PROJECT LABOR AGREEMENT

ARENA & BALLPARK OPENED 2005
PREFERENCE FOR LOCAL BUSINESS

CREATE STOCKTON JOBS
- REDUCE COMMUTES

HIRE STOCKTON RESIDENTS

LOCAL BUSINESS PREFERENCE ORDINANCE
LOCAL HIRE ORDINANCE
AMENDED LOCAL BUSINESS PREFERENCE

2005 2009 2114

CREATE STOCKTON JOBS
REDUCE COMMUTES
LOCAL BUSINESS PREFERENCE ORDINANCE

5% CITY
2% COUNTY
PHYSICAL LOCATION
GOODS & SERVICES

LOCAL HIRE ORDINANCE

$100,000 & MORE
CONTRACTOR & SUBS
HIRE STOCKTON RESIDENTS
EMPLOY APPRENTICES
GOOD FAITH EFFORT
EXCEPTIONS
PREFERENCE FOR STOCKTON BUSINESS

✓ CREATE STOCKTON JOBS
✓ REDUCE COMMUTES
✓ JOB TRAINING
✓ CAREER PATHWAYS

LIVING WAGES

COMMUNITY WORKFORCE TRAINING AGREEMENT
5 YEAR EXTENTION

HIRE STOCKTON RESIDENTS

LOCAL BUSINESS PREFERENCE ORDINANCE
LOCAL HIRE ORDINANCE
AMENDED LOCAL BUSINESS PREFERENCE

2005 2009 2114 2016 2019
COMMUNITY WORKFORCE TRAINING AGREEMENT

$1M OR MORE

CONTRACTOR/ SUBS BOUND TO AGREEMENT

WORK STOPPAGES/ STRIKES/LOCKOUTS

LOCAL HIRE, PRIORITY APPRENTICE & WORKFORCE DEVELOPMENT

GRIEVANCE /ARBITRATION

EXCEPTIONS
COMMUNITY WORKFORCE AND TRAINING AGREEMENT
FOR THE CITY OF STOCKTON

AMENDMENT

AGREEMENT TO BE BOUND

The purpose of this Agreement is to promote efficient and effective training and workforce development within the City of Stockton and to provide for the mutual interest of the City and the construction trade unions in the area.

CONTRACTOR/ SUBS BOUND TO AGREEMENT

WORK STOPPAGES/ STRIKES/LOCKOUTS

LOCAL HIRE, PRIORITY APPRENTICE & WORKFORCE DEVELOPMENT

GRIEVANCE /ARBITRATION

EXCEPTIONS
WORK STOPPAGES/STIKES/LOCKOUTS

- NOT BY UNION, CONTRACTOR, OR EMPLOYEES
- NOT ON PROJECT SITE OR OTHER CITY FACILITIES
- NO ADVERTISING THE PUBLIC THAT LABOR DISPUTES EXIST
- NOT A VIOLATION TO:
  - WITHOLD LABOR FOR NO PAYMENT TO TRUST FUNDS/ PAYROLL
  - MEET & CONFIRM FOLLOWED BY EXPEDITED ARBITRATION (3 DYS)
  - CONFIRM VIOLATION, CEASE ORDER & RELIEF
  - COURT ORDER CAN ENFORCE

COMMUNITY WORKFORCE TRAINING AGREEMENT

- $1M OR MORE
- CONTRACTOR/ SUBS BOUND TO AGREEMENT
- WORK STOPPAGES/STIKES/LOCKOUTS
- LOCAL HIRE, PRIORITY APPRENTICE & WORKFORCE DEVELOPMENT
- GRIEVANCE / ARBITRATION
- EXCEPTIONS
LOCAL HIRE

▪ “LOCAL” = STOCKTON RESIDENTS, JOURNEYMAN OR APPRENTICES
▪ UNION REFERRAL SYSTEM
▪ LOCAL HIRE GOAL: 50% OF CONTRACTORS TOTAL WORKFORCE
▪ 2ND TIER Hires FROM SJ COUNTY AREA
▪ RECRUITE AND TRAIN STOCKTON RESIDENTS
▪ LOCAL BUSINESS PREFERENCE
▪ GOOD FAITH EFFORT
PRIORITY APPRENTICE & WORKFORCE DEVELOPMENT

