San Leandro Community Workforce Agreement

- 2015: Negotiated & Council adopted
- 2016: CWA begins; San Leandro Local program begins

- Project Threshold – At or over $1 million
  - CWA Project or Not? Engineer’s estimate @ or over $850k

- 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
PLA: Project Labor Agreement which is the same as
   CWA: Community Workforce Agreement

CWAA: CWA Administrator

LIP: San Leandro Local Inclusion Policy – local business preference

JAC: Joint Administrative Committee – body charged with reviewing progress made on each CWA contract’s goals; Trades, City, industry make up body; has power to recommend sanctions for non-performance

APP: apprentice workers

JL: journey-level workers
Life Cycle & Level of Effort for CWA Projects
Pre-Construction Phase

- Mandatory Pre-Bid Meetings
  CWAA & Consultant

- CWA & LIP Technical Assistance
  CWAA & Consultant

- City Council approval, awards project

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

- **GC & Subs:** Submit payroll data
- **Weekly Project Meetings:** PM, GC, CWAA review progress or failure to meet local hire goals
- **CWAA:** Monitors contractors’ Good Faith Effort, confirms dispatch requests for SL residents
- **CWAA:** Reviews data for local hire compliance
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.

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

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

If no progress made on GFE, then financial penalties, project delays, addl staff time.
During Project Construction

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

**Monthly**
- Joint Admin. Cttee: Reviews compliance & GFE for all CWA projects
  - Trades, 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
PLA on your city’s horizon? Engage in process early

DURING NEGOTIATION OF PLA

- Create data driven, **simple** community benefit goals
- 5-10 Year Project Look Ahead
- Forge Key Partnerships & Alliances
IMPLEMENTATION OF PLA

- ID, Hire Consultants for Technical Assistance, Outreach & Compliance

- Set up PMs, GCs and Subs for Success – early education & technical assistance, clear compliance measures

- Meet regularly with JAC to review goal progress