



# Community Workforce Agreement

City Council - June 15, 2015

# City 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.

## City Council Direction

- On June 2, 2014 the City Council directed staff to explore policy options related to a Community Workforce Agreement.
- Item was referred to the Finance Committee after a February 10, 2015 Work Session



# CWA Basics

- Often referred to as a “Project Labor Agreement.”
- Contract between a public agency and local or regional building trades unions that governs labor practices for the public agency’s construction projects.
- Establishes the building trades unions council as the bargaining representatives for all construction persons working on public agency awarded qualifying projects.
- Creates requirements for local workforce development.
- Does not impact prevailing wage requirements.



# Workforce Development

1. Goal of 30% participation by San Leandro residents
2. One San Leandro resident hired as an apprentice for the first \$1m of each project and each \$5m thereafter



# Outreach Process

- Staff met with the Building and Construction Trades Council of Alameda County to discuss parameters and terms of a draft agreement.
  - Used the City of Berkeley's agreement as a starting point
- Staff met with and received feedback from:
  - Local contractors
  - The San Leandro Chamber of Commerce
  - Associated Builders and Contractors, Inc. (ABC)
  - Developers



# Referral to Finance Committee

- At 2/10/15 Work Session, Council expressed an interest in moving forward with a CWA. Referred three issues to the Finance Committee:
  - What is the appropriate minimum threshold?
  - What provisions should the agreement include for “core” employees of non-union contractors?
  - What steps and funding are necessary to ensure an effective outreach and implementation process?
- Finance Committee discussed this item on March 17 and April 21



# Finance Committee Recommendations

- What is the appropriate minimum cost threshold for projects to fall under the CWA?
  - Committee Recommendation: **\$1m minimum threshold**



# Finance Committee Recommendations

- What provisions should the agreement include for “core workers” of non-union contractors?
  - Draft agreement allows non-union contractors to use up to 5 of their existing, or “core” workforce
    - Core workers must be matched 1-for-1 with workers from the union hiring hall
    - Must pay into union benefit funds for these workers
    - Core workers must be San Leandro residents
  - Committee Recommendation: **Proceed with this clause as drafted.**



# Finance Committee Recommendations

- What steps and funding are necessary to ensure an effective outreach and implementation process?
- Subsequent City Council Action: on 4/20/15 the City Council appropriated \$100,000 for outreach and implementation.
  - \$40,000 for outreach and education for two years
  - \$60,000 for implementation, including:
    - Advising bidders of the requirements of the CWA and responding to contractor & trade queries throughout each project;
    - Coordinating Pre-Job and Pre-Construction meetings;
    - Staffing the Joint Administrative Committee meetings;
    - Analyzing and reviewing monthly workforce utilization reports;
    - Coordinating referrals to apprenticeship programs; and
    - Coordinating and participating on a grievance committee as needed.



# Next Steps

- Council Consideration of Resolution to Approve the CWA
- If approved, staff recommends an effective date of 1/1/16 to allow adequate time for outreach, education, and developing systems to ensure effective implementation.
- Agreement has a term of 3 years.