

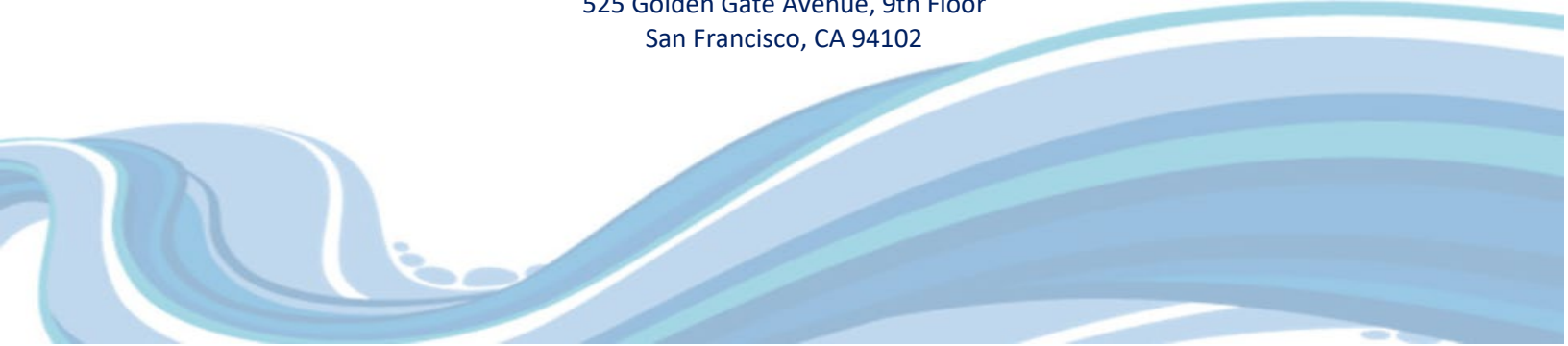


San Francisco
Water Power Sewer
Services of the San Francisco Public Utilities Commission

Water Enterprise Capital Improvement Program Project Labor Agreement Quarterly Report

**October 1, 2022, through December 31, 2022
(Second 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
Water Enterprise Capital Improvement Program Project Labor Agreement
Quarterly Report – Second Quarter FY 2022-2023

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Executive Summary

Contracting and Employment Highlights – Program to Date

- Twelve (12) construction contracts, with a combined value of \$340.5 million, have been awarded.
- 137,644 total craft hours have been worked by 1,200 workers who earned \$10.6 million in wages and benefits.
- 173 San Francisco residents worked 33,373 hours and earned over \$2.4 million in wages and benefits on WECIP projects representing 24.2% of covered hours.
- 474 residents of the SFPUC’s Regional Service Territory worked 53,103 hours (38.6%) and earned \$4.1 million in wages and benefits.
- 208 pre-employment substance abuse tests have been administered to employees cleared to work on WECIP projects as of December 31, 2022.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through December 31, 2022		
	Hours	Wages & Benefits	Worker Count
Outside	51,168	\$ 4,039,968	562
San Francisco	33,373	\$ 2,438,807	173
Service Territory	53,103	\$ 4,086,620	474
Grand Total	137,644	\$ 10,565,395	1,200
Comb. SF and Serv.	86,476	\$ 6,525,427	647

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Contracting and Employment Highlights – During the Quarter

- One contract was awarded during the quarter.
 - WD-2845 - Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2 was awarded to EXARO Technologies Corporation, for \$3,274,441
- 195 construction workers worked 10,007 hours and earned \$809,533 in wages and benefits.
- 46 San Francisco residents worked 3,934 hours and earned \$327,655 in wages and benefits.
- 63 SFPUC Service Territory residents worked 1,887 hours and earned \$148,751 in wages and benefits.
- 6 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

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	4,187	\$ 333,126	86
San Francisco	3,934	\$ 327,655	46
Service Territory	1,887	\$ 148,751	63
Grand Total	10,007	\$ 809,533	195
Comb. SF and Serv.	5,820	\$ 476,406	109

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Table 3. List of WECIP Construction Contracts

- One contract was awarded during the quarter.
 - WD-2845 - Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2 was awarded to EXARO Technologies Corporation, for \$3,274,441.

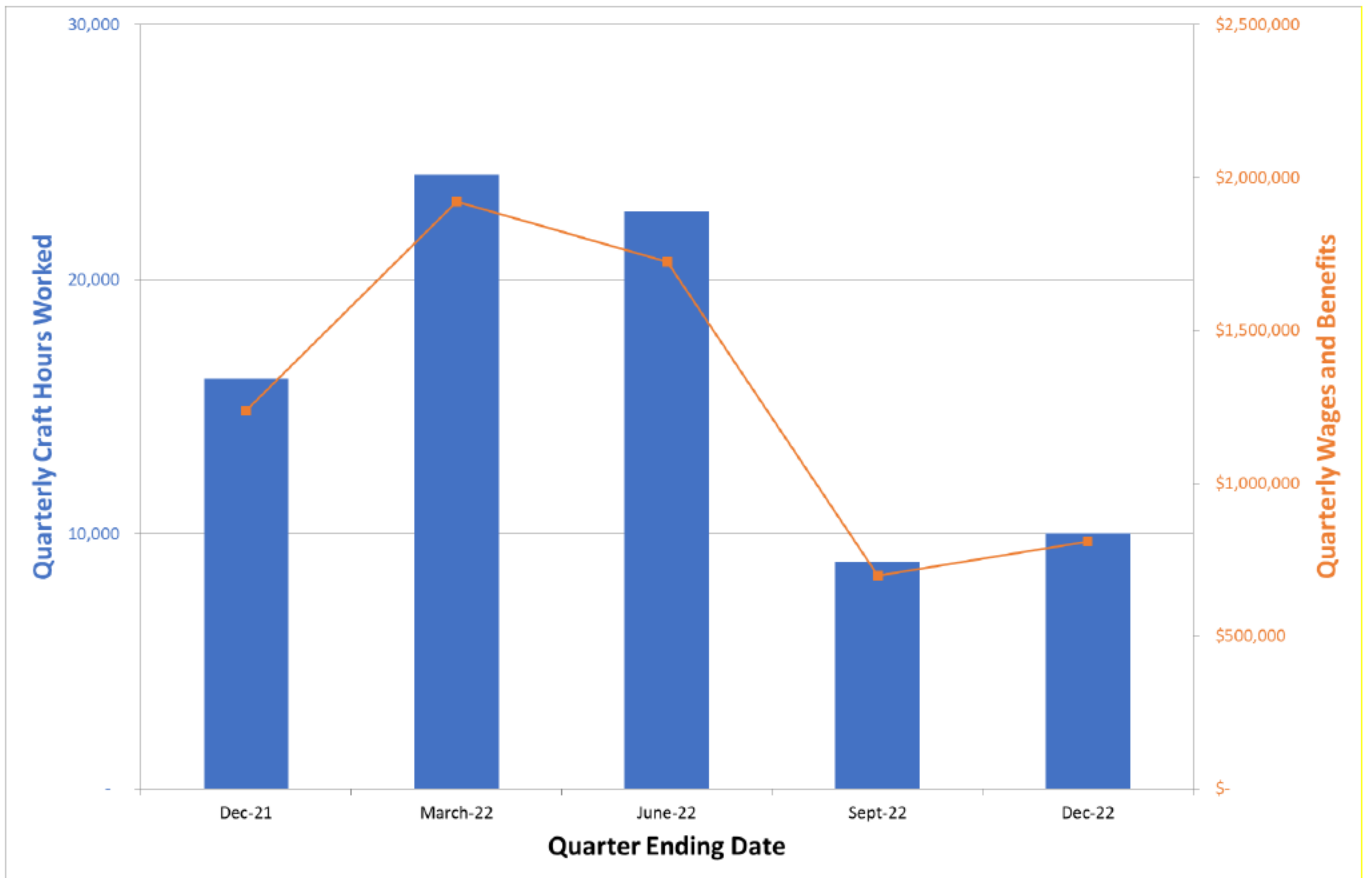
Sorted by Award Date (newest to oldest)

