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**Hetch Hetchy Capital Improvement Program  
Project Labor Agreement  
Quarterly Report**

**October 1, 2022, through December 31, 2022  
(Second Quarter FY 2022-2023)**

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SFPUC  
Infrastructure Division  
Workforce and Economic Program Services Bureau  
525 Golden Gate Avenue, 9th Floor  
San Francisco, CA 94102

San Francisco Public Utilities Commission  
Hetch Hetchy Capital Improvement Program Project Labor Agreement  
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**Executive Summary**

**Contracting and Employment Highlights – Program to Date**

- Eleven (11) construction contracts, with a combined value of \$340 million, have been awarded.
- 511,562 total craft hours have been worked by 1,294 workers who earned \$37.2 million in wages and benefits.
- The SFPUC Regional Service Territory consists of zip codes in seven counties outside of San Francisco. 454 Service Territory residents worked 171,157 hours (33.5%) and earned \$12.5 million in wages and benefits.
- 177 San Francisco residents worked 88,496 hours (17.3%) and earned \$5,635,916 on PLA-covered projects. Combined, San Francisco and Service Territory residents worked 259,653 hours, or 50.8% of all hours, exceeding the City’s Local Hiring requirement of 30%.
- 119 pre-employment substance abuse tests have been administered to employees cleared to work on HCIP projects as of December 31, 2022. Three people were prevented from working due to a non-negative test result.

**Table 1. Worker Highlights – Total Program**

Region of Worker Residence	Inception Through December 31, 2022		
	Hours	Wages & Benefits	Worker Count
Outside	251,909	\$ 19,080,476	663
San Francisco	88,496	\$ 5,635,916	177
Service Territory	171,157	\$ 12,486,177	454
<b>Grand Total</b>	<b>511,562</b>	<b>\$ 37,202,570</b>	<b>1,294</b>
<b>Comb. SF and Serv.</b>	<b>259,653</b>	<b>\$ 18,122,094</b>	<b>631</b>

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**Contracting and Employment Highlights – During the Quarter**

- No HCIP contracts awarded during the quarter.
- 176 construction workers worked 38,636 hours and earned \$3.4 million in wages and benefits.
- 16 San Francisco residents worked 3,269 hours and earned \$258 thousand in wages and benefits.
- 81 SFPUC Service Territory residents worked 20,132 hours and earned \$1.8 million in wages and benefits.
- 15 pre-employment substance abuse screenings were administered under the provisions of the PLA’s Substance Abuse Policy.

**Table 2. Summary of Craft Worker Employment During the Quarter**

Region of Worker Residence	Three Months Ending December 31, 2022		
	Hours	Wages & Benefits	Worker Count
Outside	15,236	\$ 1,330,471	79
San Francisco	3,269	\$ 257,521	16
Service Territory	20,132	\$ 1,775,613	81
<b>Grand Total</b>	<b>38,636</b>	<b>\$ 3,363,605</b>	<b>176</b>
<b>Comb. SF and Serv.</b>	<b>23,401</b>	<b>\$ 2,033,134</b>	<b>97</b>

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**Table 3. List of SSIP Construction Contracts**

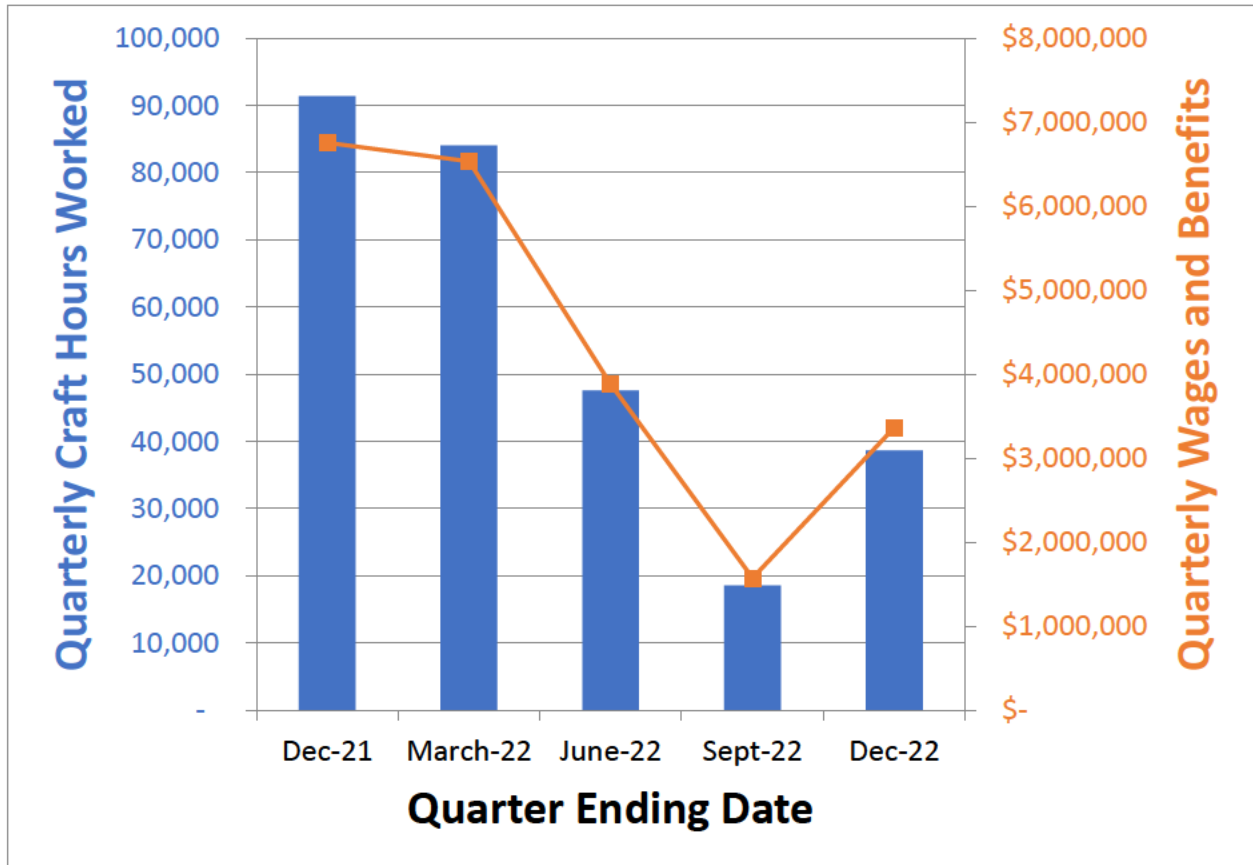
Sorted by Award Date (newest to oldest)

<b>HSIP Construction Contracts</b>				
<b>Inception through December 31, 2022</b>				
<b>Contract</b>	<b>Project</b>	<b>Award Date</b>	<b>Prime Contractor</b>	<b>Original</b>
HH-1006	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1B	8/23/2022	Mountain Cascade, Inc.	\$ 11,801,808
HH-1007	Transmission Line 7/8 Upgrades	6/28/2022	Wilson Utility Construction Company	\$ 23,980,141
HH-1005	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	3/8/2022	Sierra Mountain Construction, Inc	\$ 10,799,504
HH-1002R	O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	6/8/2021	Mountain Cascade, Inc	\$ 1,498,687
DB-121R2	Moccasin Powerhouse Generator Rehabilitation	5/11/2021	GE Renewable US LLC	\$ 26,271,805
HH-1000R	Mountain Tunnel Improvements Project	10/13/2020	Michels Tunneling	\$ 138,973,189
HH-1001	Moccasin Reservoir Perimeter Security Fence	5/12/2020	Mountain Methods, Inc	\$ 1,364,290
DB-130	Bay Corridor Transmission and Distribution - Phase 3	4/28/2020	Beta Engineering California, LP	\$ 56,668,701
DB-129.2	Bay Corridor Transmission & Distribution - Phase 2 (2019) South	3/10/2020	Anvil Builders Inc.	\$ 29,280,870
DB-129.1	Bay Corridor Transmission & Distribution - Phase 2 (2019) North	2/11/2020	Mitchell Engineering	\$ 24,058,409
DB-128R2	Bay Corridor Transmission and Distribution - Phase 1	4/25/2017	A&B Construction	\$ 15,283,930
<b>11 Projects</b>				<b>\$ 339,981,334</b>

### Summary Tables and Charts

**Chart 1. Craft Hours and Wages**

- During the quarter, construction workers worked 38,636 hours and earned \$3,363,605 in wages and benefits.



