# Update on Community Workforce Agreement



Monday, December 16, 2019 Kirsten "Kurry" Foley, Administrative Services Manager Engineering & Transportation Department



# 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
  - □ 2<sup>nd</sup> Tier Alameda County resident



☐ Joint Administrative Committee – Project Review & Compliance



### **CWA Projects Awarded**

#### **CWA Projects TOTAL VALUE**

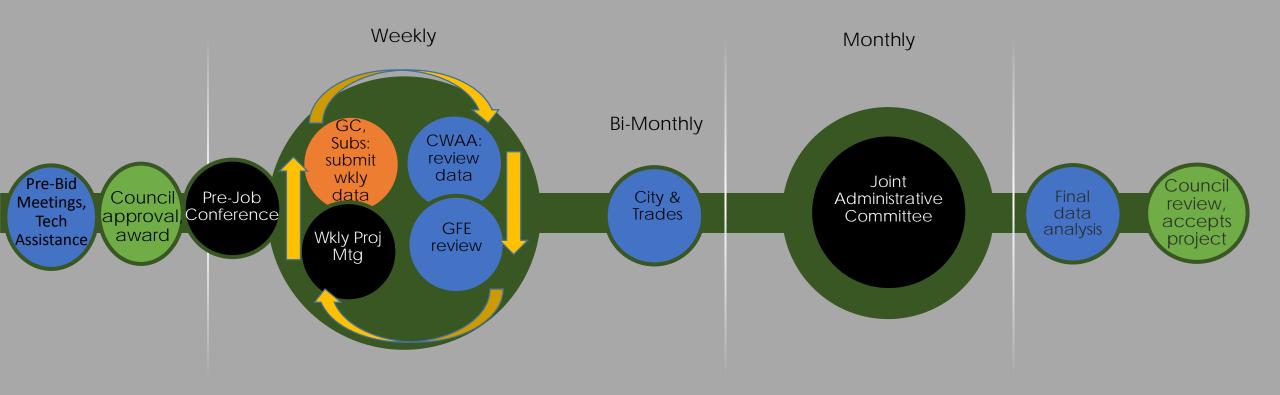
• \$45 million

#### 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



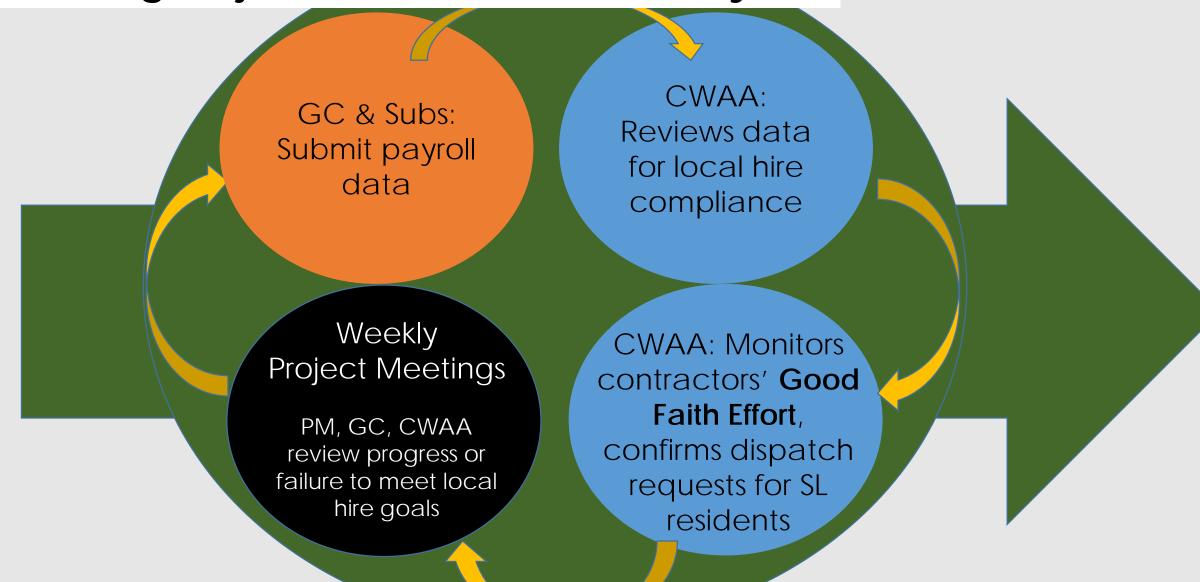
## Life Cycle & Level of Effort for CWA Projects

#### **Pre-Construction 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**



### **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

<sup>\*</sup>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?

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



#### **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 2<sup>nd</sup> 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