrical room, and removal of the temporary bridge on First Street.
- Challenges include maintaining the schedule, working through AC Transit's bus island reconfiguration requests, managing strategic overtime costs, working through Buy America issues, and selecting and onboarding the master lessee.
- Mike Theriault, SFBCTC, wanted to confirm that pre-job meetings have been held for all active contracts, specifically the civil and electrical contracts. Jack Adams, CMO, will follow up to confirm the status of pre-job meetings.

## **PROGRESS TO DATE – VETERANS**

### ➤ Webcor/Obayashi (W/O)

- W/O has recently hired Michelle Nolen, Corporate Business Compliance Manager. Michelle will also assist with veterans outreach and coordination efforts.
- W/O is supporting Cycling 4 Veterans (<http://cycling4veterans.com/>) again this year, which will be held on Saturday, October 8. The starting line is at Las Positas College in Livermore. Cyclists will have the option to sign up for 30, 55, or 115 miles. All fundraising will directly benefit veteran and active military organizations including the Las Positas College Veterans First Program, Sentinels of Freedom, Student Veterans Organization, Blue Star Moms – Danville Chapter, Pleasanton Military Families, and East Bay Stand Down.
- Future veteran career fairs and hiring events:
  - October 6, Camp Parks Dublin – Hiring Our Heroes Event
  - October 20, Golden Gate University in San Francisco by HireGI
  - November 7, Hiring Our Heroes event with the Golden State Warriors at the Oracle Arena
- W/O continues to work with United Contractors to place veterans into trade positions on the Transbay project or with other trade contractors.

### ➤ Unions

- Carpenters Union Local No. 22 continues to actively recruit veterans.
- Plumbers and Pipefitters Union Local No. 38 continues to actively recruit veterans into their apprenticeship program. However, despite their efforts to-date, Union Local No. 38 has not had much success retaining veterans through their 5-year program.

- The unions are continuing to leverage Helmets to Hardhats to spread the word about “direct entry” apprenticeship opportunities.
- Helmets to Hardhats is actively working across the state to recruit and place veterans into the construction trades. The focus has been to match veterans with job opportunities near the various bases where these veterans were stationed. Higher cost of living in Northern California makes exiting servicemen and servicewomen less likely to relocate to the Bay Area for work and therefore Southern California tends to be a place with higher job placements.

## **PROGRESS TO DATE – ADULTS**

- Bill Blackwell, Plumbers and Pipefitters Union Local No. 38:
  - Plumbers and Pipefitters’ apprenticeship program totals over 500 people; the biggest it has ever been.
  - The most recent apprentice exam tested 1,400 applicants, with 650 candidates on the new apprentice training list.
  - Most first year apprentices are working; approximately 20 are looking for work.
- Peter Garza Sr., Carpenters Union Local No. 22:
  - Carpenters will now maintain over 3,500 apprentices across the 46-county Northern California region; the majority of apprentices come from the Pleasanton facility.
  - Carpenters’ apprenticeship enrollment is open throughout the year and the apprenticeship program lasts three to four years.
  - Work demand projections through 2017 remain very high.
- Mike Theriault, SFBCTC:
  - SFBCTC continues to push for an articulation agreement with San Francisco Unified School District (SFUSD) to link the multi-craft core curriculum program with entry into apprenticeship programs. However, due to staff changes within the SFUSD, discussions regarding the articulation agreement have not progressed in recent months.

## **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. These tables show apprenticeship/journeyman hours tracking by craft and by region, and all crafts and workforce projections by craft.

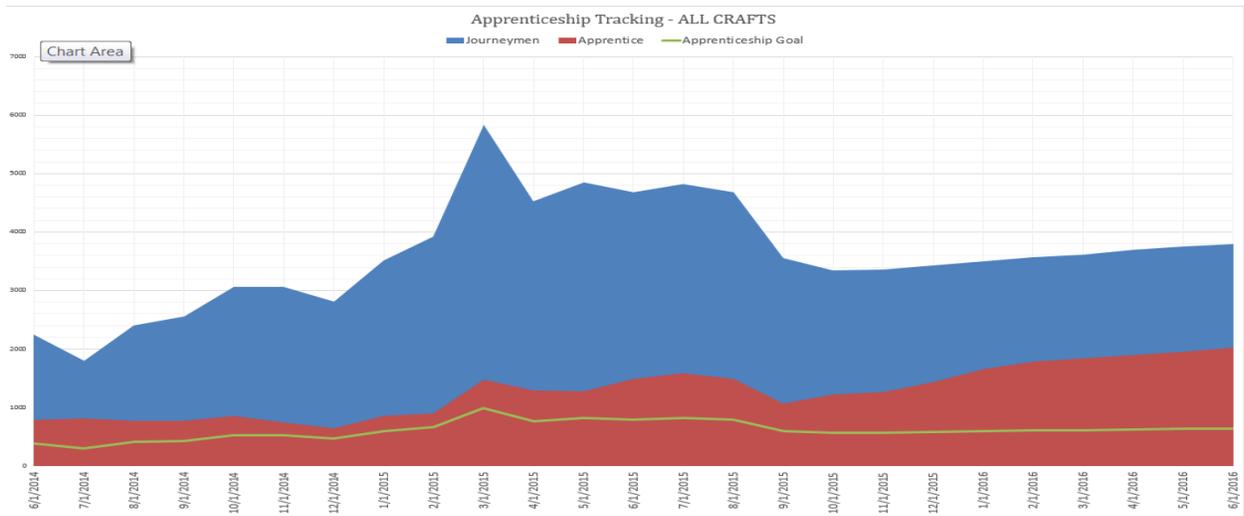
### Apprentices/Journeymen Hours Tracked by Craft (Through 9/15/16)