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**Table 4. Craft Utilization Table**

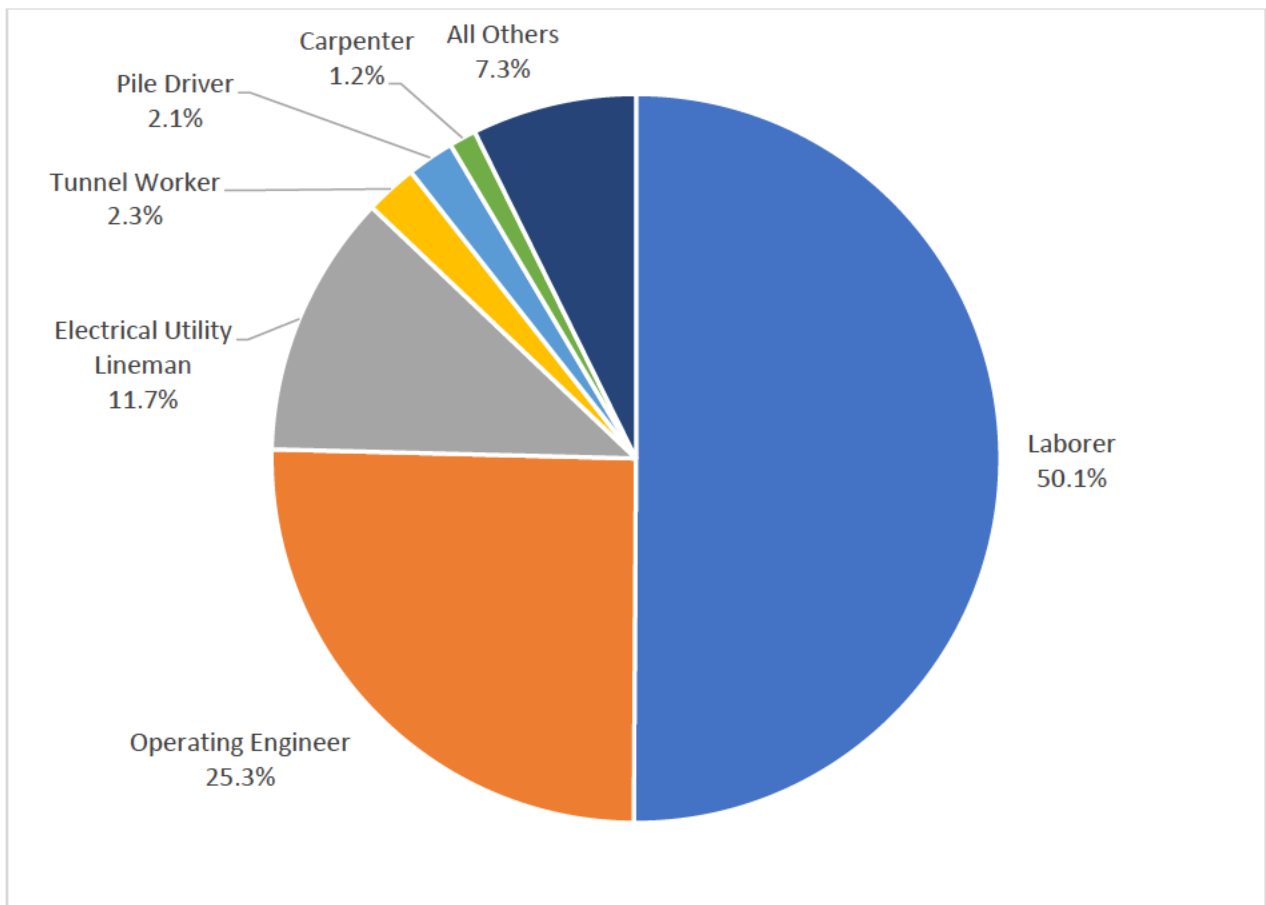
The table below reflects the values of hours and wages for each trade, and the relative percentages of each as compared to the HCIP program’s overall totals.

- Contractors reported construction craft hours in 14 craft worker classifications.
- Laborers, Operating Engineers, Electrical Utility Lineman, Tunnel Workers, Pile Drivers and Carpenters worked 94.1% of all hours, with 481 thousand combined hours worked.

<b>Cumulative Employment by Craft</b>				
<b>Inception Through December 31, 2022</b>				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	301,366	\$ 18,639,470	58.9%	50.1%
Operating Engineer	111,290	\$ 9,404,526	21.8%	25.3%
Electrical Utility Lineman	44,296	\$ 4,349,205	9%	11.7%
Tunnel Worker	10,104	\$ 848,252	2%	2.3%
Pile Driver	8,911	\$ 767,398	2%	2.1%
Carpenter	5,366	\$ 433,518	1%	1.2%
<b>Top 6 Crafts Sub-Total</b>	<b>481,332</b>	<b>\$ 34,442,369</b>	<b>94.1%</b>	<b>92.6%</b>
Electrician	5,183	\$ 687,034	1.0%	1.8%
Iron Worker	4,174	\$ 348,024	0.8%	0.9%
Cement Mason	3,170	\$ 225,697	0.6%	0.6%
Roofer	815	\$ 60,363	0.2%	0.2%
Plumber	801	\$ 66,733	0.2%	0.2%
Building/Construction Inspector	14	\$ 2,718	0.0%	0.0%
<b>Remaining Apprenticable Sub-Total</b>	<b>14,156</b>	<b>\$ 1,390,568</b>	<b>2.8%</b>	<b>3.7%</b>
Driver	14,137	\$ 1,237,878	2.8%	3.3%
Teamster	1,937	\$ 131,756	0.4%	0.4%
<b>Total Non-Apprenticable</b>	<b>16,074</b>	<b>\$ 1,369,634</b>	<b>3.1%</b>	<b>3.7%</b>
<b>Grand Total</b>	<b>511,562</b>	<b>\$ 37,202,570</b>	<b>100.0%</b>	<b>100.0%</b>

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**Chart 2. Craft Utilization Pie Chart**





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**Table 5. Worker Residence by County**

- When comparing the counties where workers are from, San Francisco residents worked 17.3% of all construction hours and earned \$5.6 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

<b>HCIP-PLA Employment by Top 20 Counties of Residence Through December 31, 2022</b>			
<b>County</b>	<b>Total Craft Hours</b>	<b>Wages &amp; Benefits</b>	<b>% Craft Hours</b>
<b>San Francisco County</b>	<b>88,496</b>	<b>\$ 5,635,916</b>	<b>17.3%</b>
Tuolumne County	76,858	\$ 5,507,863	15.0%
Alameda County	72,907	\$ 5,312,317	14.3%
Contra Costa County	56,750	\$ 3,696,016	11.1%
Stanislaus County	28,781	\$ 2,246,774	5.6%
Calaveras County	19,127	\$ 1,518,319	3.7%
San Joaquin County	17,853	\$ 1,256,079	3.5%
San Mateo County	13,339	\$ 956,554	2.6%
Solano County	9,939	\$ 823,554	1.9%
Santa Clara County	7,892	\$ 670,207	1.5%
Lake County	5,330	\$ 456,977	1.0%
Merced County	5,307	\$ 357,103	1.0%
Mariposa County	5,154	\$ 324,099	1.0%
San Bernardino County	4,911	\$ 445,331	1.0%
Butte County	4,874	\$ 347,450	1.0%
Los Angeles County	4,084	\$ 280,117	0.8%
Placer County	3,990	\$ 442,508	0.8%
Madera County	3,561	\$ 274,291	0.7%
Yuba County	3,429	\$ 294,275	0.7%
Fresno County	3,249	\$ 249,749	0.6%
<b>Top 20 CA Counties</b>	<b>435,832</b>	<b>\$ 31,095,497</b>	<b>85.2%</b>
All Other CA Counties	18,327	\$ 1,420,880	3.6%
Out of State	57,403	\$ 4,686,194	11.2%
<b>Grand Total</b>	<b>511,562</b>	<b>\$ 37,202,570</b>	<b>100.0%</b>

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**Table 6. Worker Residence by Project**

- HH-1001 Moccasin Reservoir Perimeter Security Fence has the highest local worker participation to date on HCIP, with Service Territory workers having worked 82.5% of the project’s total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	San Francisco	Service Territory	SF and Serv
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,012	-	4,784	5,796	0.0%	82.5%	82.5%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	29,140	25,372	16,814	71,325	35.6%	23.6%	59.1%
HH-1000R - Mountain Tunnel Improvements Project	77,003	270	110,553	187,826	0.1%	58.9%	59.0%
HH-1002R - O’Shaughnessy Dam Fall Protection Improvements and Spillway Access	803	-	986	1,789	0.0%	55.1%	55.1%
DB-129 2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	54,188	32,145	23,334	109,668	29.3%	21.3%	50.6%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	23,841	12,766	4,813	41,420	30.8%	11.6%	42.4%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	65,318	17,943	9,873	93,134	19.3%	10.6%	29.9%
DB-128R2 - Bay Corridor Transmission and Distribution – Phase 1	185	-	-	185	0.0%	0.0%	0.0%
HH-1007 - Transmission Line 7/8 Upgrades	420	-	-	420	0.0%	0.0%	0.0%
<b>Grand Total</b>	<b>251,909</b>	<b>88,496</b>	<b>171,157</b>	<b>511,562</b>	<b>17.3%</b>	<b>33.5%</b>	<b>50.8%</b>

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**Apprentice Data**

The California Division of Apprenticeship Standards (DAS) consults with employers to develop a skilled workforce with viable career pathways to increase productivity and strengthen California’s economy. DAS minimum ratios requires apprentices be utilized in the ratios applicable to each craft, generally one apprentice hour to every five journeymen hours at the end of the project. However, an employer can and is encouraged to employ an apprentice as the second person on the job whenever possible and allowed by the apprenticeship program standards.

