

Memorandum

To: TJPA Board of Directors
From: Maria Ayerdi-Kaplan, Executive Director
Date: For the Board Meeting of June 14, 2012
Re: Project Labor Agreement Status Report

The Project Labor Agreement (PLA) for the Transbay Transit Center Program was approved on November 10, 2011. The PLA is designed to ensure labor peace and equal opportunity for small, local, disadvantaged, union, and non-union businesses throughout construction, providing standardized working conditions and wages. This quarterly report provides information on the status of the administration of the PLA and the apprenticeship plan that was developed in conjunction with the PLA.

PROJECT LABOR/LABOR HARMONY/ACCESS TO SKILLED LABOR POOL

A breakdown of labor by county and trade compiled by Turner Construction, the construction management oversight consultant, for the monthly construction update is shown below:

Area	Hours Through May 2012	Percentage of Total Hours
East Bay (Alameda, Contra Costa, Solano)	83,515	27%
North Bay (Marin, Napa, Sonoma)	8,724	3%
South Bay (San Mateo, Santa Clara)	29,051	10%
San Francisco	68,367	17%
Other	106,981	43%

Other includes workers from throughout California including the Central Valley as well as workers from out of state who are onsite for specific tasks.

Trade	Workers on TTC & Utilities
Inspector (Soils/Materials Testing)	33
Carpenter & Related Trades	15
Cement Mason	12
Electrical Utility Lineman	13
Electrician	12
Field Surveyor	12
Iron Worker	18
Laborer & Related Classes	290
Operating Engineer	191
Pile Driver	54
Roofer	2
Sheet Metal Worker	5
Teamster	86
Tile Setter/Finisher	7
Total	750

There have been no work stoppages or labor incidents on the project. CM/GC Webcor/Obayashi and their trade subcontractors have reported no issues in having access to skilled labor in sufficient numbers.

SAFETY

There were two recordable safety incidents between March 1 and May 31. On April 21, an employee of DND (a subcontractor to Balfour Beatty) slipped while reaching to unhook a chain and subsequently lost his balance. He fell forward and his cheek was lacerated. He received stitches but returned to work for his next shift. In the second incident, a welder for Becho (also a Balfour Beatty subcontractor) stopped his work and wiped his sleeve with an unclean rag. When he began welding again, his sleeve caught fire; apparently the rag had a flammable substance on it. The flames were immediately extinguished but the worker incurred second degree burns. He was treated and returned to work for his next shift. No other recordable incidents have occurred in this timeframe.

JOINT ADMINISTRATIVE COMMITTEE

The second meeting of the Joint Administrative Committee was held on May 17, 2012. The main agenda items were upcoming trade packages and apprentice participation.

Bids were received for Geothermal and Grounding Trade Packages on May 18, 2012. If authorized by the TJPA Board, these will be the first two trade packages awarded under the PLA. The trades involved in the two contracts will be primarily plumbers for the Geothermal Package and electricians for the Grounding Package. The Substructure Package was also advertised on May 8, 2012 and bids are scheduled to be received in July. The Substructure Package will be a much broader scope with an estimated value of \$77 million. The Substructure work will involve ironworkers, carpenters, laborers, waterproofers, and cement masons. Webcor/Obayashi (W/O) presented histograms projecting the amount of labor required over the duration of the Substructure Package. Mike Theriault of the San Francisco Building and Construction Trades Council was to relay information on the upcoming work to the relevant trades.

Additional discussions centered on apprentice participation on project work and opportunities for veterans and youth in apprenticeship programs. Mr. Theriault suggested that apprenticeship participation discussions must start with the trade contractors as they are responsible for compliance and reporting with State apprenticeship requirements. He further recommended coordinating with the Bay Area Apprenticeship Coordinators Association (BAACA) to make direct contact with the apprenticeship coordinators of the signatory trades. BAACA is one of the regional apprenticeship coordinators associations throughout the state that coordinate outreach efforts and advocate for the welfare of all union apprentices. TJPA followed up with BAACA and will be presenting on the project and the PLA along with representatives of the Program Management/Program Controls (PMPC) team, Turner Construction, and W/O at BAACA's monthly meeting on June 12, 2012.

