

Community Workforce Agreement



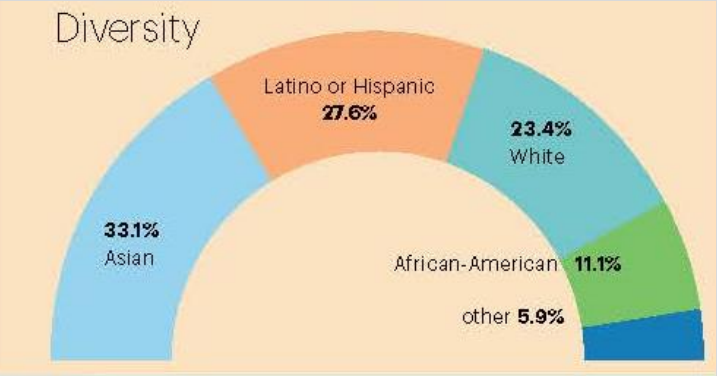
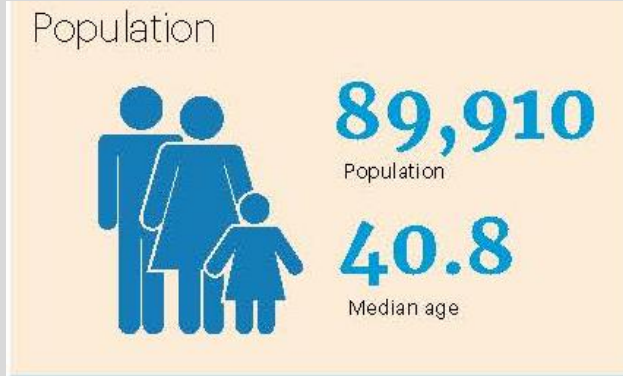
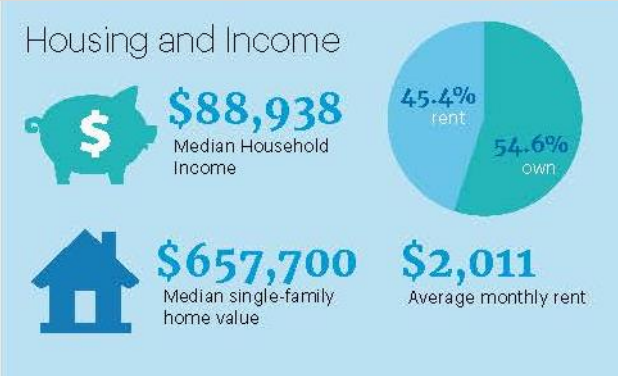
March 18, 2020

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Engineering & Transportation Department



San Leandro





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
 - 2nd 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

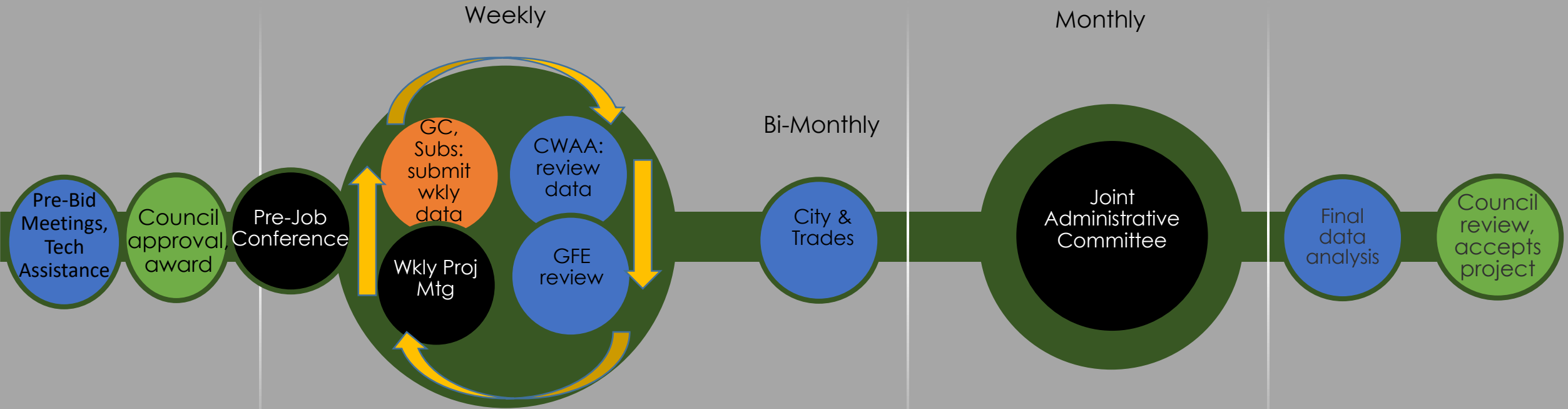
CWA Project or Not?