- On HCIP, 10.3% of the hours in apprenticeable trades have been worked by apprentices.
- Pile Drivers have utilized the most apprentices, with 34.4% of all hours being worked by apprentices.
- Apprentice Laborers have worked 11.8% of their craft’s 300 thousand total hours.

**Table 7. Apprentice Utilization by Craft**

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Pile Driver	3,067	5,844	8,911	34.4%
Cement Mason	928	2,242	3,170	29.3%
Carpenter	1,494	3,872	5,366	27.8%
Iron Worker	660	3,514	4,174	15.8%
Laborer	35,557	265,809	301,366	11.8%
Tunnel Worker	670	9,434	10,104	6.6%
Operating Engineer	7,296	103,994	111,290	6.6%
Electrical Utility Lineman	1,480	42,816	44,296	3.3%
Electrician	47	5,136	5,183	0.9%
Building/Construction Inspector	-	14	14	0.0%
Plumber	-	801	801	0.0%
Roofer	-	815	815	0.0%
<b>Apprenticeable Subtotal</b>	<b>51,197</b>	<b>444,291</b>	<b>495,488</b>	<b>10.3%</b>
Driver	-	14,137	14,137	0.0%
Teamster	-	1,937	1,937	0.0%
<b>Grand Total</b>	<b>51,197</b>	<b>460,365</b>	<b>511,562</b>	<b>10.0%</b>

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**Table 8. Apprentice Utilization by Project**

The table below lists HCIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire HCIP is 10%.

- HH-1002R O’Shaughnessy Dam Fall Protection Improvements and Spillway Access has the highest apprentice utilization ratio, with 32.3% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
HH-1002R - O’Shaughnessy Dam Fall Protection Improvements and Spillway Access	579	1,210	1,789	32.3%
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,393	4,403	5,796	24.0%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	13,383	96,285	109,668	12.2%
HH-1000R - Mountain Tunnel Improvements Project	18,448	169,378	187,826	9.8%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	8,824	84,311	93,134	9.5%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	3,167	38,253	41,420	7.6%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	5,405	66,105	71,510	7.6%
HH-1007 - Transmission Line 7/8 Upgrades	-	420	420	0.0%
<b>Grand Total</b>	<b>51,197</b>	<b>460,365</b>	<b>511,562</b>	<b>10.0%</b>

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**Substance Abuse Prevention**

The PLA requires pre-employment alcohol and drug testing for all covered employees. The policy also allows testing where the contractor has reasonable cause to believe that the employee has used drugs or alcohol, and mandates testing where a contractor concludes that an employee was under the influence of drugs or alcohol at the time of an accident.

- 119 pre-employment tests have been on HCIP with a total non-negative screening rate of **2.5%**.
- During the quarter, 15 pre-employment substance abuse screenings were administered.

**Table 9. Workers’ Pre-Employment Clearance Data**

<b>HCIP - Covered by PLA Substance Abuse Testing Summary</b> Individuals Cleared to Work Through 12/31/2022	
<b>Project</b>	<b>Number Cleared</b>
HH-1000R - Mountain Tunnel Improvements Project	97
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	13
HH-1001 - Moccasin Reservoir Perimeter Security Fence	9
<b>Total Cleared</b>	<b>119</b>

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**History of the WSIP PLA and SSIP Extension Agreement**

On April 8, 2003, the San Francisco Board of Supervisors adopted Resolution 223-03 urging the SFPUC to develop plans for a Project Labor Agreement covering the capital improvement program to rehabilitate, repair, and upgrade the Hetch Hetchy Water System.

On May 20, 2003, the San Francisco Board of Supervisors adopted Resolution 350-03 urging the SFPUC to include social justice components in the Project Labor Agreement covering the Hetch Hetchy Water System upgrade.

On May 11, 2006, the San Francisco Board of Supervisors amended the San Francisco Administrative Code to establish a PUC Small firm Advisory Committee to provide for the certification of small construction contractors located outside San Francisco and within the SFPUC service territory for work on SFPUC construction projects, including those covered by the WSIP PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 to authorize SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program. Resolution No. 06-0049 concluded that the governmental interests of the SFPUC were furthered by a project labor agreement as follows:

“There are numerous advantages in moving forward on the negotiation of a PLA, which include but are not limited to the following: creates framework for labor harmony; militates against construction delays; assures steady supply of qualified labor; provides employment, career, and local business opportunities; and, other benefits ...”

On March 26, 2007, the SFPUC approved the negotiated agreement. The PLA requires construction contractors to utilize workers dispatched by signatory unions, and prohibits the unions and contractors from participating in strikes, lockouts, or other disruptions to the work. The PLA provides a procedure for adjudicating conflicting jurisdictional claims between the unions, provides for uniform hours of work, overtime, shifts and holidays, encourages the recruitment and training of low-income residents of the SFPUC service territory, and requires substance abuse testing for all covered workers. The first implementation of the PLA was on the WD-2504 Stanford Heights Reservoir Seismic Retrofit and Improvement project, which the SFPUC awarded to S.J. Amoroso Construction Company, LLC., on June 26, 2007, in the amount of \$17,899,960.

In 2008, the Commission approved Addendum No. 1 of the Agreement, which extended the Agreement to the Advanced Meter Infrastructure (AMI) project.

In May 2016, the Commission approved an Extension Agreement, which applied the terms of the PLA, as modified in the Extension Agreement, to Sewer System Improvement Program (SSIP) projects and the AWSS Pumping Station 2 project.

### **Governance and Certified Payroll Reporting System**

The parties to the PLA have established a four-person Joint Administrative Committee (JAC) that reviews the implementation and progress of the PLA and provides guidance to questions or concerns that arise in connection with the PLA. The Workforce and Economic Program Services team, within the SFPUC's Infrastructure Division, administers the PLA under the advisement of the JAC.

Prior to the commencement of construction, representatives of participating contractors and subcontractors, the unions, and SFPUC staff, are required to attend a PLA Pre-Job Conference. At the conference, the general contractor and subcontractors must present their scope of work and make work assignments to the respective unions based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures identified in the PLA, as specified for the trades involved, is invoked so as to prevent delay or disruption of the work.

All SFPUC construction projects utilize the City's authorized labor compliance reporting program, currently the web-based system, LCPtracker, Inc. The data from the certified payroll records collected by LCPtracker, Inc., has been compiled to produce the information in this report.





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**January 1, 2023, through March 31, 2023  
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**Executive Summary**

**Contracting and Employment Highlights – Program to Date**

- Eleven (11) construction contracts, with a combined value of \$340 million, have been awarded.
- 560,863 total craft hours have been worked by 1,428 workers who earned \$41.7 million in wages and benefits.
- The SFPUC Regional Service Territory consists of zip codes in seven counties outside of San Francisco. 530 Service Territory residents worked 199,354 hours (35.5%) and earned \$15.1 million in wages and benefits.
- 177 San Francisco residents worked 90,729 hours (16.2%) and earned \$5,795,308 on PLA-covered projects. Combined, San Francisco and Service Territory residents worked 290,082 hours, or 51.7% of all hours, exceeding the City’s Local Hiring requirement of 30%.
- 146 pre-employment substance abuse tests have been administered to employees cleared to work on HCIP projects as of March 31, 2023. Three people were prevented from working due to a non-negative test result.

**Table 1. Worker Highlights – Total Program**

Region of Worker Residence	Inception Through March 31, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	270,781	\$ 20,788,793	738
San Francisco	90,729	\$ 5,795,308	177
Service Territory	199,354	\$ 15,092,548	530
<b>Grand Total</b>	<b>560,863</b>	<b>\$ 41,676,649</b>	<b>1,428</b>
<b>Comb. SF and Serv.</b>	<b>290,082</b>	<b>\$ 20,887,856</b>	<b>707</b>

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**Contracting and Employment Highlights – During the Quarter**

- No HCIP contracts were awarded during the quarter.
- 280 construction workers worked 49,302 hours and earned \$4.5 million in wages and benefits.
- 15 San Francisco residents worked 2,233 hours and earned \$159 thousand in wages and benefits.
- 136 SFPUC Service Territory residents worked 28,197 hours and earned \$2.6 million in wages and benefits.
- 27 pre-employment substance abuse screenings were administered under the provisions of the PLA’s Substance Abuse Policy.

**Table 2. Summary of Craft Worker Employment During the Quarter**

Region of Worker Residence	Three Months Ending March 31, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	18,872	\$ 1,708,317	129
San Francisco	2,233	\$ 159,392	15
Service Territory	28,197	\$ 2,606,371	136
<b>Grand Total</b>	<b>49,302</b>	<b>\$ 4,474,079</b>	<b>280</b>
<b>Comb. SF and Serv.</b>	<b>30,429</b>	<b>\$ 2,765,762</b>	<b>151</b>

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**Table 3. List of HCIP Construction Contracts**

- Eleven (11) construction contracts, with a combined value of \$340 million, have been awarded.
  - No HCIP contracts were awarded during the quarter.