APPRENTICESHIPS

The TJPA and the Unions wish to use the economic activity generated by the design and construction of the Transit Center and related facilities to support meaningful job training. In order to facilitate professional and skilled trade development opportunities for high school students, the economically disadvantaged, and military veterans, as part of the PLA process TJPA developed a plan to promote opportunities for youth and adults, particularly from disadvantaged backgrounds, and veterans to enter careers in architecture, engineering, construction, and skilled trades. The TJPA agreed to work with the Unions and Contractors to achieve its goals in this regard.

Progress to Date – Students

Manuel Flores and Paula Resa with Carpenters Local No. 22 continue their work in developing the pre-apprenticeship program at John O'Connell High School. The Carpenters are also starting to work with Roosevelt Middle School regarding the possible renovation of an intact, mothballed wood shop.

On May 17, the TJPA met with San Francisco Unified School District (SFUSD) and City College of San Francisco (CCSF) instructors and administrators at the City College Evans Campus to discuss the ongoing collaboration between Program architectural and engineering staff and instructors and curriculum developers. A number of action items resulted from the meeting including commitments to providing outreach in the classroom, assistance with curriculum development, and monthly tours of the TJPA offices and jobsite.

The Building Trades and represented unions are working with SFUSD on articulation agreements that would regulate how students could transition from pre-apprenticeship programs at school to entry as apprentices with the unions.

For the TJPA's Summer Internship Program, now in its fourth year, TJPA will be hosting an intern from Enterprise for High School Students (EHSS), and a college-bound intern via the Metropolitan Transportation Commission summer engineering internship program. Additionally, the PMPC consultant, URS Corporation, will be hiring three SFUSD students. Two more students, one through SFUSD and the other through EHSS, will be hired to work at URS' Montgomery Street office to support both the TJPA Summer Internship Program and the Mayor's San Francisco Summer Jobs + Initiative, the local response to President Obama's national call to action to create pathways to employment for youth this summer. Webcor/Obayashi has also pledged to provide internships to six students in response to the Mayor's initiative, and additionally has signed a memorandum of understanding with SFUSD to sponsor four summer interns under SFUSD's work-based learning summer internship program; one of these students will be working on the Transbay Program. The TJPA, PMPC/URS and W/O six-week-long internships will run from June 18 through July 27, 2012. Each student will work 20 hours per week. Turner Construction will also hire two high school interns through EHSS, and TJPA anticipates that structural consultant Arup will provide internships in its offices as well.

W/O additionally worked with the following organizations this quarter to provide opportunities to youth:

- SFUSD - W/O donated tools to the SFUSD's TECH21 Program at John O'Connell High School and expects to provide continued support for this valuable program.
- Eastside College Preparatory School - On March 19, W/O participated in the "Take an Eastsider to Work Day," hosting two job shadows. The W/O Transbay team had one of the students and provided an office tour of both W/O and TJPA offices. The student was introduced to and received motivating words from TJPA Executive Director Maria Ayerdi-Kaplan. On April 26, W/O attended the school's Spring Engineering Showcase.
- Wheel Kids Bicycle Club - In April, W/O gave a tour of the Transbay site to a group from Wheel Kids, first showing them the virtual fly-through of the finished building followed by an onsite tour. The kids, between the ages of 5 and 8, were engaged, asking great questions like, How long are the piles? Why are they all wet? What do you do if there's an earthquake?
- Junior Achievement - On April 19, the W/O Transbay team participated in the JA Bowl-A-Thon at the Yerba Buena Bowling Center. JA's fundraising goal was reached, with the Transbay team contributing over \$500. On March 1, two W/O employees participated as teachers in the East Bay Junior Achievement event at Maxwell Park Elementary in Oakland.

Progress to Date - Veterans

Carpenters Local No. 22 indicated that 346 candidates from the Helmets to Hardhats program have been brought into the trades throughout the State of California since 2007.

TJPA is now able to track veteran participation for the construction contracts via its certified payroll system. This functionality went live in mid-May and contractors are just beginning to upload discharge certificates for their veteran workers, so numbers of veterans working on the project will be available for future reports.

On May 16, W/O's designated veterans outreach coordinator, Ted Huang, met the Alameda County Workforce Investment Board, Laborers-Employers Cooperation and Education Trust Southwest, Carpenters Training Committee for Northern California, and TJPA to establish a working group to identify a comprehensive list of local veteran's resources, seek partnerships with the career centers that are part of the local Workforce Investment System, and investigate grant funding for veterans outreach support. Robert Schwartz of Helmets to Hardhats also joined the meeting. Mr. Huang will lead the working group. Progress updates will be provided quarterly in this report.

