

# **Chabot Dam Seismic Upgrade Pilot Project Labor Agreement**

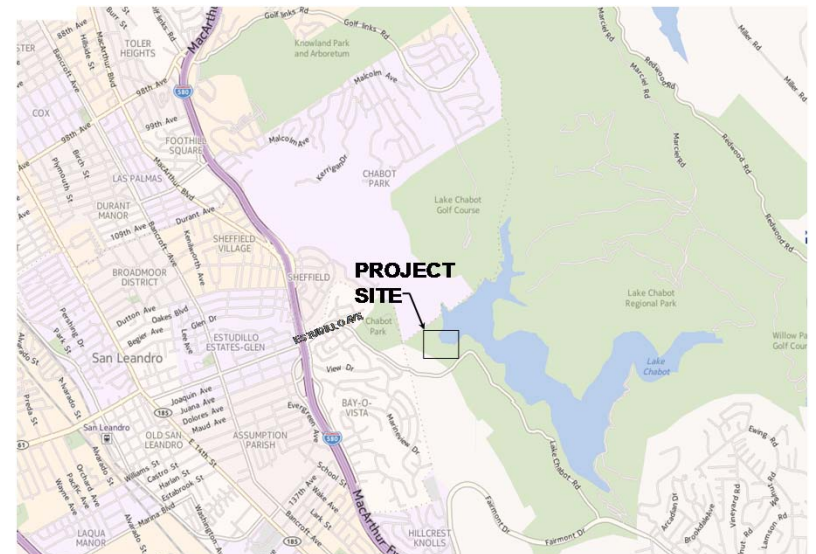
Legislative/Human Resources Committee

May 12, 2015

# Pilot Project Labor Agreement



- Develop Pilot PLA specific to Chabot Dam Seismic Upgrade project
  - Authorized on February 11, 2014
  - Design currently in progress
  - Advertise for construction in Fall 2015
  - Estimated construction cost \$12m



# Purpose and Minimum Requirements of PLA



- Project-specific agreement negotiated between an owner and an area trades council
- Advance economical and efficient completion of a construction project
- Provide equal access to all contractors to compete for contracts on the project;
- Prevent strikes, slowdowns and other work stoppages; and
- Ensure a steady and reliable source of skilled labor for the project.

# Pilot PLA Concept



- PLA pilot is one-time and specific to the Chabot Dam Seismic Upgrade project
- Goal is to gain experience with how PLA could work for the District
  - Assess cost to negotiate and administer PLA
  - Obtain contractor feedback and assess impact on project costs

# Pilot PLA Draft Principles



- Board approved principles to guide District's negotiation of the PLA on December 9, 2014.
- Twelve principles
  - Key drivers and minimum requirements
  - Legal and regulatory considerations
- Local hiring not one of the adopted principles for the PLA but is a related area of interest

# Recent Actions



- Held exploratory meetings with Alameda County Building Trades Council (ACBTC), contractor groups and community organizations in February 2015.
  - Contractor Groups
    - United Contractors, Associated Builders and Contractors, McGuire and Hester
  - Community Organizations
    - Cypress Mandela Training Center, Tradeswomen Inc., East Bay Alliance for a Sustainable Economy, West Oakland Resource Center, Revive Oakland



# Stakeholder Outreach - Major Comments



- Local hiring program/policy or “construction careers policy”
- Equitable Participation for all Contractors (Principle 8)
- Efficient and effective performance of the work (Principle 9) – “Core Workers”

# Local Hiring Approach



- ACBTC does not have its own local hiring program
- Local hiring approach must be driven by the District
- Propose to develop District-wide program independent of the pilot PLA
- Timeline uncertain at this point, but PLA will include language to protect implementation of a local hiring program



# Local Hiring Approach



- Enhancement of the Contract Equity Program to include Local Hiring
  - Monitoring
  - Objectives
  - Good faith efforts
- Need to define what “local” means for the District
- Update to be provided at June 9, 2015 Legislative/Human Resources Committee meeting

# Draft PLA



- Prepared draft PLA incorporating stakeholder comments
- Transmitted draft PLA to ACBTC on May 5, 2015.
- Establishing schedule for negotiations with ACBTC

# Equitable Participation



- All contractors to provide wages and benefits to employees at least equivalent to those in applicable MLAs
- All contractors to comply with prevailing wage laws
- No requirement for non-union contractors to pay into union trust fund provided they comply with items above

# Efficient and Effective Performance of Work



- Unions assure adequate and reliable supply of skilled labor from the union hiring hall
- Contractors can use six members of their core workforce before being required to hire from the union hall

# Why Six Core Workers?



- Specialty CDSM work requires four workers per shift, two shifts per day
- Contractors would desire three core workers per shift for a total of six
- City of Santa Barbara and Sonoma County PLAs allow up to six core workers.



# Next Steps and Schedule



Action	Date
Negotiation of PLA and Periodic Board Updates	May – June 2015
Board Consideration of PLA for Approval	July 2015
Final Implementation Plan	August 2015
Construction Contract Bid/Award	Fall 2015