Tacoma Community Workforce Advisory Committee:

Questions for Seattle and Other Jurisdictions with CWAs

CITY OF SANTA ANA, CALIFORNIA

1. When did you enter into the CWA, and who are the parties to it?
   September of 2017. Parties are: City of Santa Ana and Los Angeles/Orange Counties Building and Construction Trades Council (and their signatory Craft Councils and Unions) (CWA controls over any inconsistent provisions in Collective Bargaining Agreements)

2. What were the goals of your agency in entering into the CWA?
   Purpose according to City Council Resolution:
   - Support City's efforts to increase employment for workers who live in Santa Ana
   - Help increase training and employment opportunities for Santa Ana students in construction trades
   - Peaceful settlement of labor disputes will promote public interest in timely and economical completion of projects

3. Generally describe the scope of CWA?

Subject	Included? / Notes
a. Project Size Threshold (Describe)	Multi trade construction contracts over $250,000, "specialty" trade (limited to a single trade or craft) over $100,000. City has discretion to "bundle" smaller contracts to reach threshold.
b. No-strike /no-lockout clause	Yes
c. Working conditions requirements	Yes
d. Apprenticeship hiring requirements	Unions use best efforts to refer apprentices Unions use best efforts to identify and hire individuals, "particularly" residents of the City, for entrance into joint labor/management apprenticeship programs Apprentices may comprise up to 30% of each trade. Parties will facilitate, encourage, assist local residents toward

	apprenticeship in state approved programs
e. Local hire requirements	Unions and Contractors use best efforts to refer and/or recruit local residents and veterans. (Local Residents are those from the zip codes in Appendix B to the CWA). If the Unions cannon provide workers in the zip codes, they can move to other Orange County zip codes. Goal of 30% of the total work hours performed by Local Residents and Veterans (no matter where they reside). Local residents and Veterans can be dispatched regardless of place in hiring halls.
f. Disadvantaged community resident hiring requirements	None beyond goal of 30 Local from zip codes
g. WMBE hiring requirements	None
h. Other	Non Union contractors employ in order: 1. Own core employee 2. Referral from union 3. Own core employee 4. Referral form Union *up to 5 core employees If Union referral doesn't provide specific classifications in 48 hours, can hire from any other available source All disputes resolved by arbitration

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

5. Who is getting the contracts and subcontracts? Are they union-shop or open-shop contractors? (percentages would be helpful) Is this a different result from what you saw before your CWA?

Work can be awarded by City or Contractors to Union or non Union, but any awardee has to comply with the 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?

City has hired a third party firm to administer the agreement.

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. Union-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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