

# Memorandum

To: TJPA Board of Directors

From: Mark Zabaneh, Executive Director

Date: For the Board Meeting of January 11, 2018

Re: Project Labor Agreement Status Report

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The Project Labor Agreement (PLA) for the Transbay 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 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, 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 Transit Center &amp; Utilities</b>
Inspectors – Soils / Material Test	49
Carpenters and Related Trades	657
Cement Mason	225
Electrical – Utility Lineman	31
Electrician	556
Field Surveyor	59
Iron Worker	1474
Laborer and Related Trades	1499
Operating Engineer	686
Pile Drivers	263
Plumber	227
Roofer and Waterproofer	121
Sheet Metal	175
Teamsters	247

<b>Trade</b>	<b>Total Workers on Transit Center &amp; Utilities</b>
Tile Setters / Finishers	26
Water Well Driller	9
Bricklayer / Brick Tender	65
Plasters	39
Drywall / Lather	185
Painter	104
Glazier	66
Elevator Constructor	48
Carpet/Linoleum/Soft Floor Layer	2
<b>Total</b>	<b>6,813</b>

<b>Area</b>	<b>Hours Through Sept. 15, 2017</b>	<b>Percentage of Total Hours</b>
East Bay (Alameda, Contra Costa, Solano)	1,891,275	42.2%
North Bay (Marin, Napa, Sonoma)	241,102	5.4%
South Bay (San Mateo, Santa Clara)	466,334	10.4%
San Francisco	657,906	14.7%
Other	1,224,703	27.3%
<b>Total</b>	<b>4,482,320</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 2017, there were three OSHA recordable safety incidents and zero lost time incidents. The OSHA recordable incidents included: (1) a McGuire and Hester subcontractor fell onto the rooftop foam, twisting his ankle, and was taken to a clinic and required physical therapy. (2) a Fisk Electric electrician twisted his knee while stepping on an uneven surface; the injury required physical therapy and the use of a knee brace. (3) a McGuire and Hester employee suffered a hairline fracture to his ankle while walking down temporary foam stairs, requiring a temporary cast. These safety incidents have been reviewed, and corrective actions have been put in place.

## **JOINT ADMINISTRATIVE COMMITTEE**

The twenty-second meeting of the JAC was held on December 21, 2017.

### **Executive Director's Report**

TJPA Executive Director Zabaneh presented the report.

### **TJPA Update of On-Going Construction**

Senior Construction Manager Dennis Turchon presented the update.

### **Facility Readiness Update**

TJPA Facility Manager Martha Velez presented the update.

### **Reports on Apprenticeship Programs/Utilization and Veterans Outreach Efforts**

- Unions
  - Jose F. Almanza – IBEW Local 6:
    - Local 6 currently has 455 apprentices working in San Francisco, the highest total on record for Local 6. 10% of apprentices are veterans. Apprentice candidates from San Francisco are encouraged to apply.
  - John Corso, UA Local 38:
    - Plumbers and Pipefitters' apprenticeship program totals over 500 apprentices, 40 of whom are available. Local 38 is using the international union for outreach to veterans and service men and women transitioning into the workforce. Local 38 plans to hold a test for a new apprentice class in June.
  - Peter Garza Sr., Carpenters Union Local No. 22:
    - Carpenters now maintain approximately 5,100 apprentices across the 46-county Northern California region who are currently going through the four-year program. Contractors in San Francisco are utilizing available San Francisco residents. Local 22 is actively recruiting veterans and trying to steer those veterans to local projects.
  - Charley Lavery, OE Local 3:
    - Operating Engineers' apprenticeship program totals over 800 apprentices across Northern California. No apprentices are on the "out of work" list. Local 3 is expanding outreach to veterans and service men and women transitioning into the workforce. The Operating Engineers maintain the highest percentage of female employees in the trades.
    - The Operating Engineers are making a specific effort to outreach to the underserved areas of San Francisco to recruit local residents into the apprentice program.

➤ Mike Theriault, SFBCTC:

- SFBCTC reported that CityBuild is now forecasting a shortfall in enrollment for its CityBuild Academy classes. Some possible mitigations could be an accelerated General Equivalency Diploma “GED” programs and providing daycare to prospective students.

- Webcor/Obayashi

- Steve Humphreys presented the data on craft hours and apprentices shown in the following two tables. The chart and table that follow show apprenticeship tracking for operators, laborers, and all crafts and workforce projections over the next six months by craft on the Transit Center Project.

