



HETCH HETCHY
WATER SYSTEM **IMPROVEMENT** PROGRAM

Water System Improvement Program Project Labor Agreement

**Quarterly Report
Quarter Ended June 30, 2025
(Fourth Quarter FY 2024-2025)**

San Francisco Public Utilities Commission
Water System Improvement Program Project Labor Agreement
Quarterly Report – Fourth Quarter 2024-2025

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Executive Summary

Since it was adopted on March 16, 2007, the WSIP Project Labor Agreement (PLA) has promoted the public interest by ensuring the timely and economical completion of WSIP projects. The WSIP PLA has provided the structure to promote efficiency of construction of the WSIP, facilitate the partnership between the SFPUC, Unions, and Contractors, provide for peaceful settlement of labor disputes, and facilitate the employment of residents.

Progress on WSIP construction projects provides employment for construction workers employed by union-signatory and non-union construction contractors. Sixty-three (63) WSIP contracts have been awarded subject to the WSIP PLA in the amount of \$2.254 billion in original contract award through June 30, 2025.

Due to the program reaching completion of more than 99% for the past several quarters, beginning April 1, 2023, the SFPUC will provide a condensed report quarterly.

Construction Activity Highlights – Program-to-Date

Contracting:

- Sixty-three (63) construction contracts with a value of \$2.254 billion in original contract award have been awarded subject to the WSIP PLA.

Employment:

- Since inception, 16,308 construction workers were employed for 8,893,490 hours and earned wages of \$360,297,512 on WSIP PLA-covered projects.
- 1,572 San Francisco residents worked 663,720 hours and earned \$26,466,936 on WSIP PLA-covered projects representing 7.5% of covered hours and 319 full-time equivalent worker years.
- The SFPUC Regional Service Territory consists of zip codes in seven counties outside of San Francisco, both in the vicinity of WSIP construction and within which the SFPUC delivers water. 6,612 residents of the Regional Service Territory earned wages of \$136,440,010 and worked 3,490,152 hours, representing 39.2% of covered hours and 1,678 full-time equivalent worker years.
- 15,238 pre-employment substance abuse tests have been administered to employees cleared to work on WSIP PLA-covered projects as of June 30, 2025. 203 people were prevented from working on WSIP PLA-covered projects due to receiving a non-negative result.

Summary of Craft Worker Employment

Region of Worker Residence	Inception Through June 30, 2025			
	Worker Count	Sum of Hours	Sum of Wages	FTE
All Workers	16,308	8,893,490	\$ 360,297,512	4,276
San Francisco	1,572	663,720	\$ 26,466,936	319
SFPUC Service Territory	6,612	3,490,152	\$ 136,440,010	1,678
Outside	8,146	4,739,619	\$ 197,390,566	2,279

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Summary of WSIP PLA-Covered Contract Awards