WECIP Construction Contracts				
Inception through December 31, 2022				
Contract	Project	Award Date	Prime Contractor	Original
WD-2845	Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2	10/24/2022	EXARO Technologies Corporation	\$ 3,274,441
WD-2887	Harry Tracy Water Treatment Plant – Filters No. 1 to 6 Underdrain Replacement	7/12/2022	Anvil Builders Inc.	\$ 9,264,300
WD-2879R	City Distribution Division Campus at 2000 Marin	6/28/2022	Clark Construction Group	\$ 260,450,682
WD-2871	Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	11/9/2021	Cal State Constructors	\$ 1,769,014
WD-2880R	Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	8/10/2021	Galleria Inc., DBA Trico Construction	\$ 1,328,039
WD-2717	College Hill Reservoir Outlet Structure and Pipeline	6/8/2021	Ranger Pipelines	\$ 12,180,497
WD-2865	Sunol Regional Wilderness Park Water System	2/9/2021	Cratus, Inc	\$ 2,395,280
WD-2870(I)	Millbrae Warehouse Loading Dock Repair	1/27/2021	Ronan Construction	\$ 570,745
WD-2858R	Sunol Valley Water Treatment Plant Water Quality Modular Office	10/13/2020	Alta Group, Inc.	\$ 1,096,200
WD-2861	Auxiliary Water Supply System Clarendon Supply 2019	9/8/2020	Mitchell Engineering	\$ 2,685,720
WD-2794B	Sunol Long Term Improvements - Alameda Creek Watershed Center	12/10/2019	S.J. Amoroso Construction Company, Inc.	\$ 27,577,000
WD-2687R	AWSS Pumping Station No. 2 Improvements	9/12/2017	Rubecon Builders, Inc.	\$ 17,949,125
12 Projects				\$ 340,541,043

Summary Tables and Charts

Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 10,007 hours and earned \$809,533 in wages and benefits.



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Table 4. Craft Utilization Table

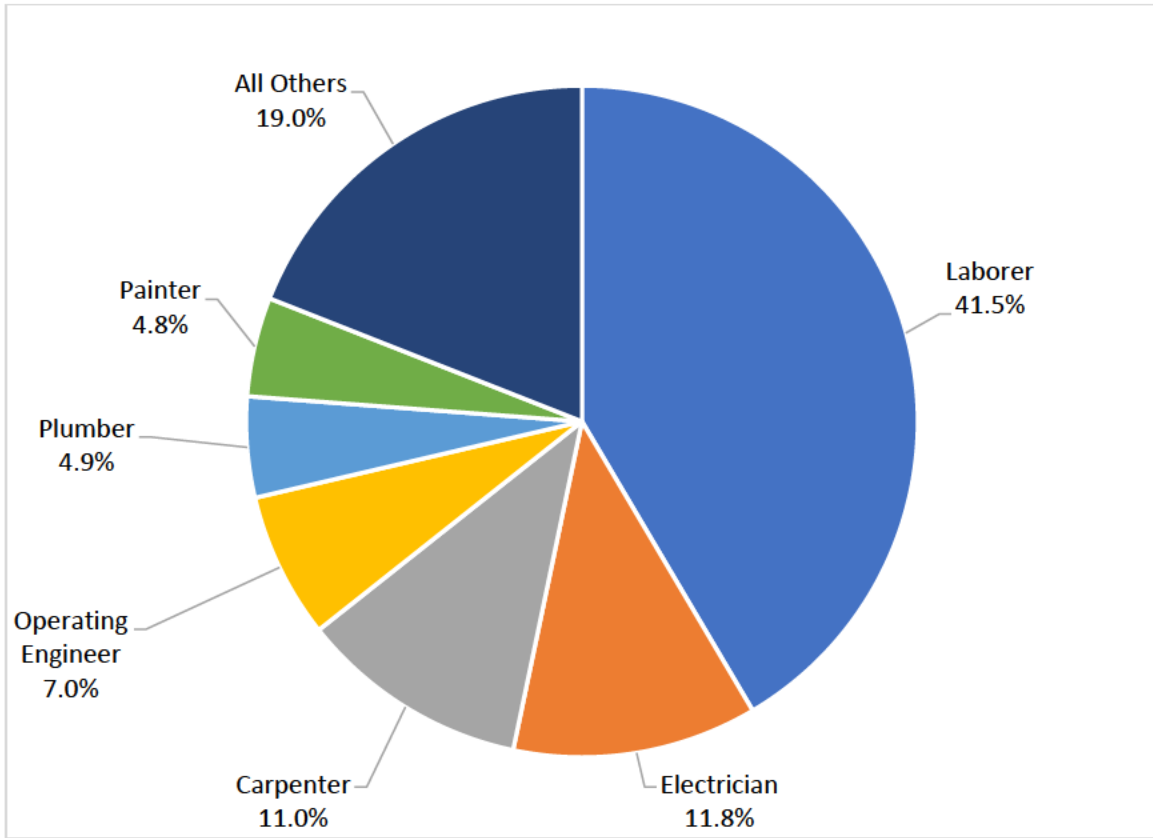
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the WECIP program’s overall totals.

- Contractors reported construction craft hours in 25 craft worker classifications.
- Laborers, Electrician, Carpenters, Operating Engineer, Plumber, and Painters worked 81% of all hours, with 111,454 combined hours worked.

Cumulative Employment by Craft				
Inception Through December 31, 2022				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	57,134	\$ 3,406,618	41.5%	32.2%
Electrician	16,216	\$ 1,741,850	11.8%	16.5%
Carpenter	15,209	\$ 1,257,439	11%	11.9%
Operating Engineer	9,647	\$ 870,970	7%	8.2%
Plumber	6,678	\$ 655,011	5%	6.2%
Painter	6,569	\$ 577,284	5%	5.5%
Top 6 Crafts Sub-Total	111,454	\$ 8,509,172	81.0%	80.5%
Iron Worker	5,124	\$ 365,519	3.7%	3.5%
Sheet Metal Worker	4,764	\$ 462,378	3.5%	4.4%
Glazier	3,416	\$ 302,944	2.5%	2.9%
Roofer	2,767	\$ 161,730	2.0%	1.5%
Drywall Installer/Lather	2,740	\$ 235,814	2.0%	2.2%
Cement Mason	2,330	\$ 165,720	1.7%	1.6%
Tile Setter	1,449	\$ 116,172	1.1%	1.1%
Building/Construction Inspector	1,057	\$ 85,399	0.8%	0.8%
Tile Finisher	1,026	\$ 53,725	0.7%	0.5%
Terrazzo Finisher	541	\$ 24,853	0.4%	0.2%
Asbestos Worker	242	\$ 23,723	0.2%	0.2%
Field Surveyor	126	\$ 8,585	0.1%	0.1%
Carpet Layer	100	\$ 7,990	0.1%	0.1%
Bricklayer	32	\$ 2,890	0.0%	0.0%
Marble Mason	15	\$ 1,338	0.0%	0.0%
Marble Finisher	13	\$ 776	0.0%	0.0%
Terrazzo Worker	7	\$ 371	0.0%	0.0%
Pile Driver	2	\$ 217	0.0%	0.0%
Remaining Apprenticeable Sub-Total	25,748	\$ 2,020,142	18.7%	19.1%
Driver	442	\$ 36,081	0.3%	0.3%
Total Non-Apprenticeable	442	\$ 36,081	0.3%	0.3%
Grand Total	137,644	\$ 10,565,395	100.0%	100.0%

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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’s residents worked 24.2% of all the construction hours and earned \$2.4 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