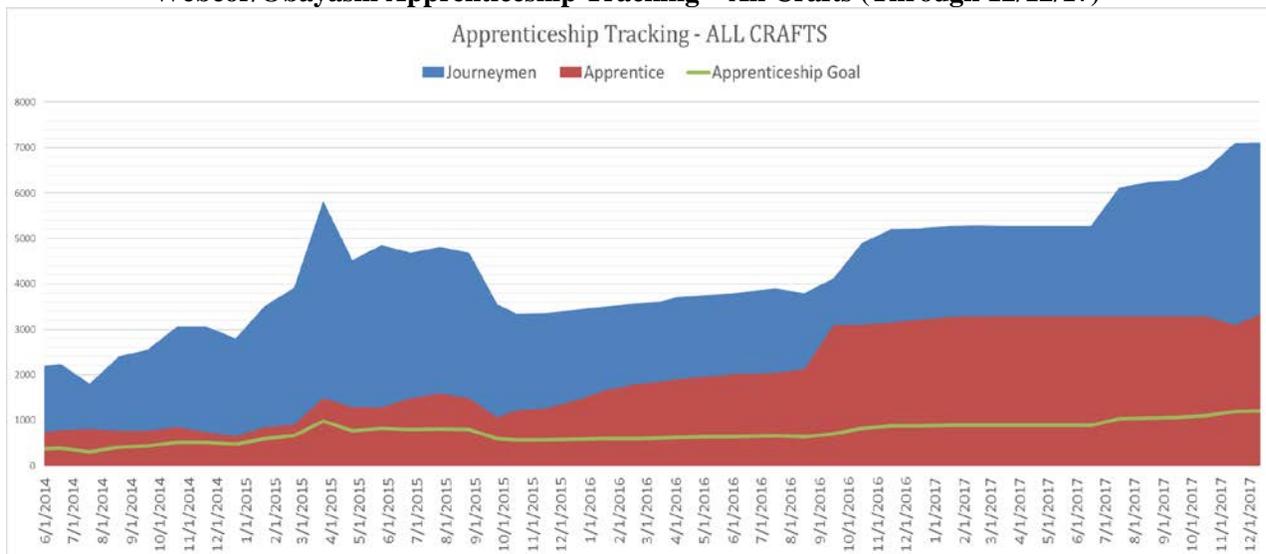
**Webcor/Obayashi Apprentices/Journeymen Hours Tracked by Craft (Through 12/12/17)**

