

Update on Community Workforce Agreement



Monday, December 16, 2019
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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



CWA: In Brief

- ☐ 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

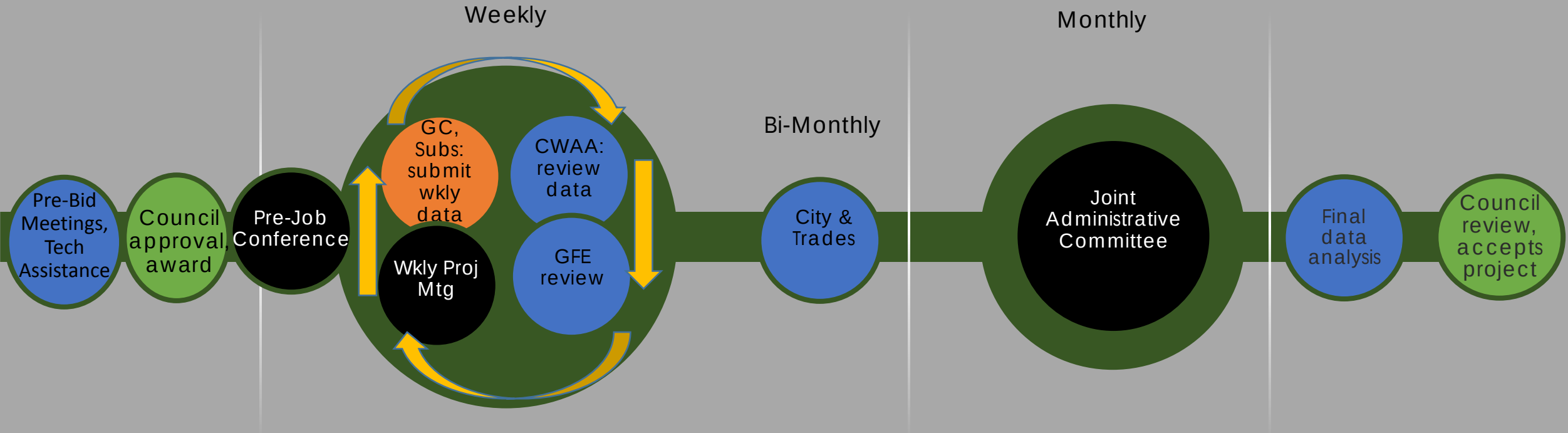
CWA Project or Not?