- HIRE STOCKTON APPRENTICES
- STATE APPROVED JOINT APPRENTICESHIP PROGRAM
- **GOAL**: 50% OF APPRENTICES FROM STOCKTON
  ✓ PRIORITY RECRUITMENT FOR AT RISK YOUTHS
- **GOAL**: 20% OF TOTAL CRAFT HOURS ON PROJECT
- 2ND TIER HIRES FROM SJ COUNTY
- GOOD FAITH EFFORT FROM UNION AND CONTRACTOR
- COMPLIANCE & MONITORING
GRIEVANCE / ARBITRATION

MEANING, INTERPRETATION, OR APPLICATION OF THE CWTA
✓ EXPEDITED RESOLUTION PROCESS
✓ MEET & CONFIR PROCESS TO RESOLVE
✓ REFER TO 6 MEMBER GRIEVANCE COMMITTEE IF NOT RESOLVED
✓ ARBITRATION HEARING
✓ ARBITRATOR DECISION IS FINAL AND BINDING
EXCEPTIONS

- NOT APPLICABLE TO CONTRACTOR’S:
  - EXECUTIVES, ENGINEERS, ADMINISTRATIVE & MANAGEMENT PERSONNEL, NON-CONSTRUCTION CRAFT EMPLOYEES
- FEDERAL & STATE LAW RESTRICTION
- WORK BY EMPLOYEES OF THE CITY
- SERVICE CONTRACTS FOR MAINTENANCE
- “TERM SAVING CLAUSE” INCLUDED AS A LEGAL OFF-RAMP

COMMUNITY WORKFORCE TRAINING AGREEMENT

- $1M OR MORE
- CONTRACTOR/ SUBS BOUND TO AGREEMENT
- WORK STOPPAGES/ STRIKES/LOCKOUTS
- LOCAL HIRE, PRIORITY APPRENTICE & WORKFORCE DEVELOPMENT
- GRIEVANCE / ARBITRATION
- EXCEPTIONS
AWARDED

UNDER FREeways PARKING LOT ($1.1M)
HVAC & ROOF REplacement ($1.5M)
BLACK OAK SEWER REHABILITATION ($1.7M)
ALEXANDRIA SEWER REHABILITATION ($4.7M)
LOCAL STREET RESURFACING ($1.4M)
DELLA SEWER REHABILITATION ($1.3M)
POLICE HQ BASEMENT REMODEL ($1.8M)
PERSHING AVE. SEWER REHABILITATION ($2.1M)

NOT AWARDED

CITY HALL RELOCATION
ON-CALL UTILITY REPAIR SERVICES
CURB, GUTTER & SIDEWALK REPAIR
RECTIONS & EXPERIENCES

BID PHASE

- CWTA PROJECTS
- SPECIALTY WORK
- SERVICE CONTRACTS

BIDDING EFFORT
- CONTRACTOR WORKFORCE

COMPETITION & PRICE

TO BE OR NOT TO BE UNION
# LOCAL HIRE

**Hours Worked by Geographic Area (All Skill Levels)**

<table>
<thead>
<tr>
<th>Qualifying Project</th>
<th>Stockton Residents Hours</th>
<th>San Joaquin Residents Hours</th>
<th>External Participants/No Data</th>
<th>Total Reported Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under Freeway Parking Project</td>
<td>488</td>
<td>1,143</td>
<td>213</td>
<td>1,844</td>
</tr>
<tr>
<td>MUD HVAC &amp; Roof Project</td>
<td>2,028</td>
<td>1,113</td>
<td>521</td>
<td>3,662</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>2,516</strong></td>
<td><strong>2,256</strong></td>
<td><strong>734</strong></td>
<td><strong>5,506</strong></td>
</tr>
<tr>
<td><strong>Percentage</strong></td>
<td><strong>45.7%</strong></td>
<td><strong>41.0%</strong></td>
<td><strong>13.3%</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>