WECIP-PLA Employment by Top 20 Counties of Residence Through December 31, 2022			
County	Total Craft Hours	Wages & Benefits	% Craft Hours
San Francisco County	33,373	\$ 2,438,807	24.2%
Alameda County	26,512	\$ 2,117,774	19.3%
Santa Clara County	14,109	\$ 1,131,255	10.3%
Contra Costa County	11,913	\$ 902,010	8.7%
San Mateo County	11,608	\$ 819,768	8.4%
Solano County	8,720	\$ 749,217	6.3%
San Joaquin County	6,805	\$ 475,351	4.9%
Sonoma County	6,098	\$ 613,170	4.4%
Santa Cruz County	2,758	\$ 178,258	2.0%
Marin County	2,739	\$ 139,987	2.0%
Sacramento County	1,707	\$ 105,423	1.2%
Napa County	1,561	\$ 151,292	1.1%
Stanislaus County	1,175	\$ 85,386	0.9%
San Benito County	1,172	\$ 88,727	0.9%
Fresno County	991	\$ 81,479	0.7%
El Dorado County	729	\$ 40,954	0.5%
Merced County	665	\$ 44,116	0.5%
Riverside County	551	\$ 48,953	0.4%
Monterey County	533	\$ 30,343	0.4%
Placer County	332	\$ 21,938	0.2%
Top 20 CA Counties	134,047	\$ 10,264,207	97.4%
All Other CA Counties	1,660	\$ 132,260	1.2%
Out of State	1,937	\$ 168,928	1.4%
Grand Total	137,644	\$ 10,565,395	100.0%

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Table 6. Worker Residence by Project

- WD-2871 Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement has the highest local worker participation to date on WECIP, with San Francisco and SFPUC Regional Service Territory workers having worked 94.7% 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
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	8	87	55	150	58.0%	36.7%	94.7%
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	961	1,668	2,251	4,880	34.2%	46.1%	80.3%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	727	1,483	1,235	3,445	43.1%	35.8%	78.9%
WD-2865 - Sunol Regional Wilderness Park Water System	1,353	2,461	2,456	6,269	39.3%	39.2%	78.4%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	5,194	7,370	2,472	15,035	49.0%	16.4%	65.5%
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	16,560	13,963	12,590	43,113	32.4%	29.2%	61.6%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	22,124	3,007	30,906	56,036	5.4%	55.2%	60.5%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair	501	558	180	1,239	45.0%	14.5%	59.6%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	758	614	448	1,820	33.7%	24.6%	58.3%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacement	1,606	1,296	260	3,161	41.0%	8.2%	49.2%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Replacement	1,377	870	251	2,497	34.8%	10.1%	44.9%
Grand Total	51,168	33,373	53,103	137,644	24.2%	38.6%	62.8%

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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 WECIP, 16.2% of all craft hours in apprenticeable trades have been worked by apprentices.
- Field Surveyor have utilized the most apprentices, with 45.0% of all hours being worked by apprentices.
- Apprentice Laborers have worked 15.5% of the Laborers’ 57 thousand total craft hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Field Surveyor	57	69	126	45.0%
Roofer	1,231	1,537	2,767	44.5%
Drywall Installer/Lather	786	1,954	2,740	28.7%
Carpet Layer	24	76	100	24.0%
Tile Finisher	234	792	1,026	22.8%
Electrician	3,568	12,649	16,216	22.0%
Plumber	1,382	5,297	6,678	20.7%
Iron Worker	1,009	4,115	5,124	19.7%
Carpenter	2,905	12,304	15,209	19.1%
Sheet Metal Worker	860	3,904	4,764	18.1%
Laborer	8,849	48,285	57,134	15.5%
Painter	782	5,787	6,569	11.9%
Tile Setter	139	1,310	1,449	9.6%
Cement Mason	106	2,224	2,330	4.5%
Operating Engineer	258	9,389	9,647	2.7%
Glazier	56	3,360	3,416	1.6%
Building/Construction Inspector	13	1,044	1,057	1.2%
Asbestos Worker	-	242	242	0.0%
Bricklayer	-	32	32	0.0%
Marble Finisher	-	13	13	0.0%
Marble Mason	-	15	15	0.0%
Pile Driver	-	2	2	0.0%
Terrazzo Finisher	-	541	541	0.0%
Terrazzo Worker	-	7	7	0.0%
Apprenticeable Subtotal	22,256	114,946	137,202	16.2%
Driver	-	442	442	0.0%
Grand Total	22,256	115,388	137,644	16.2%

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Table 8. Apprentice Utilization by Project

The table below lists WECIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire WECIP is 16.2%.

- WD-2687R Auxiliary Water Supply System Pumping Station No.2 Improvements has the highest apprentice utilization ratio, with 24.2% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	10,428	32,685	43,113	24.2%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	711	2,734	3,445	20.6%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	8,291	47,745	56,036	14.8%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	236	1,584	1,820	13.0%
WD-2865 - Sunol Regional Wilderness Park Water System	770	5,499	6,269	12.3%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	1,406	13,630	15,035	9.3%
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	349	4,531	4,880	7.2%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacement	66	3,095	3,161	2.1%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair	-	1,239	1,239	0.0%
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Am	-	150	150	0.0%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Repl	-	2,497	2,497	0.0%
Grand Total	22,256	115,388	137,644	16.2%

Substance Abuse Prevention Program and Safety

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

- 208 pre-employment tests have been administered on SSIP with a total non-negative screening rate of **3%**.
- During the quarter, 6 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

WECIP - Covered by PLA Substance Abuse Testing Summary Tests Administered to Individuals Cleared to Work Through 12/31/2022	
Project	Number Cleared
WD-2794B - Sunol Long Term Improvements Alameda Creek Watershed Center	111
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	46
WD-2717 - College Hill Reservoir Outlet Structure And Pipeline	31
WD-2687R - AWSS Pumping Station No.2 Improvement	20
Total Cleared	208

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 San Francisco Public Utilities Commission (SFPUC) to develop plans for a Project Labor Agreement (PLA) 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 PLA 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 Small Firm Advisory Committee to provide for the certification of small construction contractors located outside of San Francisco and within the SFPUC Regional Service Territory for work on SFPUC construction projects, including those covered by the PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 authorizing SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program (WSIP). 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; mitigates 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 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 Joint Administrative Committee.

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 union assignments of the work based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures, 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. have been compiled to produce the information in this report.



San Francisco
Water Power Sewer
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**Water Enterprise Capital Improvement Program
Project Labor Agreement
Quarterly Report**

**January 1, 2023, through March 31, 2023
(Third Quarter FY 2022-2023)**

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Executive Summary

Contracting and Employment Highlights – Program to Date

- Thirteen (13) construction contracts, with a combined value of \$367.2 million, have been awarded.
- 142,449 total craft hours have been worked by 1,235 workers who earned \$10.9 million in wages and benefits.
- 188 San Francisco residents worked 34,742 hours and earned over \$2.5 million in wages and benefits on WECIP projects representing 24.4% of covered hours.
- 480 residents of the SFPUC’s Regional Service Territory worked 54,466 hours (38.2%) and earned \$4.2 million in wages and benefits.
- 211 pre-employment substance abuse tests have been administered to employees cleared to work on WECIP projects as of March 31, 2023.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through March 31, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	53,241	\$ 4,202,659	576
San Francisco	34,742	\$ 2,554,711	188
Service Territory	54,466	\$ 4,192,306	480
Grand Total	142,449	\$ 10,949,676	1,235
Comb. SF and Serv.	89,208	\$ 6,747,017	668

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Contracting and Employment Highlights – During the Quarter

- One contract was awarded during the quarter.
 - WD-2889 - As Needed Water Service Line Replacements was awarded to JMB Construction, Inc. for \$26,663,850
- 88 construction workers worked 4,805 hours and earned \$384,281 in wages and benefits.
- 23 San Francisco residents worked 1,369 hours and earned \$115,904 in wages and benefits.
- 30 SFPUC Service Territory residents worked 1,364 hours and earned \$105,687 in wages and benefits.
- 3 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

