

Memorandum

To: TJPA Board of Directors

From: Maria Ayerdi-Kaplan, Executive Director

Date: For the Board Meeting of January 16, 2015

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, 2014, 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 | 184 |
| Cement Mason | 76 |
| Electrical Utility Lineman | 28 |
| Electrician | 47 |
| Field Surveyor | 36 |
| Iron Worker | 443 |
| Laborer & Related Classes | 691 |
| Operating Engineer | 420 |
| Pile Driver | 174 |
| Plumber | 22 |
| Roofer | 39 |
| Sheet Metal Worker | 5 |
| Teamster | 169 |
| Tile Setter/Finisher | 7 |

| Trade | Total Workers on TTC & Utilities |
|---------------------|---|
| Water Well Drillers | 9 |
| Total | 2,393 |

| Area | Hours Through Dec. 31, 2014 | Percentage of Total Hours |
|--|--|--------------------------------------|
| East Bay (Alameda, Contra Costa, Solano) | 452,240 | 34% |
| North Bay (Marin, Napa, Sonoma) | 45,819 | 4% |
| South Bay (San Mateo, Santa Clara) | 120,299 | 9% |
| San Francisco | 234,948 | 18% |
| Other | 465,053 | 35% |
| Total | 1,318,359 | 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 2014, there were twelve (12) reported incidents. These included first aid incidents, property damage, near-miss incidents, and three (3) OSHA recordable incidents. There were no lost-time incidents this quarter. The three recordable incidents all occurred in December, and each involved ironworkers working on reinforcing steel installation for Gerdau (a subcontractor to Shimmick, the TG6.0 Below Grade Concrete trade subcontractor). The injuries included a sprained ankle, a strained shoulder, and a strained back; all workers returned to work for their next shift. The near-miss incidents included a small trash fire, vehicular damage, equipment breakdowns, and a material loading incident. All incidents have been reviewed, and corrective actions have been put in place.

JOINT ADMINISTRATIVE COMMITTEE

The twelfth meeting of the Joint Administrative Committee (JAC) was held on December 4, 2014. TJPA Senior Construction Manager Dennis Turchon followed with a construction update and reported that:

- There were no lost-time safety incidents this period.
- The final mat foundation section was placed on October 11.
- Lower Concourse slab placement is complete in the Central and West zones.
- The first structural steel sections were delivered to the site in late October.
- Above-grade steel erection began on November 7.
- 82% of columns have been poured.
- The following packages were awarded or are scheduled to be awarded this winter: Dock Levelers and Bumpers, Bollards and Barriers, Glass Curtain Wall and Skylights, Roll Up Doors and Grilles, Miscellaneous Metals, Glass Floors and Metal Ceilings. A general reminder that the demand for labor on these packages typically lags the contract award by six or seven months.

- Upcoming pre-job meetings will include the Mechanical, Electrical, Plumbing and Fireproofing packages.

Progress to Date – Students

TJPA is planning to begin another Summer Internship Program cycle. Beginning this winter, the TJPA plans to reach out to local high schools and colleges to find candidates interested in pursuing careers in engineering, design, finance, and communication.

Progress to Date – Veterans

- Webcor/Obayashi—Ted Huang reported the following:
 - Swords to Plowshares continues to be a reliable source for veterans interested in construction trades. However, in the past two months Swords to Plowshares has noticed a slower pace of placing veterans into construction trades positions citywide (in spite of efforts by W/O and United Contractors).
 - As a follow up to the San Francisco State University (SFSU) Veterans Executive Board meeting, facilitated by HT Tran of Anvil Builders, W/O will serve as a construction industry representative and advisor to the board and will be a resource for all SFSU veterans with serious interest in the construction trades.
 - W/O is renewing efforts with the Carpenters, Laborers, Operating Engineers, Plumbers, and Electricians unions to outreach to interested veteran candidates at the naval base in Port Hueneme in Ventura County, a military base with a high percentage of military personnel working in construction.
- Unions
 - San Francisco Building and Construction Trades Council (SFBCTC) will take proactive measures in updating its website to include veterans-specific language on what each trade’s apprenticeship program does for its veterans.
 - The Carpenters and Plumbers both reported that Helmets to Hardhats has stepped up its assistance in connecting veterans to employment opportunities in the Bay Area.

Progress to Date – Adults

- Mike Theriault, SFBCTC:
 - Apprenticeship program numbers currently equal the levels last seen in the “dot com” boom of 2000.
 - SFBCTC has not noticed any shortage of local apprenticeship candidates.
 - Where there has been a shortage of local journeyman, SFBCTC has seen the need filled by journeyman from the Central Valley and beyond.
 - SFBCTC has sponsored an OSHA “train the trainer” class for the instructor of John O’Connell High School’s multi-craft core curriculum.