Sorted by Award Date (newest to oldest)

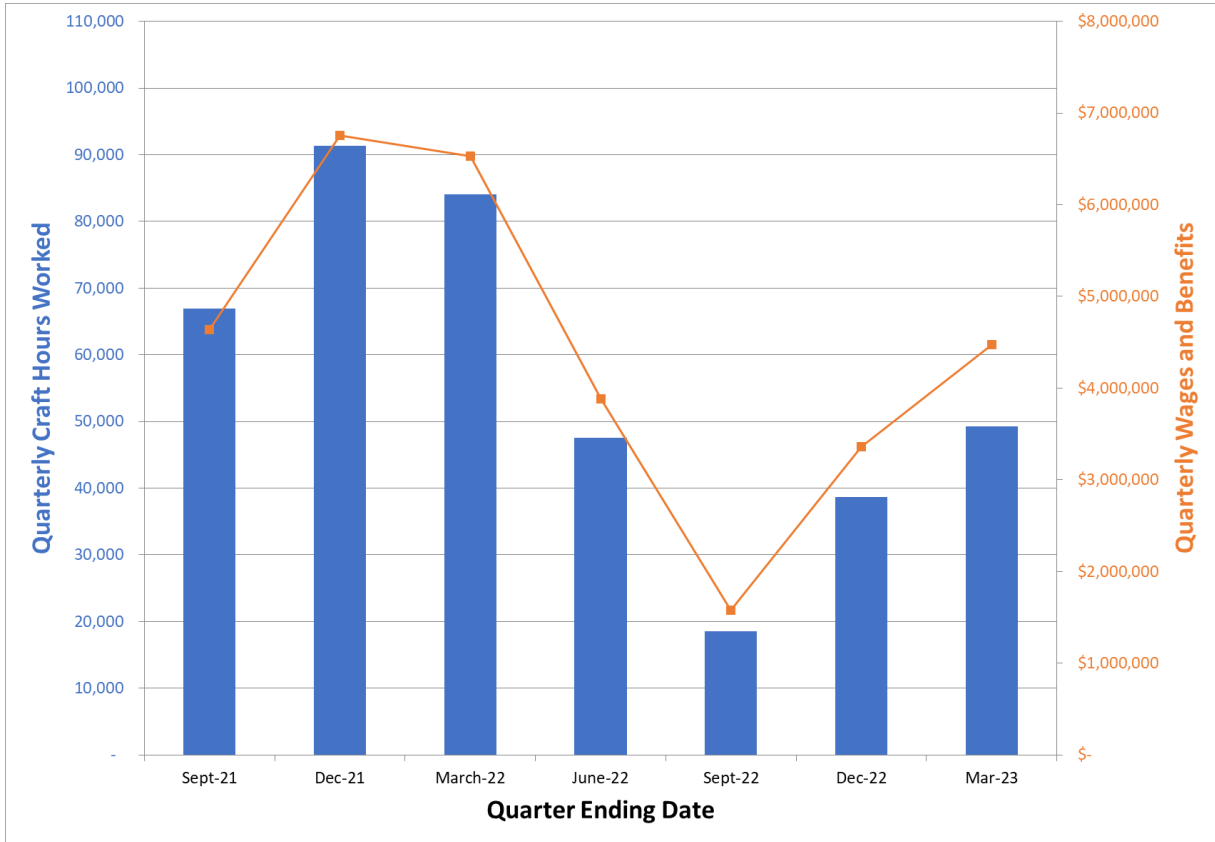
HSIP Construction Contracts				
Inception through March 31, 2023				
Contract	Project	Award Date	Prime Contractor	Original
HH-1006	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1B	8/23/2022	Mountain Cascade, Inc.	\$ 11,801,808
HH-1007	Transmission Line 7/8 Upgrades	6/28/2022	Wilson Utility Construction Company	\$ 23,980,141
HH-1005	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	3/8/2022	Sierra Mountain Construction, Inc	\$ 10,799,504
HH-1002R	O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	6/8/2021	Mountain Cascade, Inc	\$ 1,498,687
DB-121R2	Moccasin Powerhouse Generator Rehabilitation	5/11/2021	GE Renewable US LLC	\$ 26,271,805
HH-1000R	Mountain Tunnel Improvements Project	10/13/2020	Michels Tunneling	\$ 138,973,189
HH-1001	Moccasin Reservoir Perimeter Security Fence	5/12/2020	Mountain Methods, Inc	\$ 1,364,290
DB-130	Bay Corridor Transmission and Distribution - Phase 3	4/28/2020	Beta Engineering California, LP	\$ 56,668,701
DB-129.2	Bay Corridor Transmission & Distribution - Phase 2 (2019) South	3/10/2020	Anvil Builders Inc.	\$ 29,280,870
DB-129.1	Bay Corridor Transmission & Distribution - Phase 2 (2019) North	2/11/2020	Mitchell Engineering	\$ 24,058,409
DB-128R2	Bay Corridor Transmission and Distribution - Phase 1	4/25/2017	A&B Construction	\$ 15,283,930
<b>11 Projects</b>				<b>\$ 339,981,334</b>

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### Summary Tables and Charts

#### Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 49,302 hours and earned \$4,474,079 in wages and benefits.



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**Table 4. Craft Utilization Table**

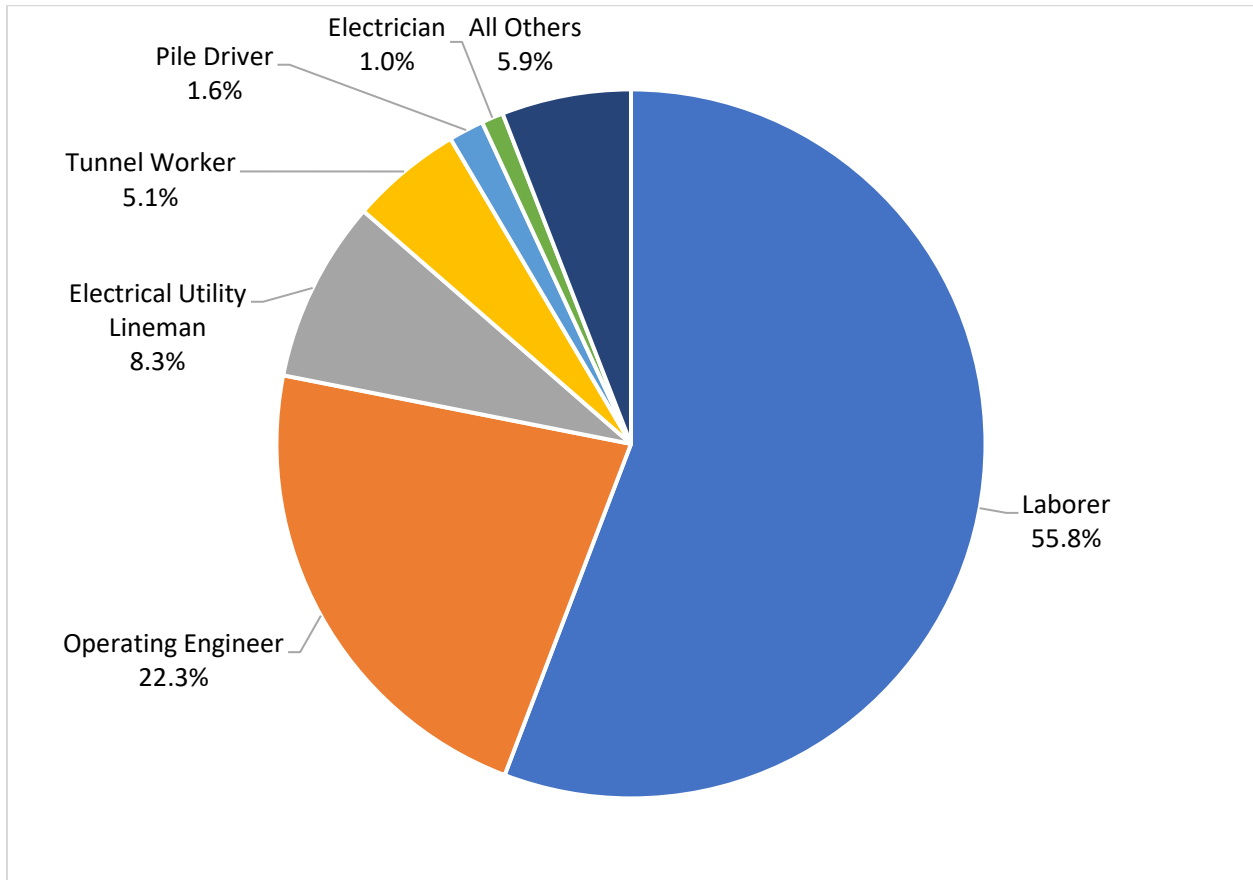
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the HCIP program’s overall totals.

- Contractors reported construction craft hours in 14 craft worker classifications.
- Laborers, Operating Engineers, Electrical Utility Lineman, Tunnel Workers, Pile Drivers and Electrician worked 94.2% of all hours, with 528 thousand combined hours worked.