- Engineer's estimate @ or over \$850K

Pre-Construction

During Project Construction

Post-Construction



Life Cycle & Level of Effort for CWA Projects

Pre-Construction Phase

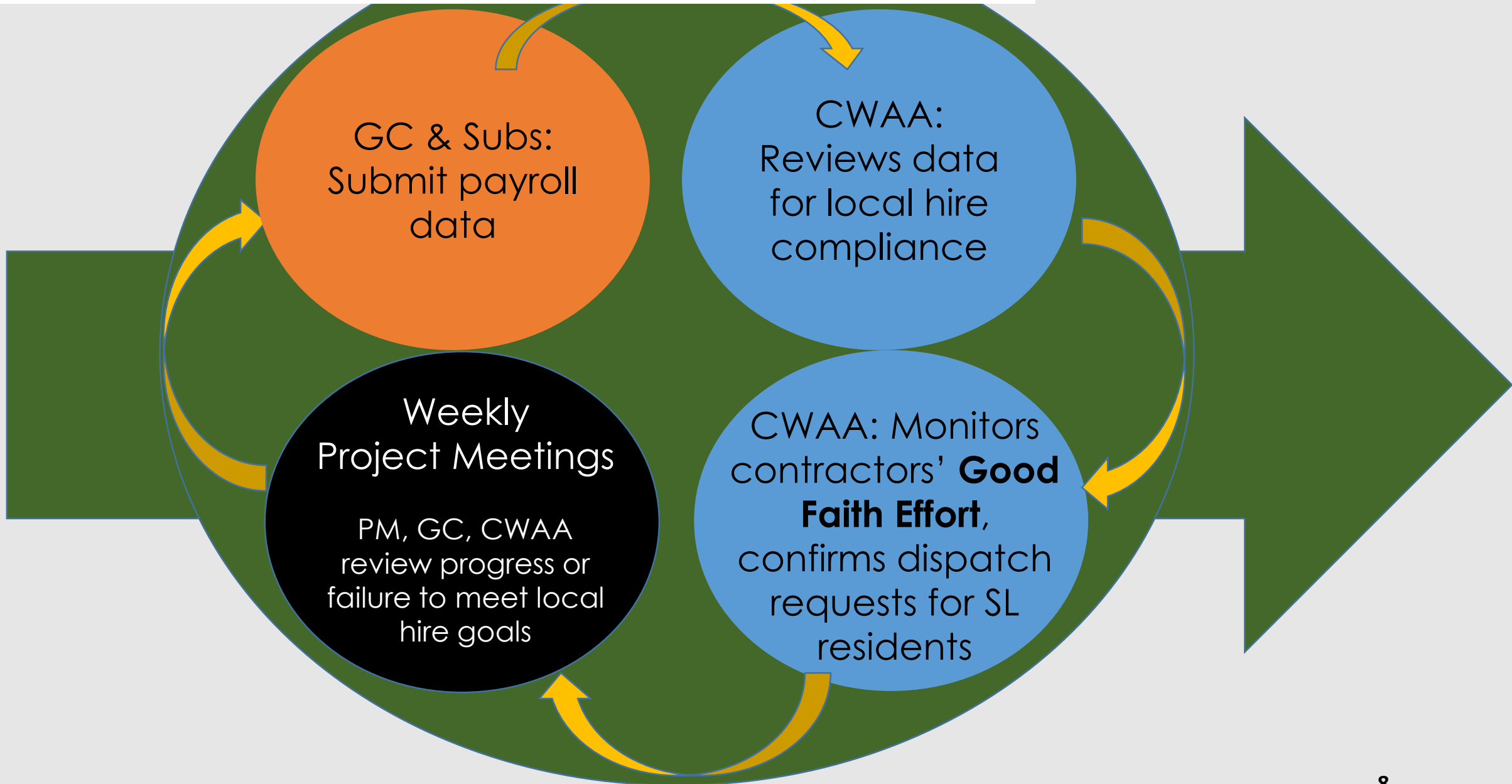
Mandatory
Pre-Bid Meetings
CWA Administrator
(CWAA) & Bay Area
Business Roundtable
(BABRT)