Apprentices/Journeymen Tracked by Craft					
CRAFT	Total Journeyman	# of Journeyman	Apprentice Total	# of Apprentice	Percentage of Apprentice vs the Total on Site
OPERATING ENGINEER (SPECIAL SINGLE AND SECOND SHIFT)	1733.25	1	-	-	0.0%
TRAFFIC CONTROL/LANE CLOSURE (LABORER)	96	14	-	-	0.0%
GLAZIER	42545.25	53	3,311.50	13	7.2%
PILE DRIVER (OPERATING ENGINEER - HEAVY AND HIGHWAY WORK) (SPECIAL SINGLE AND SECOND SHIFT)	2002	3	-	-	0.0%
Parking and Highway Improvement (Striper-Laborer)	0	-	4.00	1	100.0%
TEAMSTER	33374.6	237	-	-	0.0%
Security Guard - Unarmed	11295	21	-	-	0.0%
ASBESTOS WORKER, HEAT AND FROST INSULATOR	1764.5	5	892.00	3	33.6%
CARPENTER AND RELATED TRADES	382340.2	490	113,324.78	180	22.9%
LABORER AND RELATED CLASSIFICATIONS (SPECIAL SINGLE AND SECOND SHIFT)	1175.5	17	-	-	0.0%
LANDSCAPE MAINTENANCE LABORER	8	1	-	-	0.0%
CEMENT MASON	79697	188	12,499.00	33	13.6%
DRYWALL INSTALLER/LATHER (CARPENTER)	61792	137	16,245.00	30	20.8%
ELECTRICAL UTILITY LINEMAN	1292	25	16.00	2	1.2%
BRICK TENDER	34917.5	29	-	-	0.0%
PILE DRIVER (OPERATING ENGINEER - HEAVY AND HIGHWAY WORK)	10241	9	230.00	1	2.2%
TILE FINISHER	442	3	1,164.50	6	72.5%
OPERATING ENGINEER (HEAVY AND HIGHWAY WORK)	307552.5	507	62,024.75	61	16.8%
CARPET, LINOLEUM, SOFT FLOOR LAYER	220	2	-	-	0.0%
FIELD SURVEYOR	18429.05	45	636.00	14	3.3%
PLASTERER	13609	16	3,358.00	4	19.8%
OPERATING ENGINEER	25201.5	88	11,392.00	22	31.1%
OPERATING ENGINEER (HEAVY AND HIGHWAY WORK) (SPECIAL SINGLE AND SECOND SHIFT)	34508.75	36	-	-	0.0%
PARKING AND HIGHWAY IMPROVEMENT PAINTER (LABORER)	276	5	-	-	0.0%
Stocker Scrapper	0	-	3,144.00	10	100.0%
TUNNEL WORKER (LABORER)	76	2	-	-	0.0%
ASBESTOS REMOVAL WORKER (LABORER)	180	11	-	-	0.0%
IRON WORKER	510100.16	927	227,651.66	562	30.9%
LABORER AND RELATED CLASSIFICATIONS	783295.44	1,224	77,530.95	132	9.0%
PLUMBER	163817.5	160	77,039.00	69	32.0%
Taper	0	-	828.50	4	100.0%
TILE SETTER	2188	9	103.00	1	4.5%
BRICKLAYER, BLOCKLAYER	34593	28	9,167.00	8	20.9%
ELEVATOR CONSTRUCTOR	13450.25	32	8,695.75	19	39.3%
ROOFER	87190.7	85	22,563.00	36	20.6%
WATER WELL DRILLER	1630	9	-	-	0.0%
PLASTER TENDER	20109.5	18	772.50	2	3.7%
SHEET METAL WORKER (HVAC)	88128.5	132	16,325.50	34	15.6%
PILE DRIVER (CARPENTER)	220847	169	56,671.50	56	20.4%
BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER	7098.75	39	1,229.50	11	14.8%
Pile Driver	36948	49	18,901.50	16	33.8%
STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER - HEAVY & HIGHWAY WORK)	203	1	-	-	0.0%
ELECTRICIAN	419340.65	447	67,092.60	98	13.8%
PAINTER	29858.5	74	17,483.00	28	36.9%
<b>SUBTOTAL</b>	<b>3,483,367.55</b>	<b>5,348.00</b>	<b>830,296.49</b>	<b>1,456.00</b>	<b>19.2%</b>

### Webcor/Obayashi Apprentices Tracked by Region (Through 12/12/17)

Region	Total Hours	% of All
North Bay	82,523	6.83%
San Francisco	307,000	30.84%
South Bay	85,898	13.18%
East Bay	204,236	30.12%
Other	150,639	19.03%
	<b>830,296</b>	<b>100%</b>

### Webcor/Obayashi Apprenticeship Tracking – All Crafts (Through 12/12/17)



### Webcor/Obayashi Forecasted Workforce Increase – Next 6 Months

Trade	# of Wkrs
Electrical	250
Elevator/Escalator	12
Framers/Carpenters	80
Hod Carriers (fire proofer)	5
Hod Carriers (masonry)	10
Ironworkers	20
Laborers	150
Masons (masonry)	40
Operators	10
Pipefitters (fire sprinkler)	20
Pipefitters (Plumber)	50
Plasters (fire proofer)	5
Rod Busters	30
Sheet metal	30
<b>Total Forecast</b>	<b>712</b>

- Ghilotti Construction
  - John Preston reported a current apprentice-to-journeyman ratio of 23.6% on the Bus Storage Project with an aspirational goal of 16.67%. See the report on the following pages.

**GHILOTTI CONSTRUCTION COMPANY**  
**TRANSBAY JOINT POWERS AUTHORITY-BUS STORAGE FACILITY**  
**JAC MEETING UPDATE-12/21/2017**

**Project Update:**

At this time, the Bus Storage Facility is approximately 40% complete; with relation of work billed to date. As far as progress on the project, we will be substantially complete with the bridge construction by the end of this year; the only remaining items being post tensioning, false work removal, and barrier construction. Ghilotti Construction currently has 2 structures crews onsite constructing the cast in place retaining walls and MSE walls which link to the new bridge. The next phase of work after the New Year will be the installation of electrical infrastructure, completion of wet utilities, and completing retaining wall and block wall construction. The modular building package will be going into production in February with an anticipated delivery of May. We anticipate final rock grade to go in at the end of April with JCPC concrete slab being constructed through most of November. We are currently on schedule with a projected completion date of June 29, 2018.