<b>Cumulative Employment by Craft</b>				
<b>Inception Through March 31, 2023</b>				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	312,870	\$ 19,459,886	55.8%	46.7%
Operating Engineer	125,277	\$ 10,879,705	22.3%	26.1%
Electrical Utility Lineman	46,599	\$ 4,635,691	8.3%	11.1%
Tunnel Worker	28,775	\$ 2,513,773	5.1%	6.0%
Pile Driver	8,911	\$ 767,398	1.6%	1.8%
Electrician	5,721	\$ 740,265	1.0%	1.8%
<b>Top 6 Crafts Sub-Total</b>	<b>528,153</b>	<b>\$ 38,996,718</b>	<b>94.2%</b>	<b>93.6%</b>
Carpenter	5,500	\$ 445,779	1.0%	1.1%
Iron Worker	4,576	\$ 397,014	0.8%	1.0%
Cement Mason	3,314	\$ 236,301	0.6%	0.6%
Painter	1,110	\$ 61,329	0.2%	0.1%
Plumber	1,029	\$ 83,116	0.2%	0.2%
Roofer	921	\$ 67,697	0.2%	0.2%
Field Surveyor	165	\$ 15,797	0.0%	0.0%
Building/Construction Inspector	14	\$ 2,718	0.0%	0.0%
<b>Remaining Apprenticeable Sub-Total</b>	<b>16,629</b>	<b>\$ 1,309,751</b>	<b>3.0%</b>	<b>3.1%</b>
Driver	14,137	\$ 1,237,878	2.5%	3.0%
Teamster	1,945	\$ 132,303	0.3%	0.3%
<b>Total Non-Apprenticeable</b>	<b>16,082</b>	<b>\$ 1,370,180</b>	<b>2.9%</b>	<b>3.3%</b>
<b>Grand Total</b>	<b>560,863</b>	<b>\$ 41,676,649</b>	<b>100.0%</b>	<b>100.0%</b>

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**Chart 2. Craft Utilization Pie Chart**





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**Table 5. Worker Residence by County**

- When comparing the counties where workers are from, San Francisco residents worked 16.2% of all construction hours and earned \$5.8 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

<b>HCIP-PLA Employment by Top 20 Counties of Residence Through March 31, 2023</b>			
<b>County</b>	<b>Total Craft Hours</b>	<b>Wages &amp; Benefits</b>	<b>% Craft Hours</b>
Tuolumne County	92,279	\$ 6,920,456	16.5%
<b>San Francisco County</b>	<b>90,729</b>	<b>\$ 5,795,308</b>	<b>16.2%</b>
Alameda County	75,179	\$ 5,527,275	13.4%
Contra Costa County	60,189	\$ 3,951,849	10.7%
Stanislaus County	35,785	\$ 2,894,970	6.4%
Calaveras County	22,296	\$ 1,825,152	4.0%
San Joaquin County	20,943	\$ 1,518,225	3.7%
San Mateo County	13,513	\$ 990,055	2.4%
Solano County	10,283	\$ 845,780	1.8%
Santa Clara County	8,681	\$ 786,671	1.5%
Merced County	7,505	\$ 528,368	1.3%
San Bernardino County	5,816	\$ 520,938	1.0%
Lake County	5,346	\$ 460,159	1.0%
Mariposa County	5,154	\$ 324,099	0.9%
Butte County	5,153	\$ 369,962	0.9%
Riverside County	4,104	\$ 277,023	0.7%
Los Angeles County	4,084	\$ 280,117	0.7%
Placer County	3,990	\$ 442,508	0.7%
Madera County	3,571	\$ 275,294	0.6%
Sacramento County	3,504	\$ 284,944	0.6%
<b>Top 20 CA Counties</b>	<b>478,102</b>	<b>\$ 34,819,151</b>	<b>85.2%</b>
All Other CA Counties	20,082	\$ 1,637,756	3.6%
Out of State	62,679	\$ 5,219,742	11.2%
<b>Grand Total</b>	<b>560,863</b>	<b>\$ 41,676,649</b>	<b>100.0%</b>

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**Table 6. Worker Residence by Project**

- HH-1001 Moccasin Reservoir Perimeter Security Fence has the highest local worker participation to date on HCIP, with Service Territory workers having worked 82.5% of the project’s total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours				San Francisco	Service Territory	SF and Serv
	Outside	San Francisco	Service Territory	Grand Total			
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,012	-	4,784	5,796	0.0%	82.5%	82.5%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	2,542	-	5,220	7,762	0.0%	67.2%	67.2%
HH-1000R - Mountain Tunnel Improvements Project	90,423	270	132,302	222,995	0.1%	59.3%	59.5%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	29,325	25,372	16,814	71,510	35.5%	23.5%	59.0%
HH-1002R - O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	803	-	986	1,789	0.0%	55.1%	55.1%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	54,188	32,145	23,334	109,668	29.3%	21.3%	50.6%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	23,841	12,766	4,813	41,420	30.8%	11.6%	42.4%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	66,537	20,176	10,706	97,419	20.7%	11.0%	31.7%
HH-1007 - Transmission Line 7/8 Upgrades	2,111	-	396	2,507	0.0%	15.8%	15.8%
<b>Grand Total</b>	<b>270,781</b>	<b>90,729</b>	<b>199,354</b>	<b>560,863</b>	<b>16.2%</b>	<b>45.5%</b>	<b>61.7%</b>

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**Apprentice Data**

The California Division of Apprenticeship Standards (DAS) consults with employers to develop a skilled workforce with viable career pathways to increase productivity and strengthen California’s economy. DAS minimum ratios requires apprentices be utilized in the ratios applicable to each craft, generally one apprentice hour to every five journeymen hours at the end of the project. However, an employer can and is encouraged to employ an apprentice as the second person on the job whenever possible and allowed by the apprenticeship program standards.

**Table 7. Apprentice Utilization by Craft**

- On HCIP, 10.4% of the hours in apprenticeable trades have been worked by apprentices.
- Pile Drivers have utilized the most apprentices, with 34.4% of all hours being worked by apprentices.
- Apprentice Laborers have worked 11.6% of their craft’s 312 thousand total hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Pile Driver	3,067	5,844	8,911	34.4%
Painter	376	734	1,110	33.9%
Cement Mason	928	2,386	3,314	28.0%
Carpenter	1,519	3,982	5,500	27.6%
Iron Worker	784	3,793	4,576	17.1%
Tunnel Worker	3,641	25,134	28,775	12.7%
Laborer	36,408	276,462	312,870	11.6%
Operating Engineer	8,566	116,712	125,277	6.8%
Electrical Utility Lineman	1,480	45,119	46,599	3.2%
Electrician	85	5,637	5,721	1.5%
Building/Construction Inspector	-	14	14	0.0%
Field Surveyor	-	165	165	0.0%
Plumber	-	1,029	1,029	0.0%
Roofer	-	921	921	0.0%
<b>Apprenticeable Subtotal</b>	<b>56,852</b>	<b>487,930</b>	<b>544,782</b>	<b>10.4%</b>
Driver	-	14,137	14,137	0.0%
Teamster	-	1,945	1,945	0.0%
<b>Grand Total</b>	<b>56,852</b>	<b>504,012</b>	<b>560,863</b>	<b>10.1%</b>

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**Table 8. Apprentice Utilization by Project**

The table below lists HCIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire HCIP is 10.1%.

- HH-1002R O’Shaughnessy Dam Fall Protection Improvements and Spillway Access has the highest apprentice utilization ratio, with 32.3% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
HH-1002R - O’Shaughnessy Dam Fall Protection Improvements and Spillway Access	579	1,210	1,789	32.3%
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,393	4,403	5,796	24.0%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	1,030	6,732	7,762	13.3%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	13,383	96,285	109,668	12.2%
HH-1000R - Mountain Tunnel Improvements Project	23,054	199,941	222,995	10.3%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	8,843	88,576	97,419	9.1%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	3,167	38,253	41,420	7.6%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	5,405	66,105	71,510	7.6%
HH-1007 - Transmission Line 7/8 Upgrades	-	2,507	2,507	0.0%
<b>Grand Total</b>	<b>56,852</b>	<b>504,012</b>	<b>560,863</b>	<b>10.1%</b>

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**Substance Abuse Prevention**

The PLA requires pre-employment alcohol and drug testing for all covered employees. The policy also allows testing where the contractor has reasonable cause to believe that the employee has used drugs or alcohol, and mandates testing where a contractor concludes that an employee was under the influence of drugs or alcohol at the time of an accident.

**Table 9. Workers’ Pre-Employment Clearance Data**

- 146 pre-employment tests have been on HCIP with a total non-negative screening rate of **2.0%**.
- During the quarter, 27 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

<b>HCIP - Covered by PLA Substance Abuse Testing Summary</b> Tests Administered to Individuals Cleared to Work Through 03/31/2023	
Project	Number Cleared
HH-1000R - Mountain Tunnel Improvement Project	112
DB-129.1 - Bay Corridor Transmission and Distribution – Phase 2 (2019) North	13
HH-1007 - Transmission Line 7/8 Upgrades	12
HH-1001 - Moccasin Reservoir Perimeter Security Fence	9
<b>Total Cleared</b>	<b>146</b>

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**History of the WSIP PLA and SSIP Extension Agreement**

On April 8, 2003, the San Francisco Board of Supervisors adopted Resolution 223-03 urging the SFPUC to develop plans for a Project Labor Agreement covering the capital improvement program to rehabilitate, repair, and upgrade the Hetch Hetchy Water System.

