

# Memorandum

To: TJPA Board of Directors  
From: Mark Zabaneh, Executive Director  
Date: For the Board Meeting of July 13, 2017  
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 report covers the previous two quarters and 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 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 15, 2017, 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	44
Carpenters and Related Trades	590
Cement Mason	179
Electrical – Utility Lineman	30
Electrician	338
Field Surveyor	48
Iron Worker	1391
Laborer and Related Trades	1294
Operating Engineer	636
Pile Drivers	260
Plumber	194
Roofer and Waterproofer	101
Sheet Metal	100

<b>Trade</b>	<b>Total Workers on TTC &amp; Utilities</b>
Teamsters	224
Tile Setters / Finishers	7
Water Well Driller	9
Bricklayer / Brick Tender	59
Plasters	34
Drywall / Lather	141
Painter	80
Glazier	47
Elevator Constructor	39
Carpet/Linoleum/Soft Floor Layer	2
<b>Total</b>	<b>5,847</b>

<b>Area</b>	<b>Hours Through June 15, 2017</b>	<b>Percentage of Total Hours</b>
East Bay (Alameda, Contra Costa, Solano)	1,559,375	42.4%
North Bay (Marin, Napa, Sonoma)	184,681	5%
South Bay (San Mateo, Santa Clara)	366,179	10%
San Francisco	548,933	14.9%
Other	1,107,106	27.7%
<b>Total</b>	<b>3,676,274</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 first and second quarters of 2017, there were six OSHA recordable safety incidents and two lost time incidents. The OSHA recordable incidents included: (1) an Anvil employee slipped and fell, resulting in a fractured thumb; (2) a Skanska employee, while drilling with a rotary hammer, entangled his glove with the drill bit, resulting in a severed finger; (3) a Desert Mechanical employee lacerated his hand while using a box cutter; (4) a McGuire and Hester carpenter injured his knee while using a 4-ft level; (5) a Crown Corr employee struck his index finger with a hammer; and (6) a Shimmick employee reported a pinched finger/ partial amputation. The lost time incidents included: (1) a Fisk Electric employee broke his toe when his foot was crushed under an electrical cabinet that slip off its concrete pad; and (2) a Concrete North employee received lacerations and a dislocated shoulder after being struck by a power trowel. These safety incidents have been reviewed, and corrective actions have been put in place.

## **JOINT ADMINISTRATIVE COMMITTEE (JAC)**

The twentieth and twenty-first meetings of the JAC were held on March 16, 2017, and June 15, 2017, respectively. The Executive Director provided a program update regarding Phase 2 and also noted that there will be an addition of a California High Speed Rail Authority member and City and County of San Francisco member to the TJPA Board. A Construction Update was provided by the TJPA Senior Construction Manager. The TJPA facility Manager provided an update on the Asset Manager status and buildout schedule. There were also reports provided by the unions and contractors on Veterans and apprentices outreach efforts that are identified in the subsequent sections of this report. Please note that this report only focuses on the June meeting statistics. In addition to the JAC regular meetings, there was also a United Association Local Union No. 38 (plumbers and pipefitters) grievance hearing held on June 29, 2017 by the JAC with an arbitrator chosen on July 10th.

## **PROGRESS TO DATE – VETERANS**

- Webcor/Obayashi
  - Over the past few months, they have supported a number of veterans outreach events, including the April 19 On Base Career Fair – Naval Base Ventura County Port Hueneme (Seabee Base).
  - Future veteran career fairs and hiring events:
    - Hiring Our Heroes – San Francisco Hiring Expo with San Francisco Giants on August 17
    - HireGI – 32nd Naval Base San Diego, CA, “Sailors & Spouses to the Work Force” on August 25 & November 3
    - HireGI – Camp Pendleton, Oceanside, CA, “Marines & Spouses to the Work Force” on September 28
  - 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. A former U.S. Marine was hired as project engineer with Webcor in their Los Angeles office, and Webcor Concrete has hired another former U.S. Marine in its San Francisco office.
  