- Jose Almanza, IBEW 6:
 - The IBEW is currently holding interviews, looking to add 600 candidates to its apprenticeship program from a pool of 1,500 applicants.
 - Apprenticeship candidates that come through Helmets to Hardhats bypass the test and go straight to interviews. Interviews are being held through the end of January.

- Bill Blackwell, Plumbers and Pipefitters Local Union No. 38:
 - Sixty apprentices graduated in September; all of them are currently working.
 - Twenty new apprentices were called this week for January's class. Plumbers and Pipefitters has already received work requests for all 20 of these apprentices.
 - Additional classes are planned this year to meet the demand.

- Charley Lavery, Operating Engineers Local Union No. 3:
 - Five apprentices are currently working on the project; two are City residents. Plans are to increase the number of local apprentices in 2015.
 - The Operators could use help from owners and general contractors to educate subcontractors on hiring local candidates as well as women and minority candidates.
 - The Operators are working with CityBuild, Bright Line Defense and Mission Hiring Hall to reach out to local high school students to interest them in the trades. Current efforts have centered on Mission and John O'Connell high schools.
 - Mission Hiring Hall is scheduling an outreach event in the South of Market area targeted to local high school students.
 - The Operators agreed to assist W/O with targeted outreach to local high school sports teams to generate interest in the building trades.

- Peter Garza, Sr., Carpenters Union Local No. 22:
 - The Carpenters will be graduating two apprenticeship classes before the end of the year.
 - Over the next month, Carpenters would like to sit down with W/O and the major subcontractors to discuss hiring local candidates.
 - The Carpenters are working with the San Francisco Police Department, Sheriff's Department, and District Attorney to create a program that would redirect young people out of the criminal justice system and into apprenticeship programs.

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.

Apprentices/Journeymen Hours Tracked by Craft (Through 11/30/14)

| | Journeyman | Apprentice | Subtotal | Ratio |
|--|---------------------|-------------------|---------------------|---------------|
| Laborer | 400,865.28 | 55,770.33 | 456,635.61 | 12.2% |
| Carpenter | 223,350.55 | 54,432.50 | 277,783.05 | 19.6% |
| Operating Engineer | 266,327.74 | 46,719.25 | 313,046.99 | 14.9% |
| Bldg. Inspector and Field Soils and Material Tester | 6,850.25 | 1,236.50 | 8,086.75 | 15.3% |
| Cement Mason | 10,419.50 | 2,945.00 | 13,364.50 | 22.0% |
| Electrical Utility Lineman | 986.00 | 16.00 | 1,002.00 | 1.6% |
| Electrician | 7,417.00 | 2,261.50 | 9,678.50 | 23.4% |
| Field Surveyor | 10,545.25 | 551.50 | 11,096.75 | 5.0% |
| Iron Worker | 49,767.50 | 23,068.50 | 72,836.00 | 31.7% |
| Landscape Maintenance Laborer | 8.00 | - | 8.00 | 0.0% |
| Pile Driver | 22,407.50 | 17,043.50 | 39,451.00 | 43.2% |
| Plumber | 3,481.50 | 1,652.00 | 5,133.50 | 32.2% |
| Roofer | 21,691.00 | 3,897.50 | 25,588.50 | 15.2% |
| Security Guard – Unarmed | 11,295.00 | - | 11,295.00 | 0.0% |
| Sheet Metal Worker (HVAC) | 144.00 | 24.50 | 168.50 | 14.5% |
| Teamster | 29,012.65 | - | 29,012.65 | 0.0% |
| Tile Finisher | 264.00 | - | 264.00 | 0.0% |
| Tile Setter | 200.00 | - | 200.00 | 0.0% |
| Water Well Driller | 1,630.00 | - | 1,630.00 | 0.0% |
| SUBTOTAL | 1,066,662.72 | 209,618.58 | 1,276,281.30 | 16.4% |
| SUBTOTAL - Trades Tracked by Hour (Excludes Laborers and Operators) - Goal 16.67% | 399,469.70 | 107,129.00 | 506,598.70 | 21.15% |

Apprentices Tracked by Region (Through 11/30/14)

| Region | All Hours | % | Employed |
|-----------------|------------------|----------|-----------------|
| North Bay | 9,785 | 5% | 19 |
| San Francisco | 66,664 | 32% | 113 |
| South Bay | 30,535 | 15% | 55 |
| East Bay | 53,301 | 25% | 151 |
| Other | 49,335 | 24% | 83 |
| Subtotal | 209,619 | | 421 |