On May 20, 2003, the San Francisco Board of Supervisors adopted Resolution 350-03 urging the SFPUC to include social justice components in the Project Labor Agreement covering the Hetch Hetchy Water System upgrade.

On May 11, 2006, the San Francisco Board of Supervisors amended the San Francisco Administrative Code to establish a PUC Small firm Advisory Committee to provide for the certification of small construction contractors located outside San Francisco and within the SFPUC service territory for work on SFPUC construction projects, including those covered by the WSIP PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 to authorize SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program. Resolution No. 06-0049 concluded that the governmental interests of the SFPUC were furthered by a project labor agreement as follows:

“There are numerous advantages in moving forward on the negotiation of a PLA, which include but are not limited to the following: creates framework for labor harmony; militates against construction delays; assures steady supply of qualified labor; provides employment, career, and local business opportunities; and other benefits ...”

On March 26, 2007, the SFPUC approved the negotiated agreement. The PLA requires construction contractors to utilize workers dispatched by signatory unions, and prohibits the unions and contractors from participating in strikes, lockouts, or other disruptions to the work. The PLA provides a procedure for adjudicating conflicting jurisdictional claims between the unions, provides for uniform hours of work, overtime, shifts and holidays, encourages the recruitment and training of low-income residents of the SFPUC service territory, and requires substance abuse testing for all covered workers. The first implementation of the PLA was on the WD-2504 Stanford Heights Reservoir Seismic Retrofit and Improvement project, which the SFPUC awarded to S.J. Amoroso Construction Company, LLC., on June 26, 2007, in the amount of \$17,899,960.

In 2008, the Commission approved Addendum No. 1 of the Agreement, which extended the Agreement to the Advanced Meter Infrastructure (AMI) project.

In May 2016, the Commission approved an Extension Agreement, which applied the terms of the PLA, as modified in the Extension Agreement, to Sewer System Improvement Program (SSIP) projects and the AWSS Pumping Station 2 project.

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**Governance and Certified Payroll Reporting System**

The parties to the PLA have established a four-person Joint Administrative Committee (JAC) that reviews the implementation and progress of the PLA and provides guidance to questions or concerns that arise in connection with the PLA. The Workforce and Economic Program Services team, within the SFPUC's Infrastructure Division, administers the PLA under the advisement of the JAC.

Prior to the commencement of construction, representatives of participating contractors and subcontractors, the unions, and SFPUC staff, are required to attend a PLA Pre-Job Conference. At the conference, the general contractor and subcontractors must present their scope of work and make work assignments to the respective unions based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures identified in the PLA, as specified for the trades involved, is invoked so as to prevent delay or disruption of the work.

All SFPUC construction projects utilize the City's authorized labor compliance reporting program, currently the web-based system, LCPtracker, Inc. The data from the certified payroll records collected by LCPtracker, Inc., has been compiled to produce the information in this report.







**Hetch Hetchy  
Regional Water System**

Services of the San Francisco Public Utilities Commission



**Hetch Hetchy Capital Improvement Program  
Project Labor Agreement  
Quarterly Report**

**April 1, 2023, through June 30, 2023  
(Fourth Quarter FY 2022-2023)**



SFPUC  
Infrastructure Division  
Workforce and Economic Program Services Bureau  
525 Golden Gate Avenue, 9th Floor  
San Francisco, CA 94102

San Francisco Public Utilities Commission  
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**Executive Summary**

**Contracting and Employment Highlights – Program to Date**

- Twelve (12) construction contracts, with a combined value of \$346 million, have been awarded.
- 584,797 total craft hours have been worked by 1,477 workers who earned \$43.5 million in wages and benefits.
- The SFPUC Regional Service Territory consists of zip codes in seven counties outside of San Francisco. 559 Service Territory residents worked 214,902 hours (36.7%) and earned \$16.3 million in wages and benefits.
- 183 San Francisco residents worked 92,827 hours (15.9%) and earned \$5,952,502 on PLA-covered projects. Combined, San Francisco and Service Territory residents worked 307,730 hours, or 52.6% of all hours, exceeding the City’s Local Hiring requirement of 30%.
- 160 pre-employment substance abuse tests have been administered to employees cleared to work on HCIP projects as of June 30, 2023. Three people were prevented from working due to a non-negative test result.

**Table 1. Worker Highlights – Total Program**

Region of Worker Residence	Inception Through June 30, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	277,068	\$ 21,262,704	753
San Francisco	92,827	\$ 5,952,502	183
Service Territory	214,902	\$ 16,248,036	559
<b>Grand Total</b>	<b>584,797</b>	<b>\$ 43,463,243</b>	<b>1,477</b>
<b>Comb. SF and Serv.</b>	<b>307,730</b>	<b>\$ 22,200,538</b>	<b>742</b>

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**Contracting and Employment Highlights – During the Quarter**

- One HCIP contract was awarded during the quarter.
- 131 construction workers worked 23,934 hours and earned \$1.8 million in wages and benefits.
- 14 San Francisco residents worked 2,099 hours and earned \$157 thousand in wages and benefits.
- 69 SFPUC Service Territory residents worked 15,549 hours and earned \$1.2 million in wages and benefits.
- 13 pre-employment substance abuse screenings were administered under the provisions of the PLA’s Substance Abuse Policy.

**Table 2. Summary of Craft Worker Employment During the Quarter**

Region of Worker Residence	Three Months Ending June 30, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	6,286	\$ 473,911	48
San Francisco	2,099	\$ 157,194	14
Service Territory	15,549	\$ 1,155,488	69
<b>Grand Total</b>	<b>23,934</b>	<b>\$ 1,786,594</b>	<b>131</b>
<b>Comb. SF and Serv.</b>	<b>17,647</b>	<b>\$ 1,312,682</b>	<b>83</b>

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**Table 3. List of HCIP Construction Contracts**

- Twelve (12) construction contracts, with a combined value of \$345 million, have been awarded.
  - One HCIP contract was awarded during the quarter.

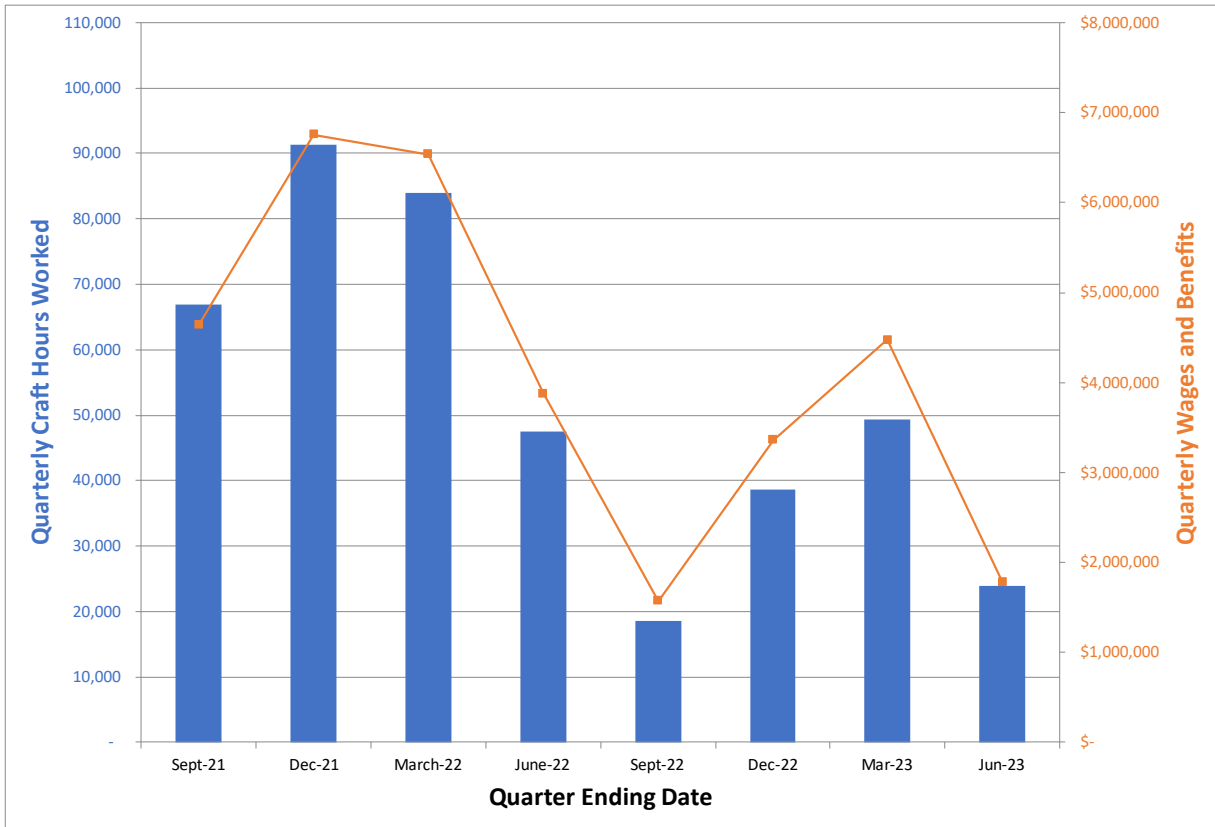
Sorted by Award Date (newest to oldest)