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	2,073	\$ 162,691	35
San Francisco	1,369	\$ 115,904	23
Service Territory	1,364	\$ 105,687	30
Grand Total	4,805	\$ 384,281	88
Comb. SF and Serv.	2,732	\$ 221,591	53

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Table 3. List of WECIP Construction Contracts

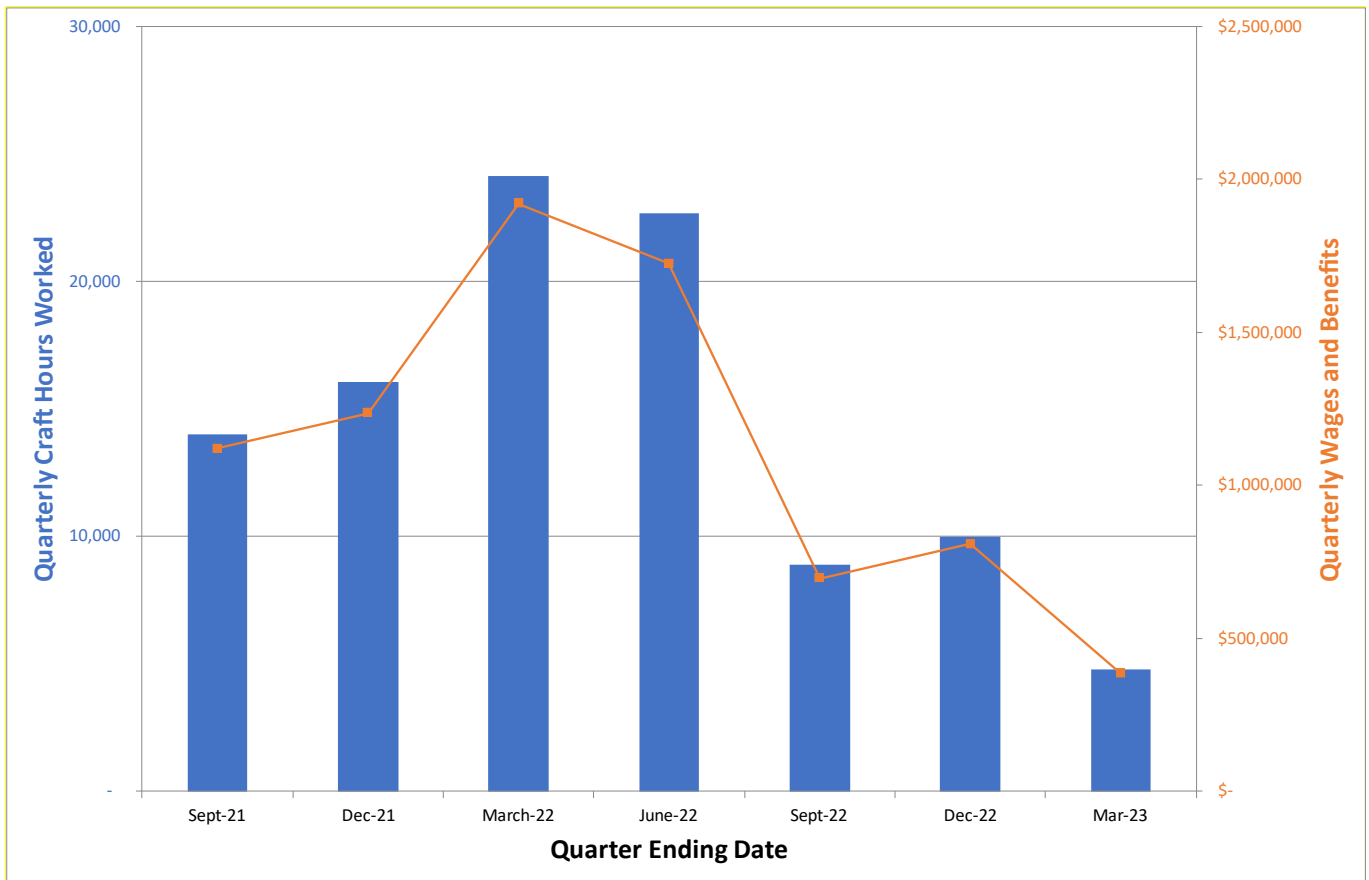
Sorted by Award Date (newest to oldest)

WECIP Construction Contracts				
Inception through March 31, 2023				
Contract	Project	Award Date	Prime Contractor	Original
WD-2889	As Needed Water Service Line Replacements	1/24/2023	JMB Construction, Inc.	\$ 26,663,850
WD-2845	Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2	10/24/2022	EXARO Technologies Corporation	\$ 3,274,441
WD-2887	Harry Tracy Water Treatment Plant – Filters No. 1 to 6 Underdrain Replacement	7/12/2022	Anvil Builders Inc.	\$ 9,264,300
WD-2879R	City Distribution Division Campus at 2000 Marin	6/28/2022	Clark Construction Group	\$ 260,450,682
WD-2871	Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	11/9/2021	Cal State Constructors	\$ 1,769,014
WD-2880R	Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	8/10/2021	Galleria Inc., DBA Trico Construction	\$ 1,328,039
WD-2717	College Hill Reservoir Outlet Structure and Pipeline	6/8/2021	Ranger Pipelines	\$ 12,180,497
WD-2865	Sunol Regional Wilderness Park Water System	2/9/2021	Cratus, Inc	\$ 2,395,280
WD-2870(I)	Millbrae Warehouse Loading Dock Repair	1/27/2021	Ronan Construction	\$ 570,745
WD-2858R	Sunol Valley Water Treatment Plant Water Quality Modular Office	10/13/2020	Alta Group, Inc.	\$ 1,096,200
WD-2861	Auxiliary Water Supply System Clarendon Supply 2019	9/8/2020	Mitchell Engineering	\$ 2,685,720
WD-2794B	Sunol Long Term Improvements - Alameda Creek Watershed Center	12/10/2019	S.J. Amoroso Construction Company, Inc.	\$ 27,577,000
WD-2687R	AWSS Pumping Station No. 2 Improvements	9/12/2017	Rubecan Builders, Inc.	\$ 17,949,125
13 Projects				\$ 367,204,893

Summary Tables and Charts

Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 4,805 hours and earned \$384,281 in wages and benefits.



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Table 4. Craft Utilization Table

