Update on Community Workforce Agreement



Facilities & Transportation Committee Wednesday, December 4, 2019



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

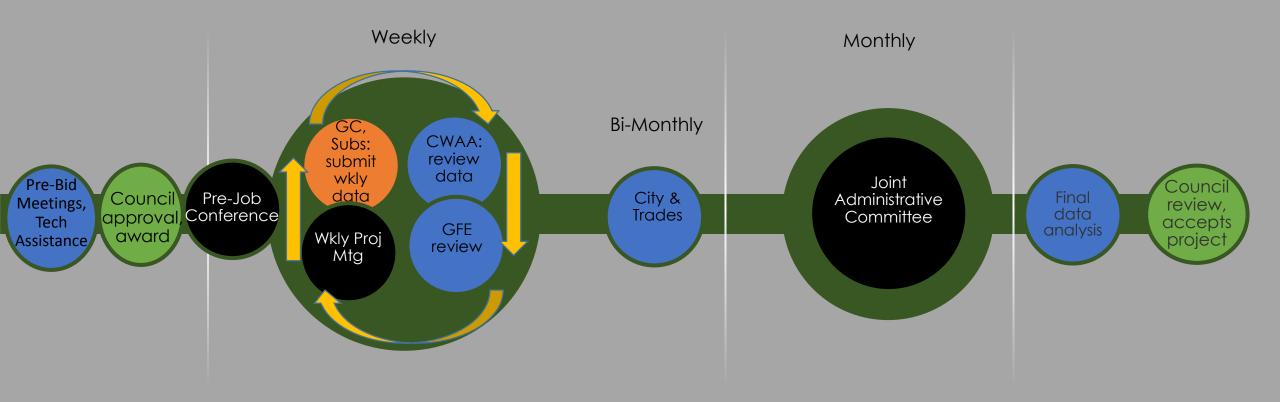


CWA: In Brief

- ☐ 2015: Negotiated & Council adopted
- □ 2016-2018: Initial term
- ☐ Dec. 2018: Council approved one year extension
- ☐ Project Threshold At or over \$1 million
- Local Hire Goal
 - ☐ Apprentice: 10% SL resident goal
 - ☐ Journeymen: 20% SL resident goal
 - □ 2nd Tier Alameda County resident







Life Cycle & Level of Effort for CWA Projects

CWA Project or Not?

- Engineer's estimate @ or over \$850K
- In FY 18/19,
 - 8 total projects awarded
 - 6 CWA projects awarded

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

CWA & LIP
Technical
Assistance
BABRT & CWAA

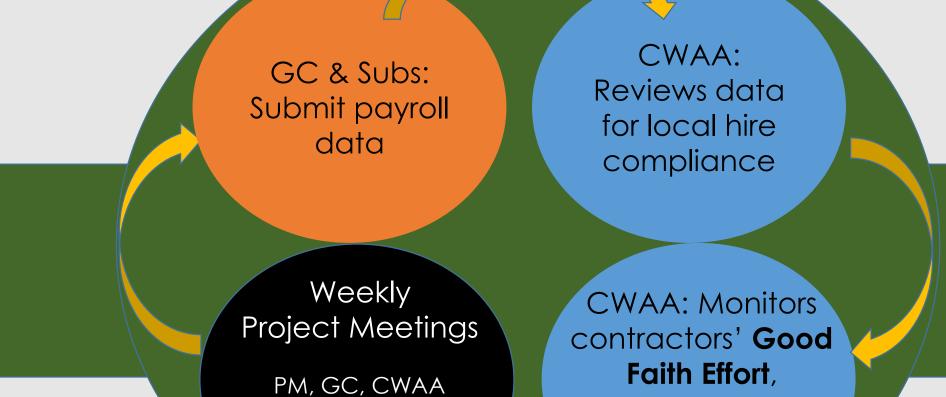
City Council approval, awards project

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

During Project Construction – Weekly

review progress or failure to meet local

hire goals



confirms dispatch

requests for SL

residents

What is CWA Good Faith Effort?

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

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

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 **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

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

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

Post Construction

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

City Council reviews, accepts project



Staff Recommendations

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