

Tacoma Community Workforce Advisory Committee:

Questions for Seattle and Other Jurisdictions with CWAs

San Francisco, CA [Form completed by COT staff Martha Lantz]

1.	<p>When did you enter into the CWA, and who are the parties to it? No agreement yet entered into, legislation requiring it passed San Francisco Board of Supervisors 1/15/2019.</p> <p>Effective 30 days from enactment – enactment is when Mayor signs, or it is unsigned by Mayor after 10 days</p> <p>Legislation requires City Administrator to negotiate and sign agreement no later than September 1, 2019 (with one up to three month extension allowed to December 1, 2019)</p> <p>Agreement will expire 20 years from date of signatures by City and Union</p>				
2.	<p>What were the goals of your agency in entering into the CWA? Goals as stated in legislation include:</p> <ul style="list-style-type: none"> • increase and improve employment of persons living in San Francisco • provide SF residents with more opportunities to participate in workforce development and pre-apprenticeship programs • supply construction trades with new apprentices/entry into employment • provide economic opportunities to displaced residents who have “out migrated” from SF, particularly from historically African-American neighborhoods 				
3.	<p>Generally describe the scope of CWA? The legislation sets out the following requirements to be in the CWA</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr style="background-color: #e1eef6;"> <th style="width: 50%; padding: 5px;">Subject</th> <th style="width: 50%; padding: 5px;">Included? / Notes</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">a. Project Size Threshold (Describe)</td> <td style="padding: 5px;"> <p>Covered projects – funded by general obligation bonds or revenue bond and \$5,000,000 = when the advertisement for bid is released within a year of City and Unions signing CWA \$3,000,000 for projects when advertisement for bid is released in the second year after City and Unions signing CWA \$1,000,000 thereafter</p> <p>Covered projects funded by other than general obligation or revenue bonds = City estimates cost of more than \$10,000,000</p> </td> </tr> </tbody> </table>	Subject	Included? / Notes	a. Project Size Threshold (Describe)	<p>Covered projects – funded by general obligation bonds or revenue bond and \$5,000,000 = when the advertisement for bid is released within a year of City and Unions signing CWA \$3,000,000 for projects when advertisement for bid is released in the second year after City and Unions signing CWA \$1,000,000 thereafter</p> <p>Covered projects funded by other than general obligation or revenue bonds = City estimates cost of more than \$10,000,000</p>
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	Excludes any projects for airport, public utilities, transit agency, or when the application of CWA violates conditions of state, federal or other public funding source
b. No-strike /no-lockout clause	<p>YES</p> <p>Union members will continue to work on Covered Projects after expiration of Collective bargaining agreements</p>
c. Working conditions requirements	
d. Apprenticeship hiring requirements	<p>Hire apprentices in state approved joint program In accordance with the apprentice ratios contained in California state law</p> <p>Within three years of the execution of CWA Unions enter into agreements with CityBuild Academy (City workforce development program) to ensure path way for graduates for direct entry to Union apprentice programs</p>
e. Local hire requirements	<p>Bound by requirements of existing Local Hire and Local Business Enterprise programs (includes discounts, set asides, and certified LBE/MBE subcontracting participation requirements, information and training, and other assistance in order to reach set goals). Local means principal place of business is in SF, MBE means an LBE that is owned and controlled by women or minority persons</p> <p>CWA will not apply to LBEs until the LBE has received the value of contracts for work on Covered</p>

	Projects in amount exceeding \$5,000,000 cumulatively over the entire duration of CWA
f. Disadvantaged community resident hiring requirements	
g. WMBE hiring requirements	
h. Other	Will use the hiring halls of signatory unions for all labor, exception for 2 core employees per Covered project Unions will use Helmets to Hardhats

4. How would you describe your experiences under your CWA in terms of:
- a. Local resident employment impacts
 - b. WMBE contracting impact
 - c. Numbers of local apprenticeships
 - d. Public works project delivery impacts

Legislation requires City do annual reviews of CWA to see if it has promoted the efficient economical and timely completion of Covered projects and impact on LBEs and local work force

5. Who is getting the contracts and subcontracts? Are they closed-shop or open-shop contractors? Is this a different result from what you saw before your CWA?

6. Has there been any impact on overall project costs as a result of your CWA?

- a. If there have been cost increases, where did they occur —labor costs? Administration of projects? Other? –and who has typically borne these costs?

7. Please provide summary information on a few projects that were entered into under the terms of your CWA (See Attachment below)

8. How would you generally describe the perspective of the key stakeholders as to the CWA – specifically:

- a. Unions
- b. Open-shop contractors
- c. Closed shop contractors
- d. WMBEs
- e. Individual employees
- f. Other interested community stakeholders?

9. Are you tracking any metrics to evaluate the success of the CWA? If so, what are they?

10. What advice would you offer to Tacoma as it considers whether to enter into a CWA?

Sample Projects

Summary description of scope:
Location (urban area/suburban/rural?)
Size (\$\$):

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