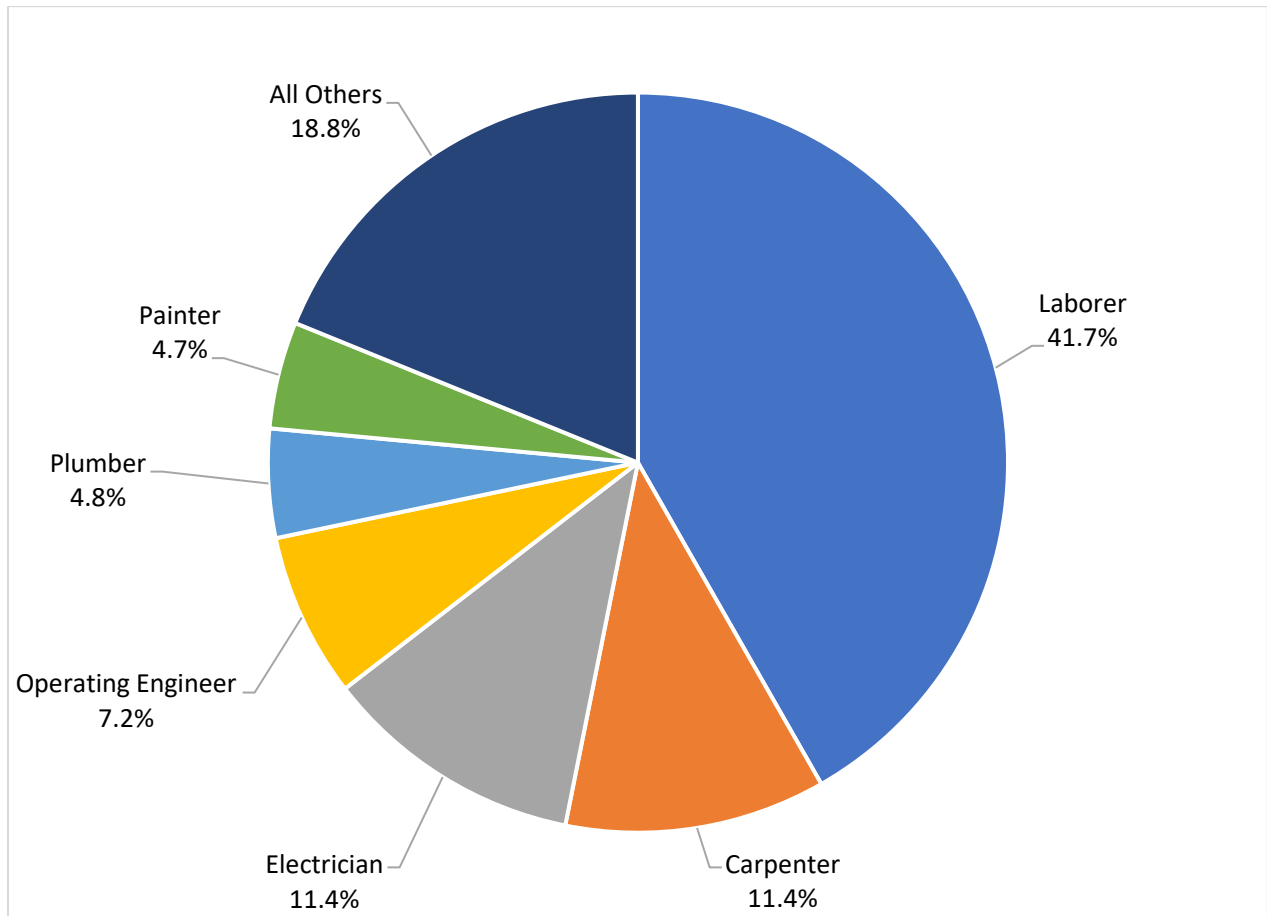
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the WECIP program’s overall totals.

- Contractors reported construction craft hours in 25 craft worker classifications.
- Laborers, Carpenters, Electrician, Operating Engineer, Plumber, and Painters worked 81.2% of all hours, with 115,608 combined hours worked.

Cumulative Employment by Craft				
Inception Through March 31, 2023				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	59,467	\$ 3,568,799	41.7%	32.6%
Carpenter	16,241	\$ 1,352,254	11.4%	12.3%
Electrician	16,228	\$ 1,743,267	11%	15.9%
Operating Engineer	10,234	\$ 928,543	7%	8.5%
Plumber	6,773	\$ 663,535	5%	6.1%
Painter	6,665	\$ 583,061	5%	5.3%
Top 6 Crafts Sub-Total	115,608	\$ 8,839,458	81.2%	80.7%
Iron Worker	5,132	\$ 366,197	3.6%	3.3%
Sheet Metal Worker	4,802	\$ 466,364	3.4%	4.3%
Glazier	3,514	\$ 311,882	2.5%	2.8%
Roofer	2,932	\$ 173,078	2.1%	1.6%
Drywall Installer/Lather	2,740	\$ 235,814	1.9%	2.2%
Cement Mason	2,530	\$ 181,996	1.8%	1.7%
Tile Setter	1,449	\$ 116,172	1.0%	1.1%
Building/Construction Inspector	1,099	\$ 88,873	0.8%	0.8%
Tile Finisher	1,026	\$ 53,725	0.7%	0.5%
Terrazzo Finisher	541	\$ 24,853	0.4%	0.2%
Asbestos Worker	242	\$ 23,723	0.2%	0.2%
Field Surveyor	126	\$ 8,585	0.1%	0.1%
Carpet Layer	100	\$ 7,990	0.1%	0.1%
Pile Driver	89	\$ 8,263	0.1%	0.1%
Bricklayer	32	\$ 2,890	0.0%	0.0%
Marble Mason	15	\$ 1,338	0.0%	0.0%
Marble Finisher	13	\$ 776	0.0%	0.0%
Terrazzo Worker	7	\$ 371	0.0%	0.0%
Remaining Apprenticeable Sub-Total	26,386	\$ 2,072,888	18.5%	18.9%
Driver	455	\$ 37,329	0.3%	0.3%
Total Non-Apprenticeable	455	\$ 37,329	0.3%	0.3%
Grand Total	142,449	\$ 10,949,676	100.0%	100.0%

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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’s residents worked 24.4% of all the construction hours and earned \$2.6 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

WECIP-PLA Employment by Top 20 Counties of Residence Through March 31, 2023			
County	Total Craft Hours	Wages & Benefits	% Craft Hours
San Francisco County	34,742	\$ 2,554,711	24.4%
Alameda County	27,123	\$ 2,160,889	19.0%
Santa Clara County	14,625	\$ 1,168,558	10.3%
Contra Costa County	12,711	\$ 961,591	8.9%
San Mateo County	11,866	\$ 841,626	8.3%
Solano County	9,488	\$ 813,855	6.7%
San Joaquin County	7,195	\$ 508,233	5.1%
Sonoma County	6,147	\$ 618,523	4.3%
Santa Cruz County	2,764	\$ 178,480	1.9%
Marin County	2,739	\$ 139,987	1.9%
Sacramento County	1,713	\$ 105,658	1.2%
Napa County	1,587	\$ 153,893	1.1%
Stanislaus County	1,175	\$ 85,386	0.8%
San Benito County	1,172	\$ 88,727	0.8%
Fresno County	991	\$ 81,479	0.7%
El Dorado County	736	\$ 41,371	0.5%
Merced County	665	\$ 44,116	0.5%
Riverside County	551	\$ 48,953	0.4%
Monterey County	533	\$ 30,343	0.4%
Placer County	332	\$ 21,938	0.2%
Top 20 CA Counties	138,850	\$ 10,648,317	97.5%
All Other CA Counties	1,662	\$ 132,432	1.2%
Out of State	1,937	\$ 168,928	1.4%
Grand Total	142,449	\$ 10,949,676	100.0%

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Table 6. Worker Residence by Project

- WD-2871 Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement has the highest local worker participation to date on WECIP, with San Francisco and SFPUC Regional Service Territory workers having worked 94.7% 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
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	8	87	55	150	58.0%	36.7%	94.7%
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	961	1,668	2,251	4,880	34.2%	46.1%	80.3%
WD-2865 - Sunol Regional Wilderness Park Water System	1,353	2,461	2,456	6,269	39.3%	39.2%	78.4%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	831	1,698	1,236	3,764	45.1%	32.8%	77.9%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	5,676	8,214	2,609	16,498	49.8%	15.8%	65.6%
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	16,576	13,963	12,598	43,137	32.4%	29.2%	61.6%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	22,480	3,064	31,292	56,835	5.4%	55.1%	60.4%
WD-2870(l) - Millbrae Warehouse Loading Dock Repair	501	558	180	1,239	45.0%	14.5%	59.6%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	758	614	448	1,820	33.7%	24.6%	58.3%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacement	2,722	1,549	1,091	5,361	28.9%	20.4%	49.2%
WW-671(l) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Replacement	1,377	870	251	2,497	34.8%	10.1%	44.9%
Grand Total	53,241	34,742	54,466	142,449	24.4%	38.2%	62.6%

