

# Memorandum

To: TJPA Board of Directors

From: Mark Zabaneh, Executive Director

Date: For the Board Meeting of January 12, 2017

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 (Webcor) 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 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	496
Cement Mason	147
Electrical – Utility Lineman	30
Electrician	216
Field Surveyor	47
Iron Worker	1272
Laborer and Related Trades	1111
Operating Engineer	592
Pile Drivers	256
Plumber	105
Roofer and Waterproofer	80
Sheet Metal	60
Teamsters	212
Tile Setters / Finishers	7
Water Well Driller	9
Bricklayer / Brick Tender	49
Plasters	30

<b>Trade</b>	<b>Total Workers on TTC &amp; Utilities</b>
Drywall / Lather	15
Painter	28
Glazier	39
Elevator Constructor	13
<b>Total</b>	<b>4,857</b>

<b>Area</b>	<b>Hours Through Dec 15, 2016</b>	<b>Percentage of Total Hours</b>
East Bay (Alameda, Contra Costa, Solano)	1,213,436	43%
North Bay (Marin, Napa, Sonoma)	121,125	4%
South Bay (San Mateo, Santa Clara)	271,423	9%
San Francisco	419,854	16%
Other	819,660	28%
<b>Total</b>	<b>2,845,498</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 fourth quarter of 2016, there was one OSHA recordable safety incident. The one recordable incident occurred when a Fisk Electric employee caught his foot and tripped on a Portable Toilet drip pan. He was taken to Concentra Clinic and admitted overnight with torn tendons in both legs. This safety incident has been reviewed, and corrective actions have been put in place.

## **JOINT ADMINISTRATIVE COMMITTEE**

The nineteenth meeting of the Joint Administrative Committee (JAC) was held on December 15, 2016. Senior Construction Manager Dennis Turchon presented an update of ongoing construction activity. A number of key milestones were discussed, including:

- There was one recordable safety incident since the last JAC meeting.
- Over 2.8 million craft hours have been completed to date, excluding demolition.
- The project's substantial completion date remains December 22, 2017.
- The rooftop skylight framing has been assembled and installed in the Western Zone.
- Bus Deck bollards are now installed with rebar and concrete placement in the Western Zone.
- Western Zone concrete masonry unit wall installation is also nearing completion.
- Electrical equipment, including transformers and switchgear, is being set in the Central Zone electric rooms with a PG&E/City green tag scheduled for January.
- All levels of the Central Zone continue with hangers and mechanical, electrical, plumbing, and fire protection systems installation as well as glass curtain wall systems installation.
- The First Street temporary bridge removal continues, with a final traffic switch, shifting to the west side, occurring in the first week of January.

- Fireproofing is complete in the Eastern Zone.
- Bus Deck waterproofing curbs and drive aisle concrete continues in the Eastern Zone.
- All cable-stay bridge falsework has been removed beneath the Bus Ramp. A final cut and cap of cables is scheduled for late February.
- Mechanically stabilized earth and retaining wall work is progressing around the Bus Ramp.
- Bus Ramp substantial completion is scheduled for March 30, 2017.
- Pre-qualification for the Bus Storage general contractor selection process is completing, with a target work start date of Q2 2017 and project completion by Q3 2018.
- Challenges include maintaining the December 22, 2017 completion date by managing strategic overtime costs with specific efforts such as implementing prefabrication of the terrazzo floor divider pattern, resequencing temporary bridge removal activities, and onboarding the Master Lessee.

Executive Director Zabaneh provided an update on the Master Lessee procurement and a status update on the development of Phase 2.

## **PROGRESS TO DATE – VETERANS**

### ➤ Webcor/Obayashi

Over the past few months, Webcor has supported a number of veterans outreach events, including the November 7<sup>th</sup> Hiring Our Heroes event with the Golden State Warriors and the November 11<sup>th</sup> TJPA Veterans Day Luncheon.

Future veteran career fairs and hiring events:

- February 15, 2017, ‘Hiring Our Heroes’ event with the LA Clippers at the Staples Center.
- March 17, 2017, HIREGI: Warriors to Workforce at Travis Air Force Base.

Webcor continues to work with Helmets to Hardhats and United Contractors to place Veterans into trade positions on the Transit Center project or with other trade contractors. One recent applicant that came through Helmets to Hardhats was hired by Webcor Concrete for the Los Angeles office.

### ➤ Unions

Electricians Union Local No. 6 has had lots of success drawing applicants from Helmets to Hardhats.