Apprentices/Journeymen Tracked by Craft					
CRAFT	Total Journeyman	# of Journeyman	Apprentice Total	# of Apprentice	Percentage of Apprentice vs the Total on Site
ASBESTOS REMOVAL WORKER (LABORER)	120.00	6	-		0.0%
IRON WORKER	340,147.16	758	156,684.16	436	30.1%
LABORER AND RELATED CLASSIFICATIONS	593,748.21	958	75,922.33	114	11.3%
PLUMBER	30,424.50	57	9,588.50	20	24.0%
TILE SETTER	200.00	3	-		0.0%
TRAFFIC CONTROL/LANE CLOSURE (LABORER)	37.00	6	-		0.0%
OPERATING ENGINEER (SPECIAL SINGLE AND SECOND SHIFT)	1,733.25	1	-		0.0%
PILE DRIVER (CARPENTER)	201,248.00	159	52,773.00	53	20.8%
Parking and Highway Improvement (Striper-Laborer)	-		4.00	1	100.0%
Security Guard - Unarmed	11,295.00	21	-		0.0%
TEAMSTER	32,205.05	201	-		0.0%
GLAZIER	4,631.00	14	469.00	2	9.2%
PILE DRIVER (OPERATING ENGINEER - HEAVY AND HIGHWAY WORK) (SPECIAL SINGLE AND SECOND SHIFT)	2,002.00	3	-		0.0%
BRICKLAYER, BLOCKLAYER	11,131.00	15	2,601.50	4	18.9%
BRICK TENDER	11,992.50	21	-		0.0%
PILE DRIVER (OPERATING ENGINEER - HEAVY AND HIGHWAY WORK)	10,241.00	9	230.00	1	2.2%
TILE FINISHER	264.00	4	-		0.0%
FIELD SURVEYOR	15,878.05	38	560.00	8	3.4%
PLASTERER	4,460.00	10	1,699.00	2	27.6%
CEMENT MASON	34,073.50	118	9,115.50	19	21.1%
DRYWALL INSTALLER/LATHER (CARPENTER)	495.00	8	-		0.0%
ELECTRICAL UTILITY LINEMAN	1,306.00	26	16.00	2	1.2%
CARPENTER AND RELATED TRADES	245,861.05	365	61,978.50	127	20.1%
LABORER AND RELATED CLASSIFICATIONS (SPECIAL SINGLE AND SECOND SHIFT)	52.00	6	-		0.0%
LANDSCAPE MAINTENANCE LABORER	8.00	1	-		0.0%
ROOFER	37,185.50	43	7,815.50	17	17.4%
WATER WELL DRILLER	1,630.00	9	-		0.0%
BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER	6,876.75	33	1,229.50	11	15.2%
Pile Driver	33,477.00	45	18,901.50	16	36.1%
STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER - HEAVY & HIGHWAY WORK)	203.00	1	-		0.0%
ELECTRICIAN	68,091.40	129	17,480.60	36	20.4%
PAINTER	2,158.00	11	927.00	5	30.0%
OPERATING ENGINEER	20,558.00	71	11,432.00	23	35.7%
OPERATING ENGINEER (HEAVY AND HIGHWAY WORK) (SPECIAL SINGLE AND SECOND SHIFT)	34,455.25	34	-		0.0%
PARKING AND HIGHWAY IMPROVEMENT PAINTER (LABORER)	276.00	5	-		0.0%
TUNNEL WORKER (LABORER)	76.00	2	-		0.0%
PLASTER TENDER	9,361.50	15	732.50	2	7.3%
SHEET METAL WORKER (HVAC)	12,334.50	27	400.50	4	
OPERATING ENGINEER (HEAVY AND HIGHWAY WORK)	270,007.49	436	56,077.75	53	17.2%
<b>SUBTOTAL</b>	<b>2,050,243.66</b>	<b>3,669.00</b>	<b>486,638.34</b>	<b>955.00</b>	<b>19.0%</b>
<b>SUBTOTAL (Excludes Laborers and Operators)</b>					

### Apprentices Tracked by Region (Through 9/15/16)

Region	Total Hours	% of All	#Employed
North Bay	33,563	6.83%	25
San Francisco	176,412	30.84%	178
South Bay	78,654	13.18%	84
East Bay	129,568	30.12%	352
Other	97,269	19.03%	153
<b>Subtotal</b>	<b>486,638</b>	<b>100%</b>	<b>955</b>

## Apprenticeship Tracking – All Crafts (Through 9/15/16)



### Forecasted Workforce Increase – Next 6 Months

Trade	# of Wkrs
Electrical	120
Elevator	12
Framers/Carpenters	150
Hod Carriers (fire proofer)	15
Hod Carriers (masonry)	30
Ironworkers	30
Laborers	100
Masons (masonry)	40
Operators	14
Pipefitters (fire sprinkler)	11
Pipefitters (Plumber)	40
Plasters (fire proofer)	15
Rod Busters	30
Sheet metal	30
<b>Total Forecast</b>	<b>637</b>