TO SACRAMENTO

STOCKTON
POPULATION +300,000

SAN FRANCISCO
ARENA & BALLPARK OPENED 2005

PROJECT LABOR AGREEMENT
PREFERENCE FOR LOCAL BUSINESS

CREATE STOCKTON JOBS

REduce COMMUTES

HIRE STOCKTON RESIDENTS

LOCAL BUSINESS PREFERENCE ORDINANCE

LOCAL HIRE ORDINANCE

AMENDED LOCAL BUSINESS PREFERENCE

2005

2009

2114

CREATE STOCKTON JOBS

REDUCE COMMUTES
LOCAL BUSINESS PREFERENCE ORDINANCE

- 5% CITY
- 2% COUNTY
- PHYSICAL LOCATION
- GOODS & SERVICES

LOCAL HIRE ORDINANCE

- $100,000 & MORE
- CONTRACTOR & SUBS
- HIRE STOCKTON RESIDENTS
- EMPLOY APPRENTICES
- GOOD FAITH EFFORT
- EXCEPTIONS
PREFERENCE FOR STOCKTON BUSINESS

CREATE STOCKTON JOBS
REDUCE COMMUTES

LIVING WAGES

JOB TRAINING
CAREER PATHWAYS

HIRE STOCKTON RESIDENTS

LOCAL BUSINESS PREFERENCE ORDINANCE
LOCAL HIRE ORDINANCE
AMENDED LOCAL BUSINESS PREFERENCE
COMMUNITY WORKFORCE TRAINING AGREEMENT
5 YEAR EXTENTION

2005  2009  2114  2016  2019
COMMUNITY WORKFORCE TRAINING AGREEMENT

$1M OR MORE

CONTRACTOR/ SUBS BOUND TO AGREEMENT

WORK STOPPAGES/ STRIKES/LOCKOUTS

LOCAL HIRE, PRIORITY APPRENTICE & WORKFORCE DEVELOPMENT

GRIEVANCE /ARBITRATION

EXCEPTIONS
COMMUNITY WORKFORCE TRAINING AGREEMENT

The purpose of this Agreement is to promote efficiency of contractors and subcontractors within the city of Stockton by providing training and apprenticeship opportunities. It includes provisions for local hire, priority apprentice & workforce development, grievance/arbitration, exceptions, and contractor/subs bound to agreement. Work stoppages/strikes/lockouts are also addressed.

Boilermakers
Local 549

Community Workforce and Training Agreement
For the City of Stockton

Community Workforce and Training Agreement
Agreement to be Bound

Contractor or Subcontractor, including Corps of Engineers on the City of Stockton:

- Contractor is bound by the terms of this Agreement.
- Subcontractors are also bound by the terms of this Agreement.

Local hire, priority apprentice & workforce development.

Grievance/arbitration.

Exceptions.
COMMUNITY WORKFORCE TRAINING AGREEMENT

- Register member dues & contributions
- Wages, hours, holidays, & other terms of employment
- Grievance /arbitration exceptions
- Work stoppages/strikes/lockouts
- Local hire, priority apprentice & workforce development
- Contractor/subs bound to agreement

Union Master Agreements

- Grievance procedures
- Work assignments & craft jurisdictions
- Referral system
COMMUNITY WORKFORCE TRAINING AGREEMENT

$1M OR MORE

CONTRACTOR/ SUBS BOUND TO AGREEMENT

WORK STOPPAGES/STRIKES/LOCKOUTS

LOCAL HIRE, PRIORITY APPRENTICE & WORKFORCE DEVELOPMENT

GRIEVANCE /ARBITRATION

EXCEPTIONS

- NOT BY UNION, CONTRACTOR, OR EMPLOYEES
- NOT ON PROJECT SITE OR OTHER CITY FACILITIES
- NO ADVERTISING THE PUBLIC THAT LABOR DISPUTES EXIST
- NOT A VIOLATION TO:
  - WITHHOLD LABOR FOR NO PAYMENT TO TRUST FUNDS/ PAYROLL
  - MEET & CONFIRM FOLLOWED BY EXPEDITED ARBITRATION (3 DYS)
  - CONFIRM VIOLATION, CEASE ORDER & RELIEF
  - COURT ORDER CAN ENFORCE
**LOCAL HIRE**