Carpenters Union Local No. 22 continues to actively recruit veterans. Over the last 90 days, five apprentice recruits have come from Helmets to Hardhats.

Plumbers and Pipefitters Union Local No. 38 continues to actively recruit veterans into its apprenticeship program. However, despite its efforts to date, Local No. 38 has still not had much success retaining veterans through the full five-year program.

## **PROGRESS TO DATE – ADULTS**

- Mike Theriault, San Francisco Building and Construction Trades Council (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. In recent months, the SFBCTC has stepped up efforts to finalize the articulation by bringing in the current President and Vice President of the SFUSD School Board. SFUSD appears to be moving forward and is planning to present an update to the Bay Area Apprenticeship Coordinators Association.

- Jose F. Almanza – Electricians Union Local No. 6

The Electricians have over 400 apprentices currently working in the Bay Area. There are approximately 40 incoming apprentice-level students enrolled in their training program. Classes begin this February.

- Bill Blackwell, Plumbers and Pipefitters Union Local No. 38:

Plumbers and Pipefitters' apprenticeship program totals over 500 people. Only five apprentices are out of work at this time. A new apprenticeship class of 35 students is starting in January.

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 maintain just under 3,500 apprentices across the 46-county Northern California region who are currently going through the four-year program. In San Francisco, only 52 members are on the out-of-work list.

Work demand projections through 2017 remain very high.

## **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.

Apprentice goals continue to be exceeded. Data on craft hours and apprentices is shown in the following graphics. The charts show apprenticeship/journeyman hours tracked by craft and by region, and all crafts and workforce projections by craft.

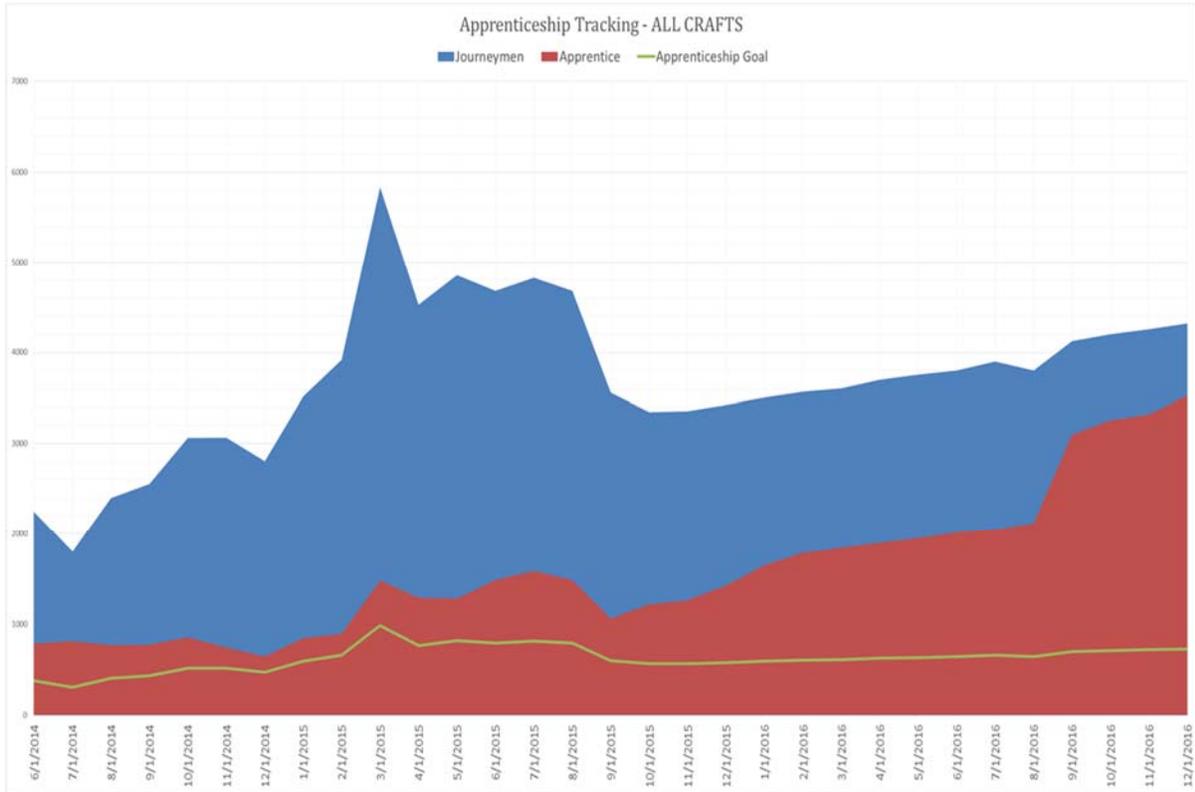
## Apprentices/Journeymen Hours Tracked by Craft (Through 12/15/16)