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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 WECIP, 15.9% of all craft hours in apprenticeable trades have been worked by apprentices.
- Field Surveyor have utilized the most apprentices, with 45.0% of all hours being worked by apprentices.
- Apprentice Laborers have worked 14.9% of the Laborers’ 59 thousand total craft hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Field Surveyor	57	69	126	45.0%
Roofer	1,279	1,654	2,932	43.6%
Drywall Installer/Lather	786	1,954	2,740	28.7%
Carpet Layer	24	76	100	24.0%
Tile Finisher	234	792	1,026	22.8%
Electrician	3,568	12,661	16,228	22.0%
Plumber	1,412	5,361	6,773	20.8%
Iron Worker	1,009	4,123	5,132	19.7%
Carpenter	3,025	13,217	16,241	18.6%
Sheet Metal Worker	877	3,925	4,802	18.3%
Laborer	8,849	50,618	59,467	14.9%
Painter	782	5,883	6,665	11.7%
Tile Setter	139	1,310	1,449	9.6%
Cement Mason	106	2,424	2,530	4.2%
Operating Engineer	323	9,911	10,234	3.2%
Glazier	56	3,458	3,514	1.6%
Building/Construction Inspector	13	1,086	1,099	1.1%
Asbestos Worker	-	242	242	0.0%
Bricklayer	-	32	32	0.0%
Marble Finisher	-	13	13	0.0%
Marble Mason	-	15	15	0.0%
Pile Driver	-	89	89	0.0%
Terrazzo Finisher	-	541	541	0.0%
Terrazzo Worker	-	7	7	0.0%
Apprenticeable Subtotal	22,536	119,458	141,994	15.9%
Driver	-	455	455	0.0%
Grand Total	22,536	119,913	142,449	15.8%

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Table 8. Apprentice Utilization by Project

The table below lists WECIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire WECIP is 15.8%.

- WD-2687R Auxiliary Water Supply System Pumping Station No.2 Improvements has the highest apprentice utilization ratio, with 24.2% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	10,428	32,709	43,137	24.2%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	711	3,054	3,764	18.9%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	8,339	48,497	56,835	14.7%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	236	1,584	1,820	13.0%
WD-2865 - Sunol Regional Wilderness Park Water System	770	5,499	6,269	12.3%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	1,471	15,028	16,498	8.9%
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	349	4,531	4,880	7.2%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacement	234	5,128	5,361	4.4%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair	-	1,239	1,239	0.0%
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Amr	-	150	150	0.0%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Repl	-	2,497	2,497	0.0%
Grand Total	22,536	119,913	142,449	15.8%

Substance Abuse Prevention Program and Safety

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

- 211 pre-employment tests have been administered on SSIP with a total non-negative screening rate of **3%**.
- During the quarter, 3 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

WECIP - Covered by PLA Substance Abuse Testing Summary Tests Administered to Individuals Cleared to Work Through 12/31/2022	
Project	Number Cleared
WD-2794B - Sunol Long Term Improvements Alameda Creek Watershed Center	111
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	46
WD-2717 - College Hill Reservoir Outlet Structure And Pipeline	34
WD-2687R - AWSS Pumping Station No.2 Improvement	20
Total Cleared	211

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 San Francisco Public Utilities Commission (SFPUC) to develop plans for a Project Labor Agreement (PLA) 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 PLA 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 Small Firm Advisory Committee to provide for the certification of small construction contractors located outside of San Francisco and within the SFPUC Regional Service Territory for work on SFPUC construction projects, including those covered by the PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 authorizing SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program (WSIP). 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; mitigates 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 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 Joint Administrative Committee.

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 union assignments of the work based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures, 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. have been compiled to produce the information in this report.



San Francisco
Water Power Sewer
Services of the San Francisco Public Utilities Commission

**Water Enterprise 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
Water Enterprise Capital Improvement Program Project Labor Agreement
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Executive Summary

Contracting and Employment Highlights – Program to Date

- Thirteen (13) construction contracts, with a combined value of \$367.2 million, have been awarded.
- 150,384 total craft hours have been worked by 1,269 workers who earned \$11.6 million in wages and benefits.
- 195 San Francisco residents worked 37,355 hours and earned over \$2.7 million in wages and benefits on WECIP projects representing 24.8% of covered hours.
- 492 residents of the SFPUC’s Regional Service Territory worked 56,349 hours (37.5%) and earned \$4.3 million in wages and benefits.
- 214 pre-employment substance abuse tests have been administered to employees cleared to work on WECIP projects as of June 30, 2023.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through June 30, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	56,681	\$ 4,457,172	592
San Francisco	37,355	\$ 2,755,791	195
Service Territory	56,349	\$ 4,340,832	492
Grand Total	150,384	\$ 11,553,795	1,269
Comb. SF and Serv.	93,703	\$ 7,096,623	687

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Contracting and Employment Highlights – During the Quarter

- No contracts were awarded during the quarter.
- 109 construction workers worked 7,935 hours and earned \$604,119 in wages and benefits.
- 29 San Francisco residents worked 2,613 hours and earned \$201,080 in wages and benefits.
- 35 SFPUC Service Territory residents worked 1,883 hours and earned \$148,526 in wages and benefits.
- 3 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

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	3,440	\$ 254,514	45
San Francisco	2,613	\$ 201,080	29
Service Territory	1,883	\$ 148,526	35
Grand Total	7,935	\$ 604,119	109
Comb. SF and Serv.	4,495	\$ 349,606	64

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Table 3. List of WECIP Construction Contracts

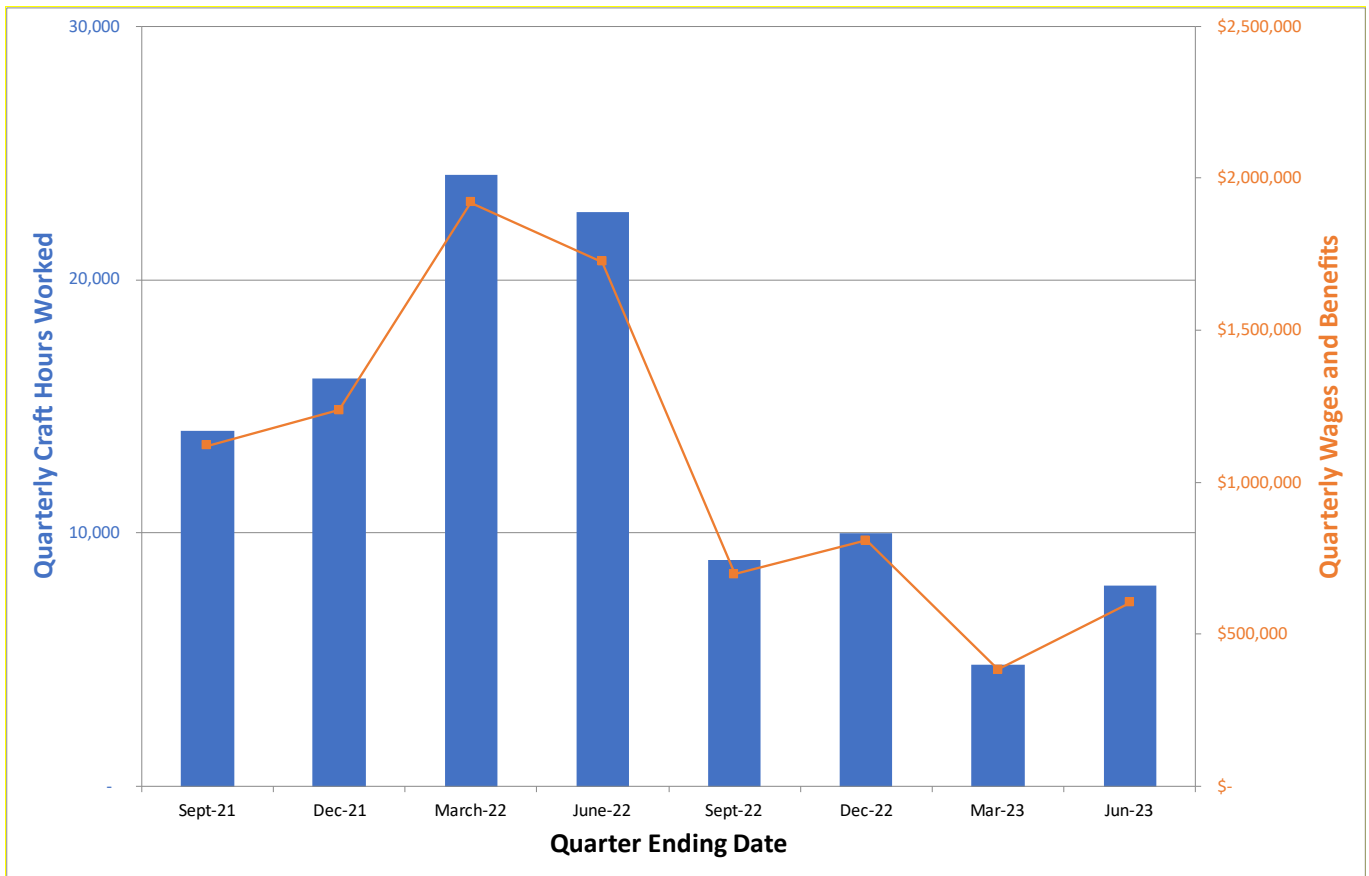
Sorted by Award Date (newest to oldest)