Sorted by Award Date

Construction Contracts Awarded Subject to the WSIP-PLA					
Award Date	Contract No.	Prime Contractor	Project	Engineer's Estimate	Award \$
02/27/24	WD-2878B	JMB Construction, Inc	Regional Groundwater Storage and Recovery Phase 2B	\$8 to 10 Million	\$ 6,478,750
02/22/22	WD-2878A	Marinship Development Interest LLC	Regional Groundwater Storage and Recovery Phase 2A	\$4.1 to 5 Million	\$ 6,850,000
02/08/22	WD-2882	The Professional Tree Care Company	Trousdale Oaks Trees Removal	\$3.2 to \$4.2 Million	\$ 2,655,026
04/13/21	WD-2825R	Anvil Builders, Inc	Alameda Creek Recapture	\$22 Million	\$ 19,511,500
09/08/20	WD-2852R*	Fontenoy Engineering, Inc.	San Francisco Westside Recycled Water Irrigation System	\$3 Million	\$ 2,483,525
04/23/19	WD-2797*	JMB Construction	San Francisco Westside Recycled Water Pump Station	\$20 Million	\$ 15,633,200
03/12/19	WD-2855	Sukut Construction, LLC,	Turner Dam Spillway and Pond F3 East Erosion Repair	\$2.9 Million	\$ 1,498,010
01/22/19	WD-2822R2	Anvil Builders Inc	Lower Crystal Springs Dam Stilling Basin Connecting Channel	\$5.8 Million	\$ 4,784,700
01/22/19	WD-2829R	Ranger Pipelines Inc.	San Andreas Pipeline No. 2 Replacement	\$29 to \$34 Million	\$ 32,087,200
05/09/17	WD-2776*	S.J. Amoroso Construction Co., Inc.	San Francisco Westside Recycled Water Treatment Facility	\$70 to 80 Million	\$ 87,597,000
01/24/17	WD-2809*	Western Water Constructors, Inc.	San Francisco Groundwater Supply Phase 2	\$11.2 Million	\$ 9,780,000
11/08/16	WD-2798*	JMB CONSTRUCTION INC	San Francisco Westside Recycled Water Pipeline	\$28.6 Million	\$ 21,729,720
01/12/16	WD-2729	Shimmick Construction	Fish Passage Facilities Within the Alameda Creek Watershed	\$30 Million	\$ 28,939,300
10/27/15	WD-2654R	NTK Construction	Peninsula Vegetation Removal	\$10.8 Million	\$ 11,062,544
01/13/15	WD-2621R*	Western Water Constructors, Inc.	San Francisco Groundwater Supply Well Stations	\$16 Million	\$ 14,955,100
01/13/15	WD-2668	Ranger Pipelines Inc	Regional Groundwater Storage and Recovery	\$50 Million	\$ 42,980,047
05/27/14	WD-2622*	Ranger Pipelines Inc	San Francisco Groundwater Supply Pipeline	\$13.6 Million	\$ 8,676,685
01/28/14	WD-2727	Ranger Pipelines Inc	Peninsula Pipeline Seismic Upgrade	\$22.5 Million	\$ 20,736,380
01/22/13	WD-2575	Ranger Pipelines Inc	San Antonio Backup Pipeline	\$34 to \$38 Million	\$ 31,372,335
06/26/12	WD-2627R*	S.J.Amoroso	Sutro Reservoir Rehabilitation	\$28 to \$36 Million	\$ 27,453,000
06/26/12	WD-2666	Shimmick Construction	Bioregional Habitat Restoration, Sheep Camp Creek	\$2.7 Million	\$ 3,912,500
06/12/12	WD-2629	Steve P. Rados	Bay Division Pipeline 3&4 at the Hayward Fault	\$49 to \$54 Million	\$ 31,320,000
04/23/12	WD-2651R	Shimmick Construction	Peninsula 2011 Watershed Compensation, Sherwood Pond	\$5.9 to \$6.7 Million	\$ 5,591,750
12/13/11	HH-953	Azul Works, Inc.	Tesla Portal Protection	\$2.4 Million	\$ 2,760,000
12/13/11	WD-2600*	Road Runner Drilling	Regional Groundwater Storage and Recovery-Test Well	\$3.6 to \$4.2 Million	\$ 2,998,685
12/13/11	WD-2665	Steve P. Rados	Cordilleras Micro Tunnel	\$5.8 Million	\$ 5,251,100
11/08/11	WD-2652	Gordon N. Ball, Inc	Bioregional Habitat Restoration, San Antonio Creek	\$13 Million	\$ 12,947,400
09/13/11	WD-2641R	Yerba Buena Engineering	Habitat Reserve Program, Homestead Pond, San Andreas	\$6.4 Million	\$ 6,499,000
06/28/11	WD-2640	Yerba Buena Engineering	Bioregional Habitat Restoration - Goldfish Pond	\$2.4 Million	\$ 3,188,000
06/14/11	HH-935C	Contri Constmction,	San Joaquin Pipeline System - Eastern Segment	\$52 to \$57 Million	\$ 45,329,416