- Engineer's estimate @ or over \$850K

Pre-Construction

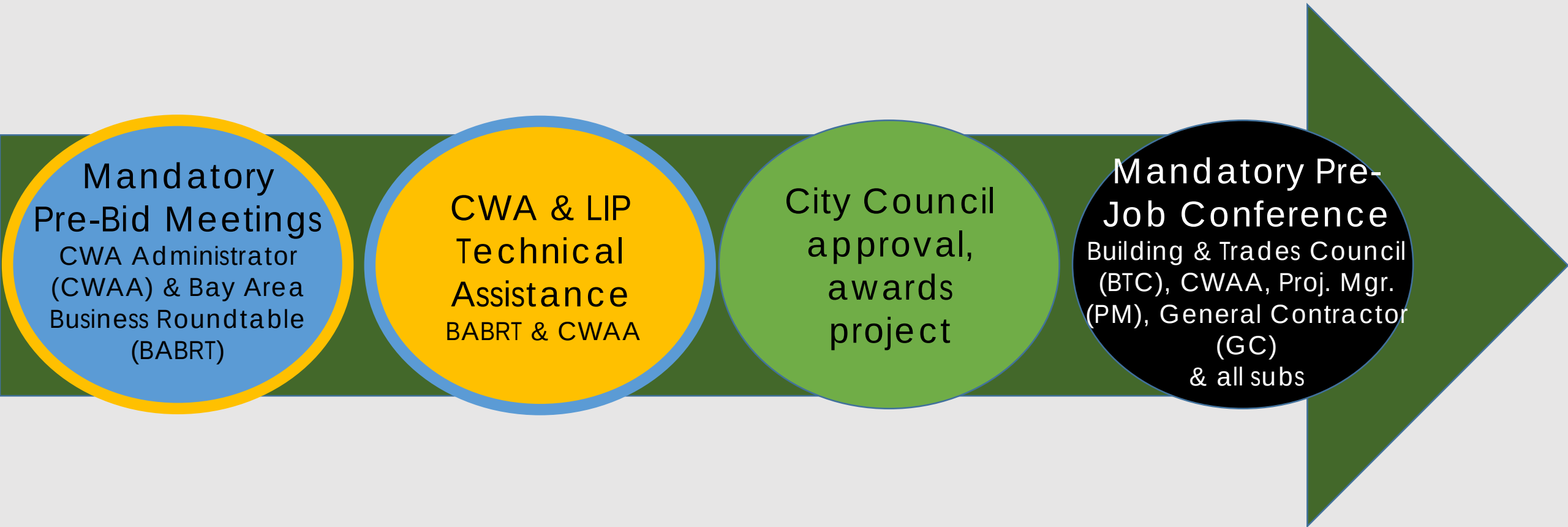
During Project Construction

Post-Construction

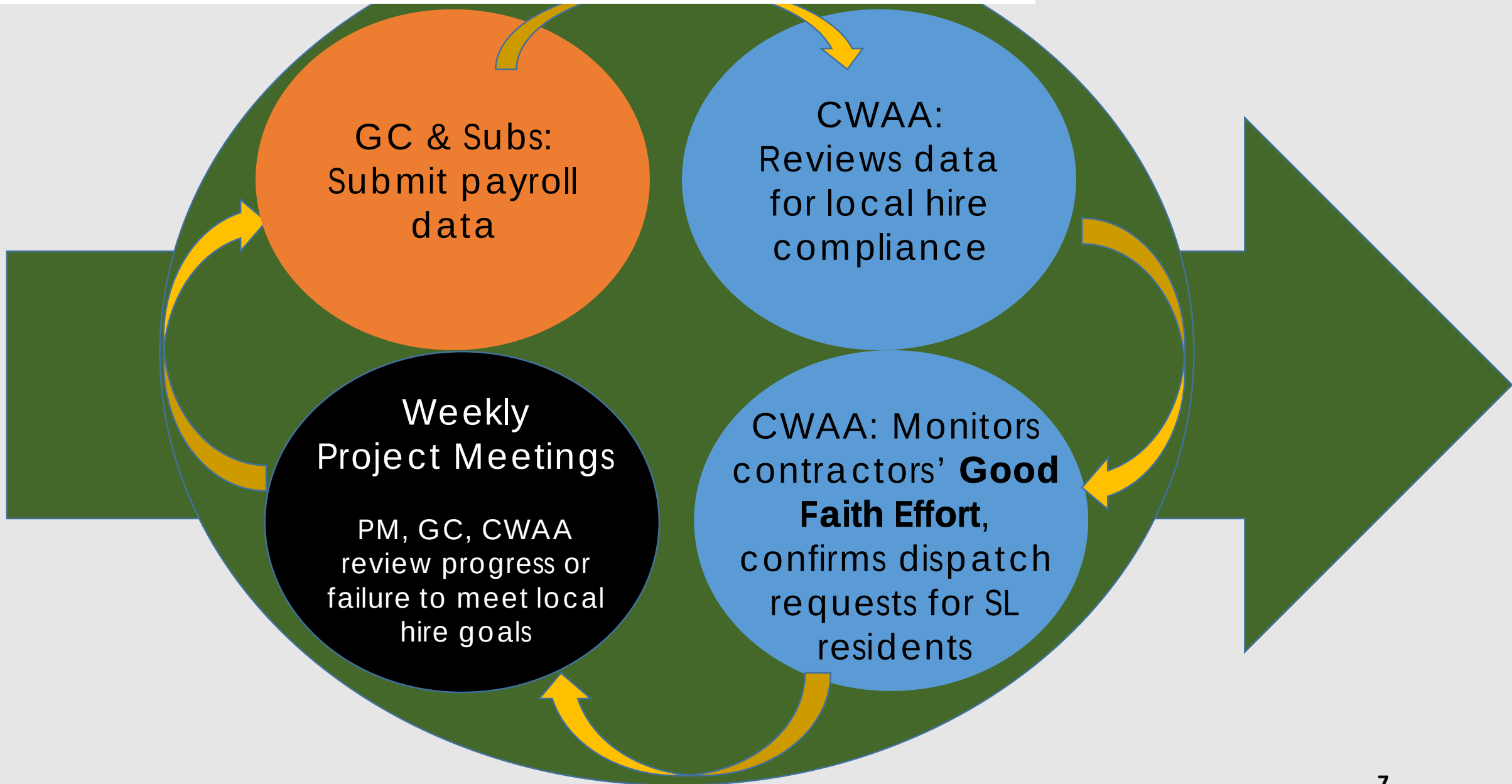


Life Cycle & Level of Effort for CWA Projects

Pre-Construction Phase



During Project Construction – Weekly



During Project Construction

Bi-Monthly*

Monthly

Quarterly*

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

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