HSIP Construction Contracts				
Inception through June 30, 2023				
Contract	Project	Award Date	Prime Contractor	Original
HH-1011	O'Shaughnessy Dam Instream Flow Release Valve Replacement	6/13/2023	Sierra Mountain Construction, Inc	\$ 5,960,000
HH-1006	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1B	8/23/2022	Mountain Cascade, Inc.	\$ 11,801,808
HH-1007	Transmission Line 7/8 Upgrades	6/28/2022	Wilson Utility Construction Company	\$ 23,980,141
HH-1005	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	3/8/2022	Sierra Mountain Construction, Inc	\$ 10,799,504
HH-1002R	O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	6/8/2021	Mountain Cascade, Inc	\$ 1,498,687
DB-121R2	Moccasin Powerhouse Generator Rehabilitation	5/11/2021	GE Renewable US LLC	\$ 26,271,805
HH-1000R	Mountain Tunnel Improvements Project	10/13/2020	Michels Tunneling	\$ 138,973,189
HH-1001	Moccasin Reservoir Perimeter Security Fence	5/12/2020	Mountain Methods, Inc	\$ 1,364,290
DB-130	Bay Corridor Transmission and Distribution - Phase 3	4/28/2020	Beta Engineering California, LP	\$ 56,668,701
DB-129.2	Bay Corridor Transmission & Distribution - Phase 2 (2019) South	3/10/2020	Anvil Builders Inc.	\$ 29,280,870
DB-129.1	Bay Corridor Transmission & Distribution - Phase 2 (2019) North	2/11/2020	Mitchell Engineering	\$ 24,058,409
DB-128R2	Bay Corridor Transmission and Distribution - Phase 1	4/25/2017	A&B Construction	\$ 15,283,930
<b>12 Projects</b>				<b>\$ 345,941,334</b>

## Summary Tables and Charts

### Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 23,934 hours and earned \$1,786,594 in wages and benefits.



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**Table 4. Craft Utilization Table**

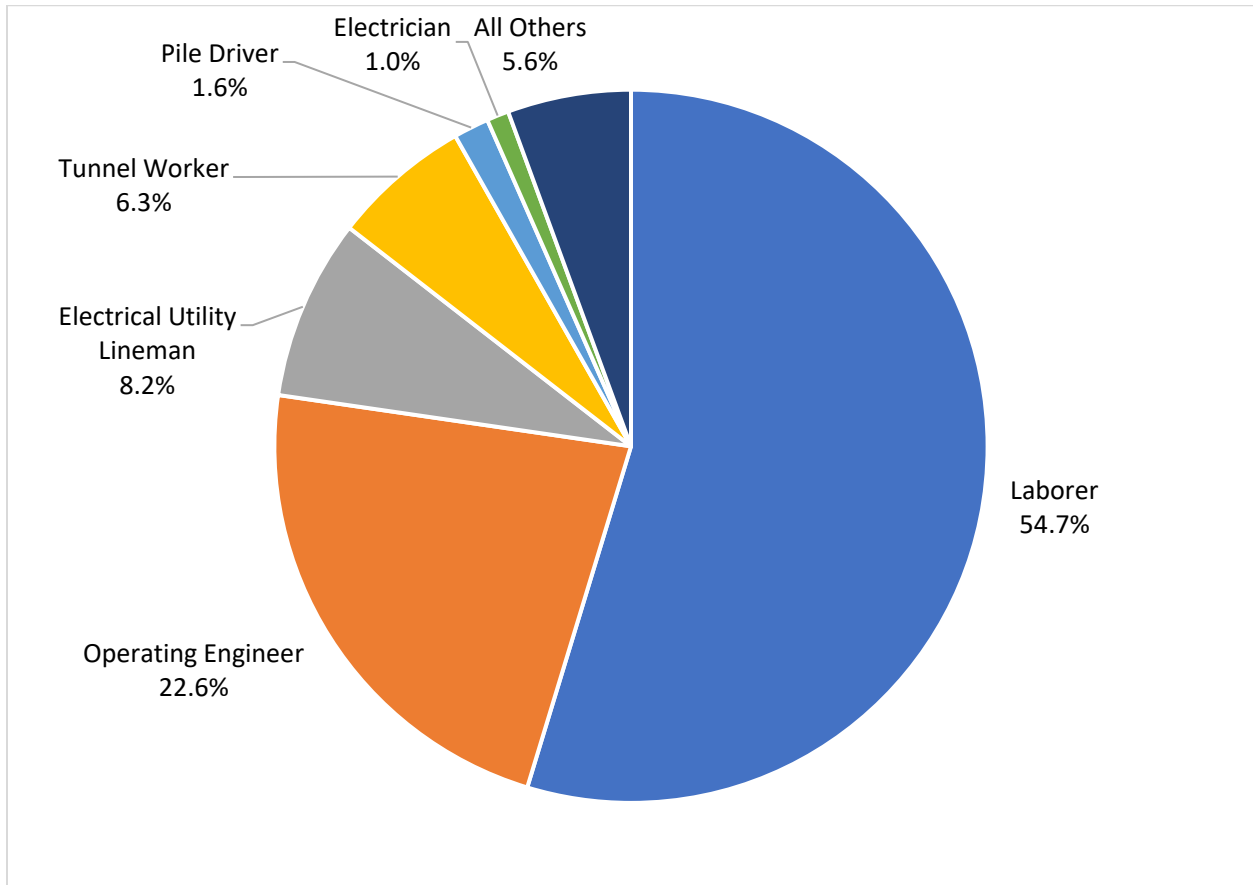
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the HCIP program’s overall totals.

- Contractors reported construction craft hours in 16 craft worker classifications.
- Laborers, Operating Engineers, Electrical Utility Linemen, Tunnel Workers, Pile Drivers and Electricians worked 94.4% of all hours, with 551 thousand combined hours worked.

<b>Cumulative Employment by Craft</b>				
<b>Inception Through June 30, 2023</b>				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	319,788	\$ 19,774,154	54.7%	45.5%
Operating Engineer	132,072	\$ 11,487,296	22.6%	26.4%
Electrical Utility Lineman	48,109	\$ 4,772,665	8.2%	11.0%
Tunnel Worker	36,745	\$ 3,186,977	6.3%	7.3%
Pile Driver	9,331	\$ 800,608	1.6%	1.8%
Electrician	5,754	\$ 743,931	1.0%	1.7%
<b>Top 6 Crafts Sub-Total</b>	<b>551,799</b>	<b>\$ 40,765,630</b>	<b>94.4%</b>	<b>93.8%</b>
Carpenter	5,500	\$ 445,779	0.9%	1.0%
Iron Worker	4,581	\$ 397,422	0.8%	0.9%
Cement Mason	3,354	\$ 239,185	0.6%	0.6%
Painter	1,110	\$ 61,329	0.2%	0.1%
Plumber	1,029	\$ 83,116	0.2%	0.2%
Rofer	921	\$ 67,697	0.2%	0.2%
Field Surveyor	165	\$ 15,797	0.0%	0.0%
Building/Construction Inspector	70	\$ 7,270	0.0%	0.0%
<b>Remaining Apprenticeable Sub-Total</b>	<b>16,730</b>	<b>\$ 1,317,594</b>	<b>2.9%</b>	<b>3.0%</b>
Driver	14,295	\$ 1,245,422	2.4%	2.9%
Teamster	1,974	\$ 134,597	0.3%	0.3%
<b>Total Non-Apprenticeable</b>	<b>16,268</b>	<b>\$ 1,380,019</b>	<b>2.8%</b>	<b>3.2%</b>
<b>Grand Total</b>	<b>584,797</b>	<b>\$ 43,463,243</b>	<b>100.0%</b>	<b>100.0%</b>

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**Chart 2. Craft Utilization Pie Chart**





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**Table 5. Worker Residence by County**

- When comparing the counties where workers are from, San Francisco residents worked 15.9% of all construction hours and earned \$6 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

<b>HCIP-PLA Employment by Top 20 Counties of Residence Through June 30, 2023</b>			
<b>County</b>	<b>Total Craft Hours</b>	<b>Wages &amp; Benefits</b>	<b>% Craft Hours</b>
Tuolumne County	100,217	\$ 7,537,155	17.1%
<b>San Francisco County</b>	<b>92,827</b>	<b>\$ 5,952,502</b>	<b>15.9%</b>
Alameda County	75,826	\$ 5,579,412	13.0%
Contra Costa County	60,726	\$ 3,991,339	10.4%
Stanislaus County	41,846	\$ 3,306,313	7.2%
Calaveras County	23,845	\$ 1,972,356	4.1%
San Joaquin County	21,661	\$ 1,570,778	3.7%
San Mateo County	13,745	\$ 1,014,342	2.4%
Solano County	10,311	\$ 848,049	1.8%
Merced County	8,898	\$ 608,563	1.5%
Santa Clara County	8,886	\$ 815,949	1.5%
San Bernardino County	5,816	\$ 520,938	1.0%
Lake County	5,346	\$ 460,159	0.9%
Mariposa County	5,154	\$ 324,099	0.9%
Butte County	5,153	\$ 369,962	0.9%
Riverside County	4,344	\$ 288,573	0.7%
Los Angeles County	4,084	\$ 280,117	0.7%
Placer County	3,990	\$ 442,508	0.7%
Madera County	3,604	\$ 278,521	0.6%
Sacramento County	3,538	\$ 286,941	0.6%
<b>Top 20 CA Counties</b>	<b>499,816</b>	<b>\$ 36,448,573</b>	<b>85.5%</b>
All Other CA Counties	21,065	\$ 1,684,393	3.6%
Out of State	63,916	\$ 5,330,277	10.9%
<b>Grand Total</b>	<b>584,797</b>	<b>\$ 43,463,243</b>	<b>100.0%</b>