05/24/11	WD-2551	Dragados/Flatiron/Sukut JV	Calaveras Dam Replacement Project,	\$250 to \$300 Million	\$ 259,571,850
01/27/11	WD-2596	Kiewit Infrastructure West	Harry Tracy Water Treatment Plant Long-Term	\$220 to \$245 Million	\$ 174,197,000
01/11/11	WD-2555	Ranger Pipelines Inc	Crystal Springs Pipeline No.2	\$43 to \$48 Million	\$ 32,547,350
12/14/10	HH-935B	Mountain Cascade, Inc	San Joaquin Pipeline - Western Segment	\$70 Million	\$ 48,706,379
12/14/10	WD-2591	Kiewit Infrastructure West	Lower Crystal Springs Dam Improvements	\$18 to \$22 Million	\$ 17,360,400
09/14/10	WD-2601	Kiewit Infrastructure West	Crystal Springs / San Andreas Upgrade	\$100 to \$130 Million	\$ 99,763,000
09/14/10	WD-2623*	R & W Concrete	Harding Park Recycled Water Project	\$6.5 Million	\$ 5,251,100
06/08/10	WD-2581	Southland/Tutor Perini JV	New Irvington Tunnel	\$230 to \$260 Million	\$ 226,657,700
04/27/10	WD-2582	Shimmick Construction	Sunol Valley Water Treatment Plant	\$109 Million	\$ 83,102,160
04/13/10	HH-935A	West Bay Builders	San Joaquin Pipeline System - Crossovers	\$21.6 Million	\$ 11,723,817
12/18/09	WD-2531	Michels/JayDee/Coluccio, JV	Bay Tunnel	\$235 to \$260 Million	\$ 215,294,530
12/08/09	WD-2542	Mountain Cascade,	Bay Division Pipeline No. 5 - Peninsula Reaches	\$62 to \$69 Million	\$ 52,183,400
10/27/09	WD-2541	Ranger Pipelines Inc	Bay Division Pipeline Reliability Upgrade-East Bay	\$88 to \$98 Million	\$ 61,558,005
10/27/09	WD-2589	Ranger Pipelines Inc	Supervisory Control and Data Acquisition Phase II	\$10.6 Million	\$ 3,847,250
09/22/09	WD-2573	S.J.Amoroso	Pulgas Reservoir Structural Rehabilitation	\$14 to \$18 Million	\$ 12,857,000
09/08/09	WD-2566	Mountain Cascade	San Antonio Pump Station Upgrades Project	\$8.5 to \$9.5 Million	\$ 6,991,000
07/14/09	HH-914R	Mountain Cascade	Roselle Crossover Improvements	\$3.1 Million	\$ 2,837,000
06/23/09	WD-2513	Mountain Cascade	San Andreas Pipeline No.3 Installation Project	\$20 to \$25 Million	\$ 16,336,350
06/23/09	WD-2539*	S.J. Amoroso	University Mound Reservoir North Basin	\$47 to \$52 Million	\$ 29,597,000
05/26/09	WD-2552	Steve P. Rados	Alameda Siphon No. 4 Project	\$45.5 Million	\$ 31,933,695
04/28/09	WD-2568	Shimmick Construction	BDPL Nos. 3&4 Crossover Facilities	\$21.5 Million	\$ 12,695,000
04/17/09	WD-2548*	Western Water	Lake Merced Pump Station Essential Upgrades	\$52 to \$60 Million	\$ 31,584,000
03/10/09	CS-936*	VSI Meter Services	Advanced Meter Infrastructure	\$62.8 Million	\$ 62,822,980
02/24/09	WD-2556	JMB Construction	Baden and San Pedro Valve Lot Improvements	\$15 to \$18 Million	\$ 11,536,500
12/09/08	WD-2529*	KJ Woods	Noe Valley Transmission Main- Phase 2	\$6 to \$8 Million	\$ 5,724,000
10/14/08	WD-2498	Shank/Balfour-Beatty	New Crystal Springs Bypass Tunnel	\$55 to \$65 Million	\$ 55,674,000
09/23/08	DB-116	PCL Constructors	Tesla Treatment Facility	\$90 Million	\$ 81,420,562
09/09/08	WD-2543*	Shaw Pipeline Inc.	North University Mound System Upgrade	\$15 to \$18 Million	\$ 13,529,370
05/27/08	WD-2564	NTK Construction	Harry Tracy Water Treatment Plant-Short Term	\$15 to \$18 Million	\$ 13,824,000
12/11/07	WD-2469*	Cal State Constructors	Forest Knolls Pump Station and Storage Tank	\$5.5 to \$7 Million	\$ 6,547,000
12/07/07	WD-2501*	Monterey Mechanical	Aleman Pump Station	\$18 to \$22 Million	\$ 23,269,000
11/13/07	WD-2511	Power Engineering	Standby Power Facilities, Various Locations	\$5.7 Million	\$ 8,419,000
06/26/07	WD-2504*	S.J. Amoroso	Stanford Heights Reservoir Seismic Retrofit	\$18 to \$24 Million	\$ 17,899,960
Total 63 Projects					\$ 2,254,323,231