- Ghilotti Construction reported the following:
  - Ghilotti has signed up with Helmets to Hardhats and employs veterans throughout their northern California workforce. As the Bus Storage project starts to ramp up, the initial need will be for laborers and operators.
  
- Unions
  - IBEW Local 6 has established a direct interview process for veteran applicants coming through the Helmets to Hardhats program.
  - Local 38 continues to actively recruit veterans into their apprenticeship program.

## **PROGRESS TO DATE – ADULTS**

- Jose F. Almanza – IBEW Local 6:
  - Local 6 currently has 185 Journeyman on the books. Currently, there are approximately 430-440 apprentices working in San Francisco with no apprentices out of work at this time.
  
- Mike Theriault, SFBCTC:
  - Reported that Salesforce donated \$100,000 to the John O’Connell shop program to help maintain the feeder pipeline in San Francisco.
  
- Bill Blackwell, Local 38:
  - Plumbers and Pipefitters’ apprenticeship program totals over 500 active apprentices.
  - The most recent apprentice exam tested 1,300 applicants, with 650 candidates on the new apprentice training list.

## **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.

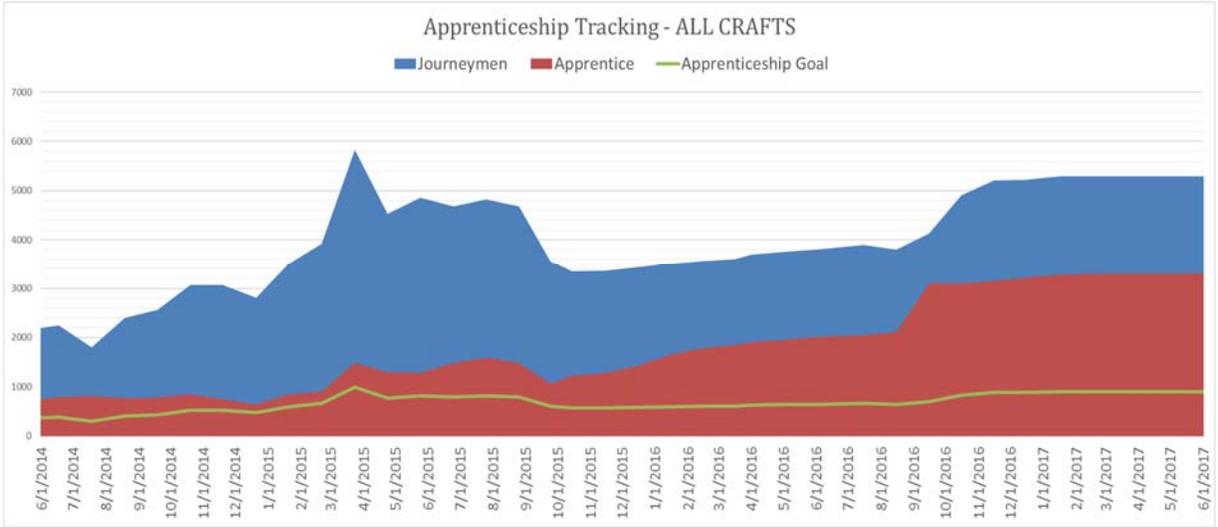
## Apprentices/Journeymen Hours Tracked by Craft (Through 6/15/17)