Mr. Huang has been invited by the Roofing and Waterproofing Training Center to speak on veterans outreach at the Bay Area Apprenticeship Coordinators Association meeting to be held on June 12.

TJPA will be participating in these upcoming job fairs: the Veterans Employment Committee Job Fair at the War Memorial Veterans Building in San Francisco on June 21, and the Non Commissioned Officers Association/Military.com job fair on the USS Hornet on August 2.

Progress to Date - Adults

Carpenters Union Local No. 22 has nine apprentices currently working on the Transbay Program. Local No. 22 representatives spoke to the Human Services Agency of the City and County of San Francisco on job hunting skills and introduced the Local No. 22 outreach program, and met with eight young women from the Women's Reentry Center to explain the pre-apprenticeship program.

Operating Engineers Local No. 3 currently has seven apprentices working on the project, and four other apprentices have worked on the project in the past. Local No. 3 also represents the Surveyors and Material Testing apprenticeship programs, and an additional two apprentices are on the project in the Material Testing program and three in the Surveyors program. These two apprenticeship programs are constantly working with many outreach programs in the Bay Area, including the Mandela program in Oakland, Richmond High School, Contra Costa Community College, Tradeswomen Inc., and City Build.

W/O continued its support of Mission Hiring Hall (MHH), a San Francisco community based organization whose purpose is to meet the immediate and long-term employment needs of San Francisco's employers and its low to moderate income, unemployed, and underemployed residents. W/O is sponsoring an MHH intern for eight weeks, hosted an outreach event including a site tour in April, and has staff serving on the MHH Construction Industry Advisory Council.

Apprentice Utilization

The table on the next page shows the apprentice utilization for key Trade Subcontractors for the month of February 2012 (numbers may vary from Turner construction update which contains summary data for the months of February through April and does not look at worker counts on a daily basis).

The ratio of work performed by apprentices to journeymen employed in a particular craft or trade (generally one to five with some differences amongst the trades) applies on a daily basis. In other words, compliance is measured based on the number of journeymen onsite on a given day. A contractor has until the end of its

contract to employ the appropriate number of apprentices, but the law states that contractors shall, “endeavor, to the greatest extent possible, to employ apprentices during the same time period that the journeymen in the same craft or trade are employed at the jobsite”.

Key Trade Contractor	Craft	Compliant (Y/N)	Non-compliance Detail
<i>Anderson Drilling</i>	Laborer	Yes	
	Operating Engineer	No	0%, 11 apprentices short
<i>Balfour Beatty</i>	Carpenter	Yes	
	Surveyor	No	0%, 30 apprentice hours short
	Laborer	No	8%, 94 apprentice days short
	Operating Engineer	Yes	
	Pile Driver	Yes	
<i>Becho</i>	Operating Engineer	No	0%, 93 apprentice days short
<i>Clear Creek</i>	Laborer	No	0%, 3 apprentice days short
<i>Clipper International</i>	Operating Engineer	Yes	
<i>Construction Testing Services</i>	Inspector & Tester	Yes	
<i>DND</i>	Laborer	Yes	
<i>North Coast Steel</i>	Iron Worker	Yes	

Even though a subcontractor has until the end of contract performance to employ the proper number of apprentices, Webcor/Obayashi has taken several steps to address non-compliance, including:

- Requesting plans from subcontractors not in compliance demonstrating how compliance will be achieved
- Creating a custom report from Elation Systems, the electronic certified payroll system, that provides timely accurate data on compliance
- Planning a technical workshop for all subcontractors to provide clear information regarding apprenticeship requirements
- Updating the bidding manual and subcontract documents to require all future subcontractors to define their apprenticeship requirements for the job at the time of contract award, and file a monthly affidavit of compliance or non-compliance as part of the progress payment application.

BSE Trade Subcontractor Balfour Beatty Infrastructure, Inc. has acknowledged to W/O that they are not in compliance with Laborer apprentices and states that they are working on correcting the issue while maintaining a qualified workforce. They currently have two City Build graduates on the job, and they are ensuring that staff is up-to-date on requirements by attending California Department of Industrial Relations workshops on labor compliance issues. Balfour is also responsible for ensuring that its subcontractors achieve compliance.

Information only.