San Leandro Community Workforce Agreement

- 2015: Negotiated & Council adopted
- 2016: CWA begins; San Leandro Local program begins

- Project Threshold – At or over $1 million
  - CWA Project or Not? Engineer’s estimate @ or over $850k

- 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
Definition of Terms

- PLA: Project Labor Agreement which is the same as CWA: Community Workforce Agreement
- CWAA: CWA Administrator
- LIP: San Leandro Local Inclusion Policy – local business preference
- JAC: Joint Administrative Committee – body charged with reviewing progress made on each CWA contract’s goals; Trades, City, industry make up body; has power to recommend sanctions for non-performance
- APP: apprentice workers
- JL: journey-level workers
Life Cycle & Level of Effort for CWA Projects
Pre-Construction Phase

1. Mandatory Pre-Bid Meetings
   CWAA CWAA & Consultant

2. CWA & LIP Technical Assistance
   CWAA & Consultant

3. City Council approval, awards project

4. Mandatory Pre-Job Conference
   Trades, CWAA, Proj. Mgr. (PM), General Contractor (GC) & all subs
During Project Construction – Weekly

GC & Subs: Submit payroll data

Weekly Project Meetings
PM, GC, CWAA review progress or failure to meet local hire goals

CWAA: Reviews data for local hire compliance

CWAA: Monitors contractors’ Good Faith Effort, confirms dispatch requests for SL residents
What is CWA Good Faith Effort?

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 SL APP or JL is available, then assigned to project

If NO SL APP or JL is available, then GC/sub can use AC APP or JL

If SL APP (only) can work on other projects & GC/sub will receive credit for hours

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
During Project Construction

**Bi-Monthly***

CWAA & Trades Coordination: Local hire progress, compliance issues & pre-apprenticeship coordination

**Monthly**

Joint Admin. Cttee: Reviews compliance & GFE for all CWA projects Trades, CWAA, PM, GC, Industry Rep

**Quarterly***

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
PLA on your city’s horizon? Engage in process early

DURING NEGOTIATION OF PLA

- Create data driven, simple community benefit goals
- 5-10 Year Project Look Ahead
- Forge Key Partnerships & Alliances
LESSONS LEARNED - IMPLEMENTATION

IMPLEMENTATION OF PLA

- ID, Hire Consultants for Technical Assistance, Outreach & Compliance

- Set up PMs, GCs and Subs for Success – early education & technical assistance, clear compliance measures

- Meet regularly with JAC to review goal progress