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**Table 6. Worker Residence by Project**

- HH-1001 Moccasin Reservoir Perimeter Security Fence has the highest local worker participation to date on HCIP, with Service Territory workers having worked 82.5% of the project’s total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours				San Francisco	Service Territory	SF and Serv
	Outside	San Francisco	Service Territory	Grand Total			
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,012	-	4,784	5,796	0.0%	82.5%	82.5%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	2,593	-	5,373	7,966	0.0%	67.4%	67.4%
HH-1000R - Mountain Tunnel Improvements Project	93,602	270	142,576	236,448	0.1%	60.3%	60.4%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	29,325	25,372	16,814	71,510	35.5%	23.5%	59.0%
HH-1002R - O’Shaughnessy Dam Fall Protection Improvements and Spillway Access	803	-	986	1,789	0.0%	55.1%	55.1%
HH-1007 - Transmission Line 7/8 Upgrades	4,669	-	5,055	9,724	0.0%	52.0%	52.0%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	54,188	32,145	23,334	109,668	29.3%	21.3%	50.6%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	23,871	12,774	4,835	41,480	30.8%	11.7%	42.5%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	67,005	22,266	11,146	100,418	22.2%	11.1%	33.3%
<b>Grand Total</b>	<b>277,068</b>	<b>92,827</b>	<b>214,902</b>	<b>584,797</b>	<b>15.9%</b>	<b>43.2%</b>	<b>59.1%</b>

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**Apprentice Data**

The California Division of Apprenticeship Standards (DAS) consults with employers to develop a skilled workforce with viable career pathways to increase productivity and strengthen California’s economy. DAS minimum ratios requires apprentices be utilized in the ratios applicable to each craft, generally one apprentice hour to every five journeymen hours at the end of the project. However, an employer can and is encouraged to employ an apprentice as the second person on the job whenever possible and allowed by the apprenticeship program standards.

**Table 7. Apprentice Utilization by Craft**

- On HCIP, 10.3% of the hours in apprenticeable trades have been worked by apprentices.
- Pile Drivers have utilized the most apprentices, with 34.7% of all hours being worked by apprentices.
- Apprentice Laborers have worked 11.6% of their craft’s 319 thousand total hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Pile Driver	3,236	6,095	9,331	34.7%
Painter	376	734	1,110	33.9%
Cement Mason	928	2,426	3,354	27.7%
Carpenter	1,519	3,982	5,500	27.6%
Iron Worker	784	3,798	4,581	17.1%
Laborer	37,252	282,537	319,788	11.6%
Tunnel Worker	3,855	32,890	36,745	10.5%
Operating Engineer	9,315	122,757	132,072	7.1%
Building/Construction Inspector	4	66	70	5.7%
Electrical Utility Lineman	1,480	46,629	48,109	3.1%
Electrician	85	5,670	5,754	1.5%
Field Surveyor	-	165	165	0.0%
Plumber	-	1,029	1,029	0.0%
Roofer	-	921	921	0.0%
<b>Apprenticeable Subtotal</b>	<b>58,831</b>	<b>509,697</b>	<b>568,529</b>	<b>10.3%</b>
Driver	-	14,295	14,295	0.0%
Teamster	-	1,974	1,974	0.0%
<b>Grand Total</b>	<b>58,831</b>	<b>525,966</b>	<b>584,797</b>	<b>10.1%</b>

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**Table 8. Apprentice Utilization by Project**

The table below lists HCIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire HCIP is 10.1%.

- HH-1002R O’Shaughnessy Dam Fall Protection Improvements and Spillway Access has the highest apprentice utilization ratio, with 32.3% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
HH-1002R - O’Shaughnessy Dam Fall Protection Improvements and Spillway Access	579	1,210	1,789	32.3%
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,393	4,403	5,796	24.0%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	1,067	6,899	7,966	13.4%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	13,383	96,285	109,668	12.2%
HH-1000R - Mountain Tunnel Improvements Project	23,987	212,461	236,448	10.1%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	9,017	91,401	100,418	9.0%
HH-1007 - Transmission Line 7/8 Upgrades	836	8,888	9,724	8.6%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	3,167	38,313	41,480	7.6%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	5,405	66,105	71,510	7.6%
<b>Grand Total</b>	<b>58,831</b>	<b>525,966</b>	<b>584,797</b>	<b>10.1%</b>

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**Substance Abuse Prevention**

The PLA requires pre-employment alcohol and drug testing for all covered employees. The policy also allows testing where the contractor has reasonable cause to believe that the employee has used drugs or alcohol, and mandates testing where a contractor concludes that an employee was under the influence of drugs or alcohol at the time of an accident.

**Table 9. Workers’ Pre-Employment Clearance Data**

- 160 pre-employment tests have been on HCIP with a total non-negative screening rate of **1.8%**.
- During the quarter, 14 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

<b>HCIP - Covered by PLA Substance Abuse Testing Summary</b> Tests Administered to Individuals Cleared to Work Through 06/30/2023	
Project	Number Cleared
HH-1000R - Mountain Tunnel Improvement Project	116
HH-1007 - Transmission Line 7/8 Upgrades	22
DB-129.1 - Bay Corridor Transmission and Distribution – Phase 2 (2019) North	13
HH-1001 - Moccasin Reservoir Perimeter Security Fence	9
<b>Total Cleared</b>	<b>160</b>

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**History of the WSIP PLA and SSIP Extension Agreement**

On April 8, 2003, the San Francisco Board of Supervisors adopted Resolution 223-03 urging the SFPUC to develop plans for a Project Labor Agreement covering the capital improvement program to rehabilitate, repair, and upgrade the Hetch Hetchy Water System.

On May 20, 2003, the San Francisco Board of Supervisors adopted Resolution 350-03 urging the SFPUC to include social justice components in the Project Labor Agreement covering the Hetch Hetchy Water System upgrade.

On May 11, 2006, the San Francisco Board of Supervisors amended the San Francisco Administrative Code to establish a PUC Small firm Advisory Committee to provide for the certification of small construction contractors located outside San Francisco and within the SFPUC service territory for work on SFPUC construction projects, including those covered by the WSIP PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 to authorize SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program. Resolution No. 06-0049 concluded that the governmental interests of the SFPUC were furthered by a project labor agreement as follows:

“There are numerous advantages in moving forward on the negotiation of a PLA, which include but are not limited to the following: creates framework for labor harmony; militates against construction delays; assures steady supply of qualified labor; provides employment, career, and local business opportunities; and other benefits ...”

On March 26, 2007, the SFPUC approved the negotiated agreement. The PLA requires construction contractors to utilize workers dispatched by signatory unions, and prohibits the unions and contractors from participating in strikes, lockouts, or other disruptions to the work. The PLA provides a procedure for adjudicating conflicting jurisdictional claims between the unions, provides for uniform hours of work, overtime, shifts and holidays, encourages the recruitment and training of low-income residents of the SFPUC service territory, and requires substance abuse testing for all covered workers. The first implementation of the PLA was on the WD-2504 Stanford Heights Reservoir Seismic Retrofit and Improvement project, which the SFPUC awarded to S.J. Amoroso Construction Company, LLC., on June 26, 2007, in the amount of \$17,899,960.

In 2008, the Commission approved Addendum No. 1 of the Agreement, which extended the Agreement to the Advanced Meter Infrastructure (AMI) project.

In May 2016, the Commission approved an Extension Agreement, which applied the terms of the PLA, as modified in the Extension Agreement, to Sewer System Improvement Program (SSIP) projects and the AWSS Pumping Station 2 project.

### **Governance and Certified Payroll Reporting System**

The parties to the PLA have established a four-person Joint Administrative Committee (JAC) that reviews the implementation and progress of the PLA and provides guidance to questions or concerns that arise in connection with the PLA. The Workforce and Economic Program Services team, within the SFPUC's Infrastructure Division, administers the PLA under the advisement of the JAC.

Prior to the commencement of construction, representatives of participating contractors and subcontractors, the unions, and SFPUC staff, are required to attend a PLA Pre-Job Conference. At the conference, the general contractor and subcontractors must present their scope of work and make work assignments to the respective unions based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures identified in the PLA, as specified for the trades involved, is invoked so as to prevent delay or disruption of the work.

All SFPUC construction projects utilize the City's authorized labor compliance reporting program, currently the web-based system, LCPtracker, Inc. The data from the certified payrolls records collected by LCPtracker, Inc., has been compiled to produce the information in this report.