**Apprenticeship Update:**

To date we have worked over 12,467 regular time hours on this project with 3846 hours of apprenticeship labor force. In all, we have an apprenticeship utilization rate of 23.6% utilization. Some trades have faired better than others in terms of meeting the 20% goal and are as follows:

Laborers	18%
Operators	36%
Carpenters	13%
Cement Masons	23%
Pile Drivers	20%
Iron Workers	42%
Electricians	0%
Project Total	23.6%

The attached figures break down project overall statistics as well as contractor specific statistics. The main contributor to trades with lower ratios is the incidence of small 2 to 4 man crews who each have specific journey level activities to complete which do not lend themselves to the addition of an apprentice to the composite work crew. Both the Laborers and Operators unions have written letters to the DIR giving exemptions to the 4:1 requirement taking this knowledge into account.

**Upcoming Work Predictions:**

With MCM coming close to completion of bridge construction, we foresee a significant amount of decline from them as far as on-site manpower. Once the bridge deck is poured this month, work for masons will be finished. Work for carpenters, laborers, and operators is expected to

stay fairly strong through the end of January as they strip the bridge false work, stack and band materials, and demobilize from the jobsite. Ghilotti Construction foresees maintaining the same crew size, if not upsizing over the next 2 months as we finalize wall construction and get into fine grade and rock work. After walls are complete, carpenter crews will be downsized and sent to other jobs as we increase equipment operators and cement masons for construction of the concrete slab. Phoenix electric has maintained a small 2-3 main crew over the last 2 months doing some onsite lighting under the existing Bay Bridge Approach Structures. They will ramp up to a moderate sized excavation and backfill crew for all of January getting in all underground infrastructure. They will then see a decrease in work and come back full force in May to complete all electrical wiring and commission the electrical and telecom systems. Alta Engineering will be onsite with a small crew of building carpenters, plumbers, and fire sprinkler installers towards the beginning of May to erect the modular building and get it ready to be placed in service.

**Veteran Outreach and Utilization:**

Ghilotti Construction has signed up for the helmets to hardhats program and encourages craft workers from the laborers, carpenters, masons, and operators unions to apply for work both on the TJPA Bus Storage project as well as other projects. Interested applicants should contact our dispatch at 707-585-1221. While we do not actively keep records of veteran utilization on this project, I know that we have utilized veteran labor on this project, as well as on other projects; and will continue to do so.

## BUS STORAGE FACILITY

### APPRENTICESHIP SUMMARY THROUGH 12/09/17

<u>Trade</u>	<u>Totals</u>
<b>Superintendence</b>	<b>1976</b>
Total-Non-Working Super	1976
<b>Laborers-Journeyman</b>	<b>5256</b>
<b>Laborers-Apprentice</b>	<b>1183</b>
Total-Laborers	6439
<b>Percent Apprentice</b>	<b>18%</b>
<b>Operator-Journeyman</b>	<b>2267</b>
<b>Operator-Apprentice</b>	<b>1301</b>
Total-Operators	3568
<b>Percent Apprentice</b>	<b>36%</b>
<b>Carpenters-Journeyman</b>	<b>1765</b>
<b>Carpenters-Apprentice</b>	<b>272</b>
Total-Carpenters	2037
<b>Percent Apprentice</b>	<b>13%</b>
<b>Cement Mason-Journeyman</b>	<b>296</b>
<b>Cement Mason-Apprentice</b>	<b>88</b>
Total-Cement Masons	384
<b>Percent Apprentice</b>	<b>23%</b>
<b>Pile Drivers-Journeyman</b>	<b>1855</b>
<b>Pile Drivers-Apprentice</b>	<b>473</b>
Total-Pile Drivers	2328
<b>Percent Apprentice</b>	<b>20%</b>
<b>Iron Workers-Journeyman</b>	<b>731</b>
<b>Iron Workers-Apprentice</b>	<b>529</b>
Total-Iron Workers	1260
<b>Percent Apprentice</b>	<b>42%</b>
<b>Electrician-Journeyman</b>	<b>297</b>
<b>Electrician-Apprentice</b>	<b>0</b>
Total-Electricians	297
<b>Percent Apprentice</b>	<b>0%</b>
Total Journeyman Hours	12467
Total Apprentice Hours	3846
<b>Overall Apprentice Ratio</b>	<b>23.6%</b>

\*Does not Take Into Account Overtime