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

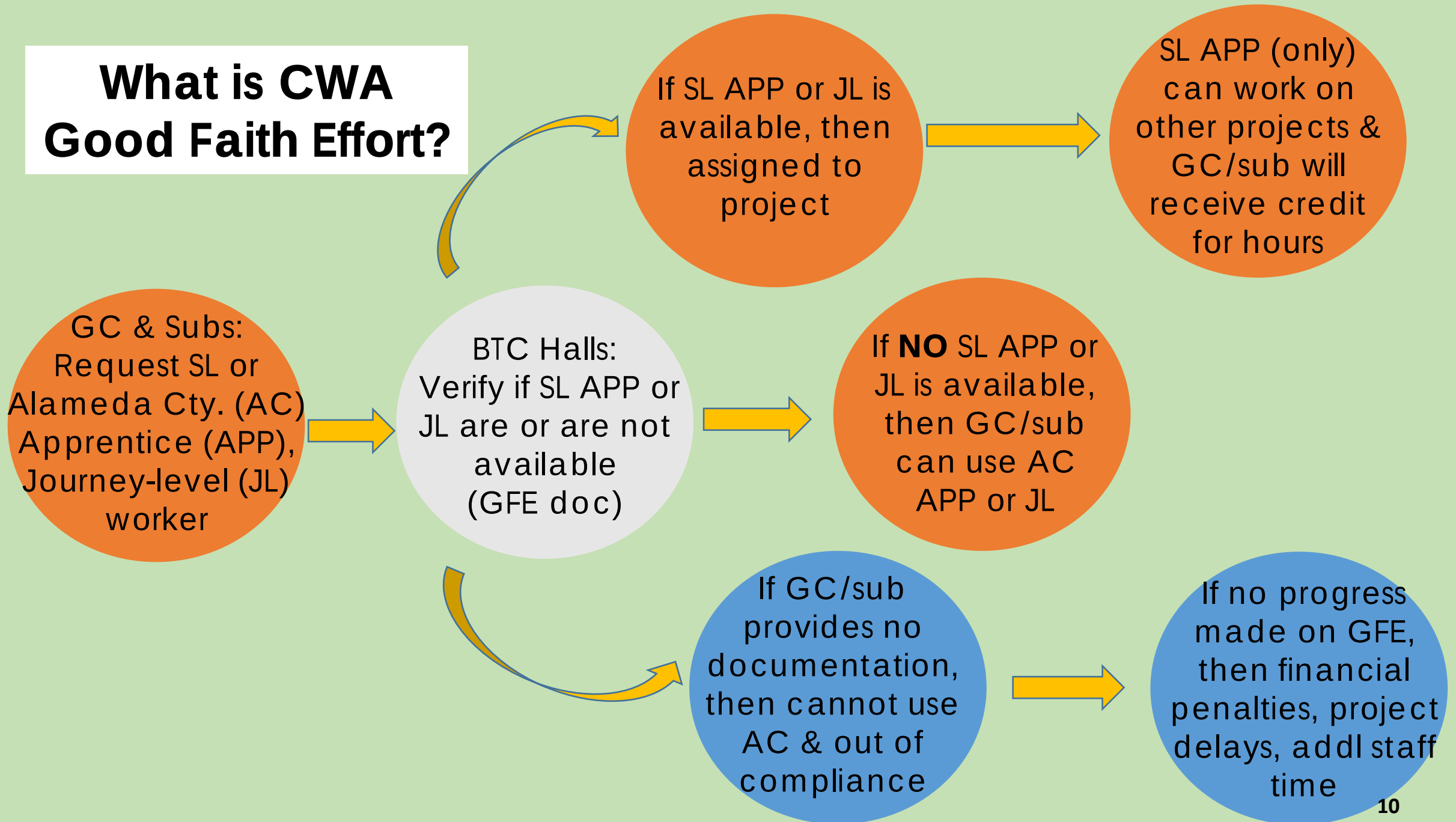
*Or as needed

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?





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



Staff Recommendations

1. Agree to 2 year extension of current terms with these modifications:
 - ✓ **Eliminate 2nd 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 Bay Area Business Roundtable contract** for 2 year term