- “LOCAL” = STOCKTON RESIDENTS, JOURNEYMAN OR APPRENTICES
- UNION REFERRAL SYSTEM
- **LOCAL HIRE GOAL**: 50% OF CONTRACTORS TOTAL WORKFORCE
- 2\textsuperscript{ND} TIER HIRES FROM SJ COUNTY AREA
- RECRUITE AND TRAIN STOCKTON RESIDENTS
- LOCAL BUSINESS PREFERENCE
- GOOD FAITH EFFORT

**COMMUNITY WORKFORCE TRAINING AGREEMENT**

- $1M OR MORE
- CONTRACTOR/ SUBS BOUND TO AGREEMENT
- WORK STOPPAGES/ STRIKES/LOCKOUTS
- LOCAL HIRE, PRIORITY APPRENTICE & WORKFORCE DEVELOPMENT
- GRIEVANCE /ARBITRATION
- EXCEPTIONS
PRIORITY APPRENTICE & WORKFORCE DEVELOPMENT

- Hire Stockton Apprentices
- State approved joint apprenticeship program
- **Goal**: 50% of apprentices from Stockton
  - Priority recruitment for at risk youths
- **Goal**: 20% of total craft hours on project
- 2ND tier hires from SJ county
- Good faith effort from union and contractor
- Compliance & monitoring

COMMUNITY WORKFORCE TRAINING AGREEMENT

- $1M or more
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- Work stoppages/ strikes/lockouts
- Local hire, priority apprentice & workforce development
- Grievance / arbitration
- Exceptions
COMMUNITY WORKFORCE TRAINING AGREEMENT

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- GRIEVANCE /ARBITRATION
- EXCEPTIONS

GRIEVANCE /ARBITRATION

- MEANING, INTERPRETATION, OR APPLICATION OF THE CWTA
  ✓ EXPEDITED RESOLUTION PROCESS
  ✓ MEET & CONFIR PROCESS TO RESOLVE
  ✓ REFER TO 6 MEMBER GRIEVANCE COMMITTEE IF NOT RESOLVED
  ✓ ARBITRATION HEARING
  ✓ ARBITRATOR DECISION IS FINAL AND BINDING
EXCEPTIONS

- NOT APPLICABLE TO CONTRACTOR’S:
  - EXECUTIVES, ENGINEERS, ADMINISTRATIVE & MANAGEMENT PERSONNEL, NON-CONSTRUCTION CRAFT EMPLOYEES

- FEDERAL & STATE LAW RESTRICTION

- WORK BY EMPLOYEES OF THE CITY

- SERVICE CONTRACTS FOR MAINTENANCE

- “TERM SAVING CLAUSE” INCLUDED AS A LEGAL OFF-RAMP

COMMUNITY WORKFORCE TRAINING AGREEMENT

- $1M OR MORE
- CONTRACTOR/ SUBS BOUND TO AGREEMENT
- WORK STOPPAGES/STRIKES/LOCKOUTS
- LOCAL HIRE, PRIORITY APPRENTICE & WORKFORCE DEVELOPMENT
- GRIEVANCE /ARBITRATION

EXCEPTIONS
AWARDED

UNDER FREEWAY PARKING LOT ($1.1M)
HVAC & ROOF REPLACEMENT ($1.5M)
BLACK OAK SEWER REHABILITATION ($1.7M)
ALEXANDRIA SEWER REHABILITATION ($4.7M)
LOCAL STREET RESURFACING ($1.4M)
DELLA SEWER REHABILITATION ($1.3M)
POLICE HQ BASEMENT REMODEL ($1.8M)
PERSHING AVE. SEWER REHABILITATION ($2.1M)

NOT AWARDED

CITY HALL RELOCATION
ON-CALL UTILITY REPAIR SERVICES
CURB, GUTTER & SIDEWALK REPAIR
<table>
<thead>
<tr>
<th>Qualifying Project</th>
<th>Stockton Residents Hours</th>
<th>San Joaquin Residents Hours</th>
<th>External Participants/No Data</th>
<th>Total Reported Hours</th>
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<tr>
<td>Under Freeway Parking Project</td>
<td>488</td>
<td>1,143</td>
<td>213</td>
<td>1,844</td>
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<tr>
<td>MUD HVAC &amp; Roof Project</td>
<td>2,028</td>
<td>1,113</td>
<td>521</td>
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<td>2,516</td>
<td>2,256</td>
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