CRAFT	Total Journeyman	# of Journeyman	Apprentice Total	# of Apprentice	Percentage of Apprentice vs the Total on Site
OPERATING ENGINEER (SPECIAL SINGLE AND SECOND SHIFT)	1,733.25	1	-	-	0.0%
TEAMSTER	32,645.40	212	-	-	0.0%
Parking and Highway Improvement (Striper-Laborer)	-	-	4.00	1	100.0%
Security Guard - Unarmed	11,295.00	21	-	-	0.0%
GLAZIER	15,108.00	34	1,264.00	5	7.7%
PILE DRIVER (OPERATING ENGINEER - HEAVY AND HIGHWAY WORK) (SPECIAL SINGLE AND SECOND SHIFT)	2,002.00	3	-	-	0.0%
OPERATING ENGINEER (HEAVY AND HIGHWAY WORK)	278,317.49	458	57,832.75	56	17.2%
PILE DRIVER (CARPENTER)	210,448.50	162	54,331.00	56	20.5%
BRICK TENDER	20,637.50	24	-	-	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%
CEMENT MASON	46,751.50	129	10,233.50	21	18.0%
DRYWALL INSTALLER/LATHER (CARPENTER)	1,872.50	14	45.00	1	2.3%
ELECTRICAL UTILITY LINEMAN	1,306.00	26	16.00	2	1.2%
ROOFER	48,154.00	59	11,276.50	23	19.0%
WATER WELL DRILLER	1,630.00	9	-	-	0.0%
CARPENTER AND RELATED TRADES	282,266.55	389	72,428.00	130	20.4%
LABORER AND RELATED CLASSIFICATIONS (SPECIAL SINGLE AND SECOND SHIFT)	52.00	6	-	-	0.0%
LANDSCAPE MAINTENANCE LABORER	8.00	1	-	-	0.0%
FIELD SURVEYOR	16,433.05	39	560.00	8	3.3%
PLASTERER	7,362.50	11	2,101.00	3	22.2%
BRICKLAYER, BLOCKLAYER	18,734.00	19	5,034.50	5	21.2%
ELEVATOR CONSTRUCTOR	1,289.25	7	1,278.25	9	49.8%
ELECTRICIAN	114,618.40	218	25,845.60	41	18.4%
PAINTER	4,688.00	18	1,628.00	5	25.8%
ASBESTOS REMOVAL WORKER (LABORER)	156.00	10	-	-	0.0%
IRON WORKER	398,428.66	822	175,614.16	479	30.6%
LABORER AND RELATED CLASSIFICATIONS	643,454.81	1,007	80,070.83	121	11.1%
PLUMBER	45,451.00	77	15,422.50	29	25.3%
TILE SETTER	200.00	3	-	-	0.0%
BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER	6,876.75	33	1,229.50	11	15.2%
Pile Driver	34,302.00	48	18,901.50	16	35.5%
STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER - HEAVY & HIGHWAY WORK)	203.00	1	-	-	0.0%
OPERATING ENGINEER	22,234.50	71	11,432.00	23	34.0%
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	13,853.50	16	772.50	2	
SHEET METAL WORKER (HVAC)	23,339.00	46	2,957.50	14	
TRAFFIC CONTROL/LANE CLOSURE (LABORER)	37.00	6	-	-	
<b>SUBTOTAL</b>	<b>2,351,201.36</b>	<b>4,054.00</b>	<b>550,508.59</b>	<b>1,061.00</b>	<b>19.0%</b>

## Apprentices Tracked by Region (Through 12/15/16)

Region	Total Hours	% of All	#Employees
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>550,509</b>	<b>100%</b>	

## Apprenticeship Tracking – All Crafts (Through 12/15/16)



### Forecasted Workforce Increase – Next 6 Months

Trade	# of Wkrs
Electrical	160
Elevator	12
Framers/Carpenters	160
Hod Carriers (fire proofer)	5
Hod Carriers (masonry)	40
Ironworkers	120
Laborers	75
Masons (masonry)	40
Operators	14
Pipefitters (fire sprinkler)	30
Pipefitters (Plumber)	40
Plasters (fire proofer)	15
Rod Busters	30
Sheet metal	30
<b>Total Forecast</b>	<b>771</b>