CRAFT	Total Journeyman	# of Journeyman	Apprentice Total	# of Apprentice	Percentage of Apprentice vs the Total on Site
TRAFFIC CONTROL/LANE CLOSURE (LABORER)	58.00	8	-	-	0.0%
OPERATING ENGINEER (SPECIAL SINGLE AND SECOND SHIFT)	1,733.25	1	-	-	0.0%
Parking and Highway Improvement (Striper-Laborer)	-	-	4.00	1	100.0%
ROOFER	66,509.50	70	16,058.00	29	19.4%
WATER WELL DRILLER	1,630.00	9	-	-	0.0%
Security Guard - Unarmed	11,295.00	21	-	-	0.0%
ASBESTOS WORKER, HEAT AND FROST INSULATOR	894.00	5	246.00	2	21.6%
TEAMSTER	33,875.35	224	-	-	0.0%
BRICK TENDER	33,024.50	27	-	-	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%
GLAZIER	30,905.00	40	2,458.50	7	7.4%
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)	294,388.99	489	60,990.75	58	17.2%
BRICKLAYER, BLOCKLAYER	31,222.50	24	8,039.00	7	20.5%
ELEVATOR CONSTRUCTOR	5,768.25	20	5,260.25	17	47.7%
CARPENTER AND RELATED TRADES	335,560.80	450	92,852.00	161	21.7%
LABORER AND RELATED CLASSIFICATIONS (SPECIAL SINGLE AND SECOND SHIFT)	190.50	12	-	-	0.0%
LANDSCAPE MAINTENANCE LABORER	8.00	1	-	-	0.0%
CEMENT MASON	60,801.00	163	11,222.00	26	15.6%
DRYWALL INSTALLER/LATHER (CARPENTER)	33,208.50	103	9,203.00	20	21.7%
ELECTRICAL UTILITY LINEMAN	1,306.00	26	16.00	2	1.2%
ELECTRICIAN	249,234.40	320	44,450.60	69	15.1%
PAINTER	17,985.00	58	11,079.00	19	38.1%
OPERATING ENGINEER	27,488.50	82	11,441.00	23	29.4%
OPERATING ENGINEER (HEAVY AND HIGHWAY WORK) (SPECIAL SINGLE AND SECOND SHIFT)	34,464.75	35	-	-	0.0%
PARKING AND HIGHWAY IMPROVEMENT PAINTER (LABORER)	276.00	5	-	-	0.0%
Stocker Scrapper	-	-	1,489.00	7	100.0%
TUNNEL WORKER (LABORER)	76.00	2	-	-	0.0%
PLASTER TENDER	18,777.50	16	772.50	2	4.0%
SHEET METAL WORKER (HVAC)	44,910.50	71	7,862.50	20	14.9%
CARPET, LINOLEUM, SOFT FLOOR LAYER	172.00	2	-	-	0.0%
FIELD SURVEYOR	17,663.05	40	560.00	8	3.1%
PLASTERER	11,118.00	12	3,022.00	4	21.4%
PILE DRIVER (CARPENTER)	216,029.50	164	54,839.00	56	20.2%
BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER	6,915.75	34	1,229.50	11	15.1%
Pile Driver	36,062.50	49	18,901.50	16	34.4%
STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER - HEAVY & HIGHWAY WORK)	203.00	1	-	-	-
ASBESTOS REMOVAL WORKER (LABORER)	180.00	11	-	-	-
IRON WORKER	457,913.66	895	203,025.91	529	-
LABORER AND RELATED CLASSIFICATIONS	733,471.93	1,156	85,048.00	133	-
PLUMBER	94,117.50	131	33,928.50	52	-
Taper	-	-	769.00	4	-
TILE SETTER	200.00	3	-	-	-
<b>SUBTOTAL</b>	<b>2,922,145.68</b>	<b>4,796.00</b>	<b>684,997.51</b>	<b>1,284.00</b>	<b>19.0%</b>

## Apprentices Tracked by Region (Through 6/15/17)

Region	Total Hours	% of All
North Bay	52,563	6.83%
San Francisco	261,657	30.84%
South Bay	86,563	13.18%
East Bay	182,563	30.12%
Other	101,652	19.03%
	<b>684,998</b>	<b>100%</b>

## Apprenticeship Tracking – All Crafts (Through 6/15/17)



## Forecasted Workforce Increase – Next 6 Months

Trade	# of Wkrs
Electrical	160
Elevator/Escalator	12
Framers/Carpenters	80
Hod Carriers (fire proofer)	5
Hod Carriers (masonry)	10
Ironworkers	20
Laborers	75
Masons (masonry)	40
Operators	10
Pipefitters (fire sprinkler)	20
Pipefitters (Plumber)	40
Plasters (fire proofer)	5
Rod Busters	30
Sheet metal	30
<b>Total Forecast</b>	<b>537</b>