WECIP Construction Contracts				
Inception through June 30, 2023				
Contract	Project	Award Date	Prime Contractor	Original
WD-2889	As Needed Water Service Line Replacements	1/24/2023	JMB Construction, Inc.	\$ 26,663,850
WD-2845	Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2	10/24/2022	EXARO Technologies Corporation	\$ 3,274,441
WD-2887	Harry Tracy Water Treatment Plant – Filters No. 1 to 6 Underdrain Replacement	7/12/2022	Anvil Builders Inc.	\$ 9,264,300
WD-2879R	City Distribution Division Campus at 2000 Marin	6/28/2022	Clark Construction Group	\$ 260,450,682
WD-2871	Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	11/9/2021	Cal State Constructors	\$ 1,769,014
WD-2880R	Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	8/10/2021	Galleria Inc., DBA Trico Construction	\$ 1,328,039
WD-2717	College Hill Reservoir Outlet Structure and Pipeline	6/8/2021	Ranger Pipelines	\$ 12,180,497
WD-2865	Sunol Regional Wilderness Park Water System	2/9/2021	Cratus, Inc	\$ 2,395,280
WD-2870(I)	Millbrae Warehouse Loading Dock Repair	1/27/2021	Ronan Construction	\$ 570,745
WD-2858R	Sunol Valley Water Treatment Plant Water Quality Modular Office	10/13/2020	Alta Group, Inc.	\$ 1,096,200
WD-2861	Auxiliary Water Supply System Clarendon Supply 2019	9/8/2020	Mitchell Engineering	\$ 2,685,720
WD-2794B	Sunol Long Term Improvements - Alameda Creek Watershed Center	12/10/2019	S.J. Amoroso Construction Company, Inc.	\$ 27,577,000
WD-2687R	AWSS Pumping Station No. 2 Improvements	9/12/2017	Rubeccon Builders, Inc.	\$ 17,949,125
13 Projects				\$ 367,204,893

Summary Tables and Charts

Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 7,935 hours and earned \$604,119 in wages and benefits.



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Table 4. Craft Utilization Table

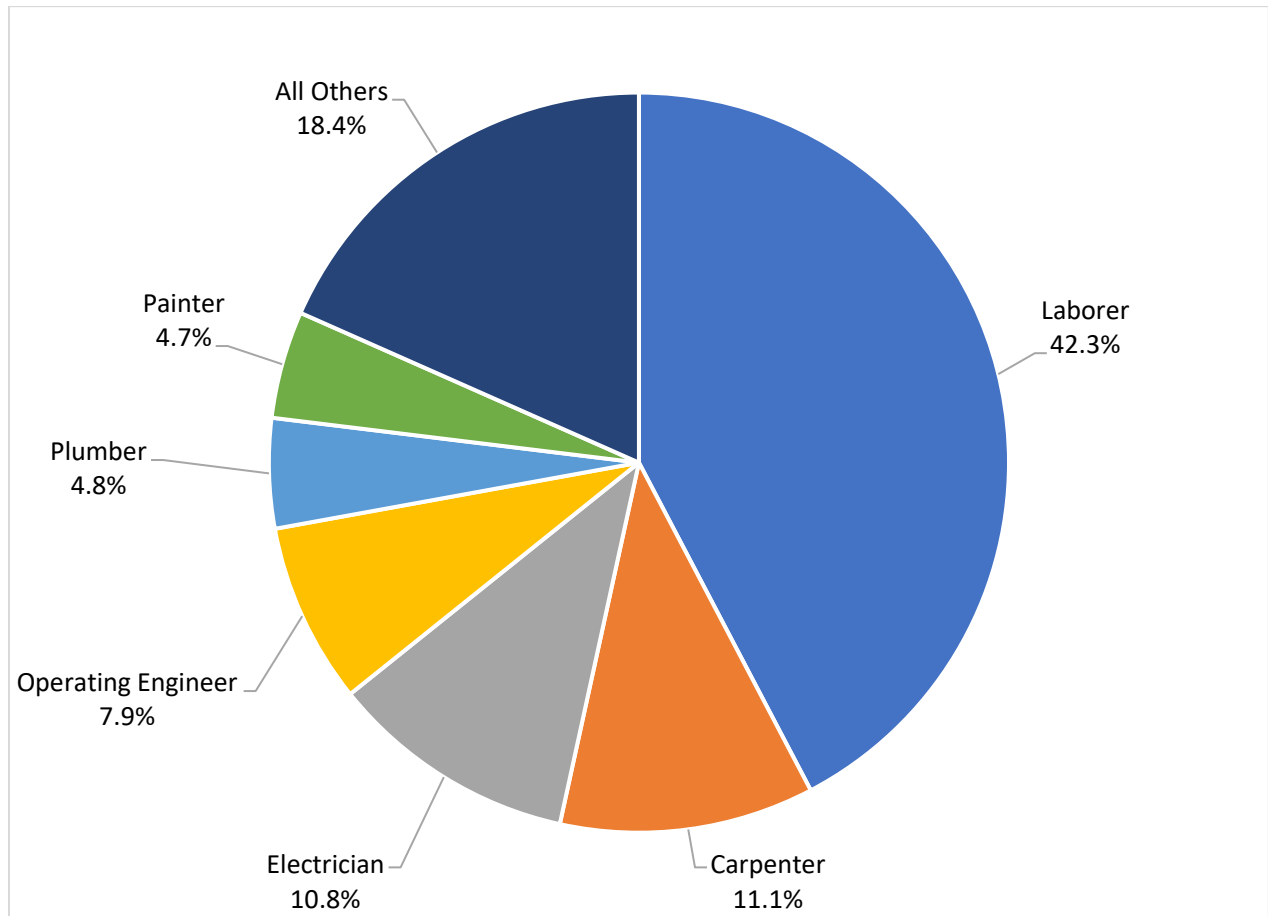
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the WECIP program’s overall totals.

- Contractors reported construction craft hours in 25 craft worker classifications.
- Laborers, Carpenters, Electrician, Operating Engineer, Plumber, and Painters worked 81.6% of all hours, with 122,760 combined hours worked.

