Community Workforce Agreement

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The Community Workforce Agreement supports the following Council goals:

• Place San Leandro on a firm foundation for long-term fiscal sustainability

• Advance projects and programs promoting sustainable economic development, including transforming San Leandro into a center for innovation

• Maintain and enhance San Leandro’s infrastructure
2015: Negotiated & Council adopted

2016-2018: Initial term; Dec. 2018: Council approved one year extension

Project Threshold – At or over $1 million

All Contractors hire through union halls

Local Hire Goal
- Apprentice: 10% SL resident goal
- Journey: 20% SL resident goal
- 2nd Tier – Alameda County resident

Joint Administrative Committee – Project Review & Compliance
CWA Projects Awarded

CWA Projects TOTAL VALUE
- $45 million

In FY 18/19,
- $28.39 million in CWA projects
- 8 total projects awarded
- 6 CWA projects awarded

CWA Project or Not?
- Engineer’s estimate @ or over $850K
Life Cycle & Level of Effort for CWA Projects

Pre-Construction:
- Pre-Bid Meetings, Tech Assistance
- Council approval award
- Pre-Job Conference
- Wkly Proj Mtg
- GC, Subs: submit wkly data

During Project Construction:
- Weekly:
  - GC, Subs: submit wkly data
  - CWAA: review data
  - GFE review
  - Wkly Proj Mtg
- Bi-Monthly:
  - City & Trades
- Monthly:
  - Joint Administrative Committee

Post-Construction:
- Monthly:
  - Final data analysis
- Council review, accepts project
Pre-Construction Phase

Mandatory Pre-Bid Meetings
CWA Administrator (CWAA) & Bay Area Business Roundtable (BABRT)

CWA & LIP Technical Assistance
BABRT & CWAA

City Council approval, awards project

Mandatory Pre-Job Conference
Building & Trades Council (BTC), CWAA, Proj. Mgr. (PM), General Contractor (GC) & all subs
During Project Construction – Weekly

GC & Subs: Submit payroll data

CWAA: Reviews data for local hire compliance

CWAA: Monitors contractors’ Good Faith Effort, confirms dispatch requests for SL residents

Weekly Project Meetings
PM, GC, CWAA review progress or failure to meet local hire goals
During Project Construction

Bi-Monthly*
- CWAA, BABRT & BTC Coordination: Local hire progress, compliance issues & pre-apprenticeship coordination

Monthly
- Joint Admin. Cttee: Reviews compliance & GFE for all CWA projects BTC, CWAA, PM, GC, Industry Rep

Quarterly*
- Inter Agency PLA Group: Alameda County region public agency collaborative; share best practices

*Or as needed
Post Construction

GC submits final summary to CWAA; all goal achievement, GFE & compliance reviewed

City Council reviews, accepts project
What is CWA Good Faith Effort?

GC & Subs: Request SL or Alameda Cty. (AC) Apprentice (APP), Journey-level (JL) worker

BTC Halls: Verify if SL APP or JL are or are not available (GFE doc)

If SL APP or JL is available, then assigned to project

If NO SL APP or JL is available, then GC/sub can use AC APP or JL

If GC/sub provides no documentation, then cannot use AC & out of compliance

SL APP (only) can work on other projects & GC/sub will receive credit for hours

If no progress made on GFE, then financial penalties, project delays, addl staff time
Observations

- Creation of Data Driven Local Hire Goals
- Efficacy of Alameda County Second Tier Local Hire Goal
- Impacts of Pre-Apprenticeship Training on Apprentice Local Hire Goal
- Staff Level of Effort and Impacts to Project Delivery
Agreement Revisions

1. Agree to 2 year extension of current terms with these modifications:

✓ Eliminate 2\textsuperscript{nd} tier Alameda County Local Hire goal for apprentice and journey level workers

✓ BTC will create & reserve 10 apprenticeship slots for SL residents in BTC affiliate trades per calendar year

✓ Create Construction Trades Workforce Development Trust Fund
  ▪ Contractors will pay $.30/hr for every hour worked on CWA projects
  ▪ Monies from fund solely for pre-apprenticeship opportunities for SL residents

2. Renew Outreach Consultant contract for 2 year term