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

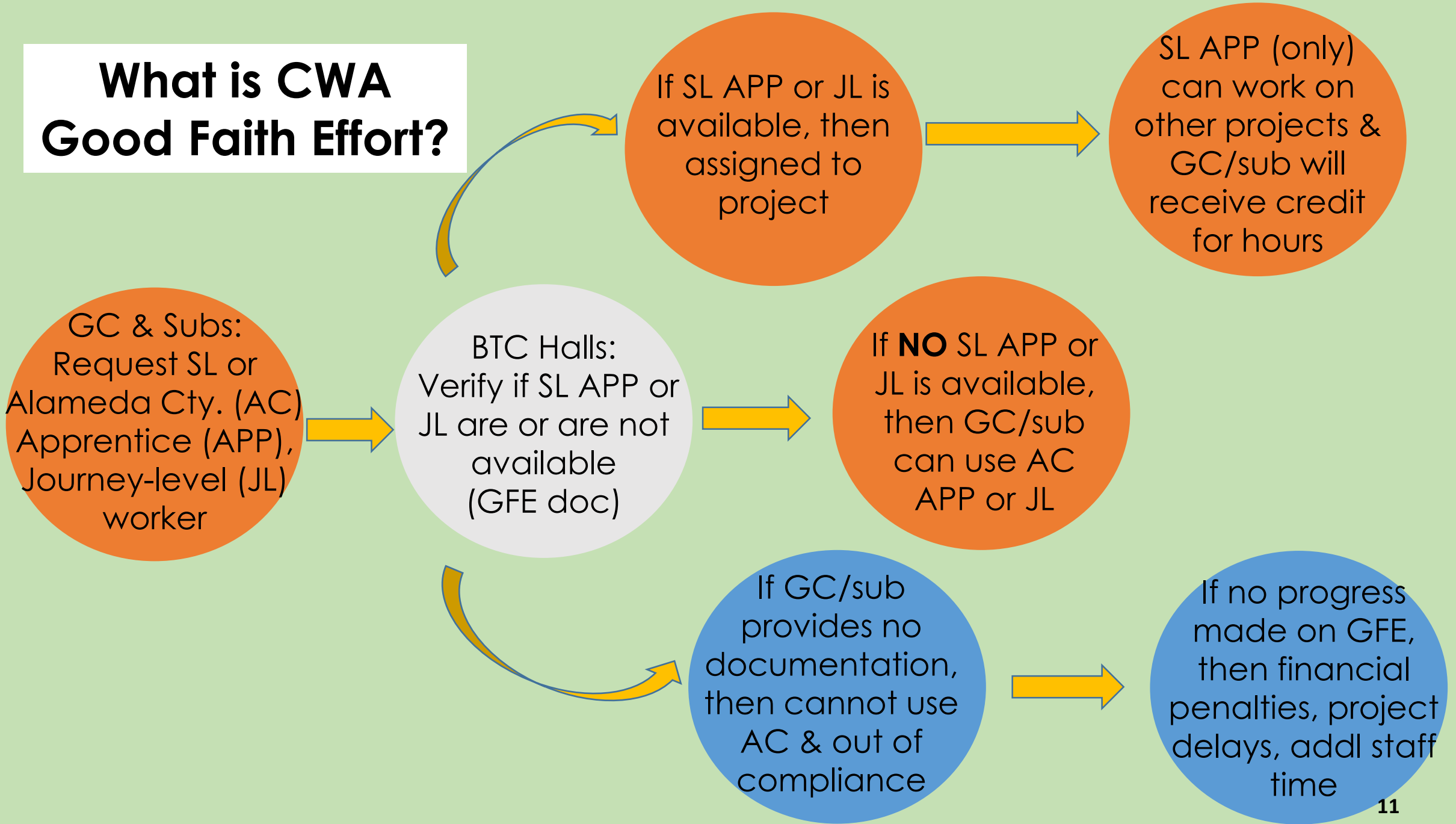
*Or as needed

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?





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



Agreement Revisions

1. 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
2. **Renew Outreach Consultant contract** for 2 year term