Cumulative Employment by Craft				
Inception Through June 30, 2023				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	63,633	\$ 3,846,282	42.3%	33.3%
Carpenter	16,719	\$ 1,395,909	11.1%	12.1%
Electrician	16,263	\$ 1,747,957	10.8%	15.1%
Operating Engineer	11,868	\$ 1,067,523	7.9%	9.2%
Plumber	7,219	\$ 704,684	4.8%	6.1%
Painter	7,059	\$ 612,387	4.7%	5.3%
Top 6 Crafts Sub-Total	122,760	\$ 9,374,742	81.6%	81.1%
Iron Worker	5,230	\$ 376,323	3.5%	3.3%
Sheet Metal Worker	4,806	\$ 466,945	3.2%	4.0%
Glazier	3,570	\$ 316,993	2.4%	2.7%
Roofer	2,932	\$ 173,078	1.9%	1.5%
Drywall Installer/Lather	2,740	\$ 235,814	1.8%	2.0%
Cement Mason	2,694	\$ 193,254	1.8%	1.7%
Tile Setter	1,449	\$ 116,172	1.0%	1.0%
Building/Construction Inspector	1,445	\$ 118,065	1.0%	1.0%
Tile Finisher	1,026	\$ 53,725	0.7%	0.5%
Terrazzo Finisher	541	\$ 24,853	0.4%	0.2%
Asbestos Worker	242	\$ 23,723	0.2%	0.2%
Field Surveyor	126	\$ 8,585	0.1%	0.1%
Carpet Layer	100	\$ 7,990	0.1%	0.1%
Pile Driver	89	\$ 8,263	0.1%	0.1%
Bricklayer	32	\$ 2,890	0.0%	0.0%
Marble Mason	15	\$ 1,338	0.0%	0.0%
Marble Finisher	13	\$ 776	0.0%	0.0%
Terrazzo Worker	7	\$ 371	0.0%	0.0%
Remaining Apprenticable Sub-Total	27,054	\$ 2,129,157	18.0%	18.4%
Driver	569	\$ 49,897	0.4%	0.4%
Total Non-Apprenticeable	569	\$ 49,897	0.4%	0.4%
Grand Total	150,384	\$ 11,553,795	100.0%	100.0%

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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’s residents worked 24.8% of all the construction hours and earned \$2.8 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

WECIP-PLA Employment by Top 20 Counties of Residence Through June 30, 2023			
County	Total Craft Hours	Wages & Benefits	% Craft Hours
San Francisco County	37,355	\$ 2,755,791	24.8%
Alameda County	28,453	\$ 2,255,176	18.9%
Santa Clara County	15,259	\$ 1,213,292	10.1%
Contra Costa County	14,393	\$ 1,081,992	9.6%
San Mateo County	12,398	\$ 889,612	8.2%
Solano County	9,757	\$ 835,051	6.5%
San Joaquin County	7,414	\$ 526,642	4.9%
Sonoma County	6,291	\$ 633,081	4.2%
Santa Cruz County	2,837	\$ 182,818	1.9%
Marin County	2,739	\$ 139,987	1.8%
Sacramento County	1,721	\$ 106,159	1.1%
Napa County	1,587	\$ 153,893	1.1%
San Benito County	1,187	\$ 90,081	0.8%
Stanislaus County	1,175	\$ 85,386	0.8%
Fresno County	991	\$ 81,479	0.7%
El Dorado County	736	\$ 41,371	0.5%
Merced County	665	\$ 44,116	0.4%
Riverside County	559	\$ 49,731	0.4%
Monterey County	533	\$ 30,343	0.4%
Placer County	356	\$ 24,137	0.2%
Top 20 CA Counties	146,404	\$ 11,220,139	97.4%
All Other CA Counties	1,771	\$ 140,904	1.2%
Out of State	2,209	\$ 192,752	1.5%
Grand Total	150,384	\$ 11,553,795	100.0%

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Table 6. Worker Residence by Project

- WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco has the highest local worker participation to date on WECIP, with San Francisco and SFPUC Regional Service Territory workers having worked 80.3% 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
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	961	1,668	2,251	4,880	34.2%	46.1%	80.3%
WD-2865 - Sunol Regional Wilderness Park Water System	1,353	2,461	2,456	6,269	39.3%	39.2%	78.4%
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	56	119	55	230	51.7%	23.9%	75.7%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	1,111	2,110	1,309	4,529	46.6%	28.9%	75.5%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	6,973	9,363	3,243	19,578	47.8%	16.6%	64.4%
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	16,578	13,963	12,598	43,139	32.4%	29.2%	61.6%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	22,942	3,072	31,467	57,480	5.3%	54.7%	60.1%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair	501	558	180	1,239	45.0%	14.5%	59.6%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	758	614	448	1,820	33.7%	24.6%	58.3%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacement	4,072	2,561	2,092	8,725	29.3%	24.0%	53.3%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Replacement	1,377	870	251	2,497	34.8%	10.1%	44.9%
Grand Total	56,681	37,355	56,349	150,384	24.8%	37.5%	62.3%

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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 WECIP, 15.6% of all craft hours in apprenticeable trades have been worked by apprentices.
- Field Surveyor have utilized the most apprentices, with 45.0% of all hours being worked by apprentices.
- Apprentice Laborers have worked 14.0% of the Laborers’ 63 thousand total craft hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Field Surveyor	57	69	126	45.0%
Roofer	1,279	1,654	2,932	43.6%
Drywall Installer/Lather	786	1,954	2,740	28.7%
Carpet Layer	24	76	100	24.0%
Tile Finisher	234	792	1,026	22.8%
Electrician	3,568	12,696	16,263	21.9%
Plumber	1,530	5,690	7,219	21.2%
Iron Worker	1,009	4,221	5,230	19.3%
Carpenter	3,070	13,649	16,719	18.4%
Sheet Metal Worker	877	3,929	4,806	18.3%
Laborer	8,925	54,708	63,633	14.0%
Painter	886	6,173	7,059	12.6%
Tile Setter	139	1,310	1,449	9.6%
Operating Engineer	738	11,130	11,868	6.2%
Cement Mason	162	2,532	2,694	6.0%
Glazier	56	3,514	3,570	1.6%
Building/Construction Inspector	13	1,432	1,445	0.9%
Asbestos Worker	-	242	242	0.0%
Bricklayer	-	32	32	0.0%
Marble Finisher	-	13	13	0.0%
Marble Mason	-	15	15	0.0%
Pile Driver	-	89	89	0.0%
Terrazzo Finisher	-	541	541	0.0%
Terrazzo Worker	-	7	7	0.0%
Apprenticeable Subtotal	23,349	126,465	149,814	15.6%
Driver	-	569	569	0.0%
Grand Total	23,349	127,035	150,384	15.5%

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Table 8. Apprentice Utilization by Project

The table below lists WECIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire WECIP is 15.5%.

- WD-2687R Auxiliary Water Supply System Pumping Station No.2 Improvements has the highest apprentice utilization ratio, with 24.2% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	10,428	32,711	43,139	24.2%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	711	3,818	4,529	15.7%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	8,339	49,142	57,480	14.5%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	236	1,584	1,820	13.0%
WD-2865 - Sunol Regional Wilderness Park Water System	770	5,499	6,269	12.3%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	1,886	17,692	19,578	9.6%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacem	632	8,093	8,725	7.2%
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	349	4,531	4,880	7.2%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair	-	1,239	1,239	0.0%
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Amr	-	230	230	0.0%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Repl	-	2,497	2,497	0.0%
Grand Total	23,349	127,035	150,384	15.5%

Substance Abuse Prevention Program and Safety

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

- 214 pre-employment tests have been administered on SSIP with a total non-negative screening rate of **3%**.
- During the quarter, 3 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

WEICIP - Covered by PLA Substance Abuse Testing Summary Tests Administered to Individuals Cleared to Work Through 06/30/2023	
Project	Number Cleared
WD-2794B - Sunol Long Term Improvements Alameda Creek Watershed Center	111
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	46
WD-2717 - College Hill Reservoir Outlet Structure And Pipeline	37
WD-2687R - AWSS Pumping Station No.2 Improvement	20
Total Cleared	214

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 San Francisco Public Utilities Commission (SFPUC) to develop plans for a Project Labor Agreement (PLA) 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 PLA 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 Small Firm Advisory Committee to provide for the certification of small construction contractors located outside of San Francisco and within the SFPUC Regional Service Territory for work on SFPUC construction projects, including those covered by the PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 authorizing SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program (WSIP). 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; mitigates 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 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 Joint Administrative Committee.

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 union assignments of the work based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures, 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. have been compiled to produce the information in this report.