* indicates projects located in San Francisco

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Craft Utilization on WSIP PLA-Covered Projects

As of June 30, 2025, contractors reported craft hours in 56 craft worker classifications that the SFPUC summarizes into 32 craft areas.

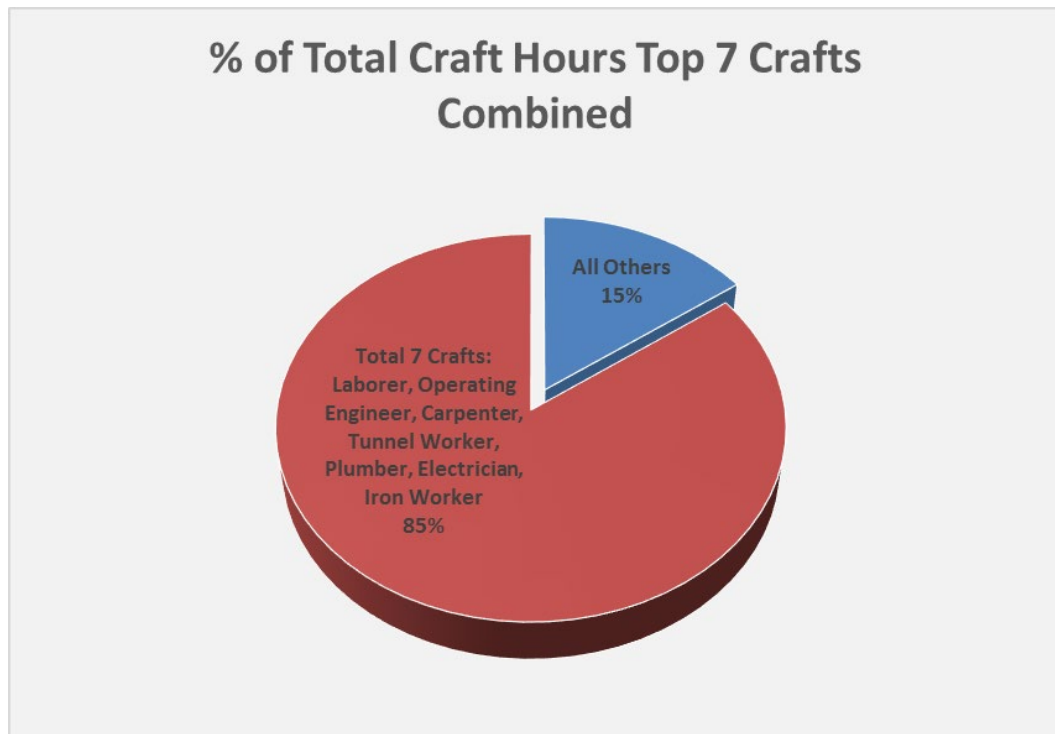
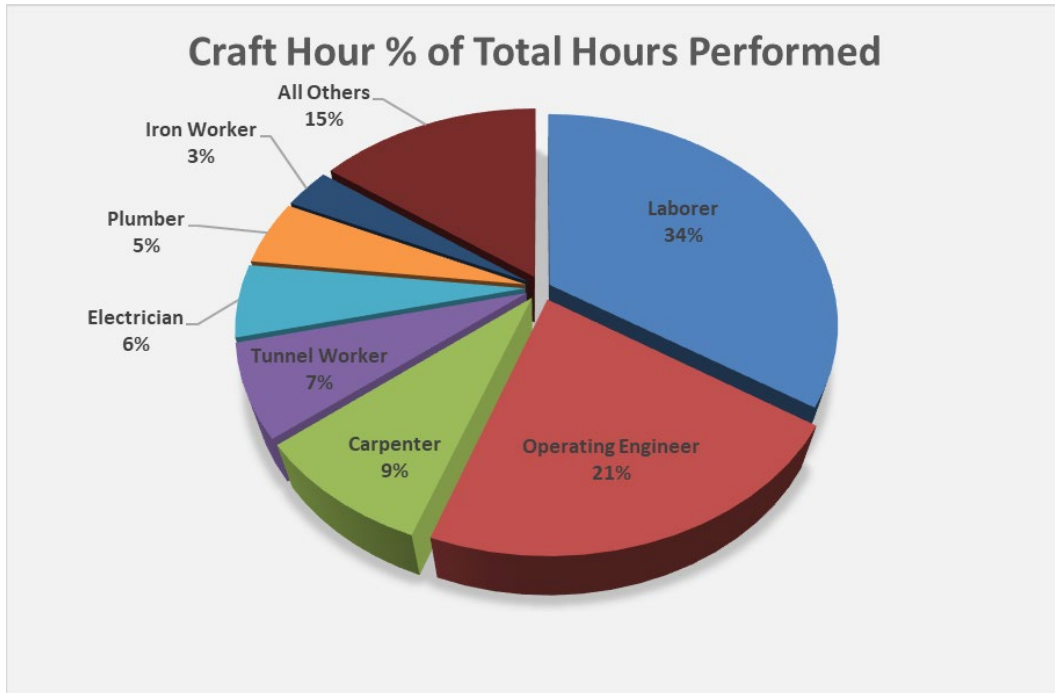
Illustrated here and in the following pages, Laborers, Operating Engineers, Carpenters, and Tunnel Workers, respectively, represent the majority of WSIP PLA craft workers to date. The Plumbers craft numbers include the Advanced Meter Infrastructure (AMI) project which was almost completely performed by Plumbers.

Sorted by Total Craft Hours

Cumulative Employment by Craft Inception Through June 30, 2025					
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages	FTE
Laborer	3,044,188	\$ 95,504,083	34.2%	26.5%	1,464
Operating Engineer	1,862,806	\$ 78,814,973	20.9%	21.9%	896
Carpenter	773,683	\$ 33,264,775	8.7%	9.2%	372
Tunnel Worker	612,964	\$ 26,175,557	6.9%	7.3%	295
Electrician	540,910	\$ 30,089,428	6.1%	8.4%	260
Plumber	463,476	\$ 22,684,583	5.2%	6.3%	223
Iron Worker	279,546	\$ 9,746,212	3.1%	2.7%	134
Top 7 Sub-Total	7,577,573	\$ 296,279,611	85.2%	82.2%	3,643
Pile Driver	181,764	\$ 9,710,884	2.0%	2.7%	87
Painter	159,190	\$ 6,365,274	1.8%	1.8%	77
Cement Mason	130,298	\$ 4,596,165	1.5%	1.3%	63
Boilermaker	121,771	\$ 6,494,850	1.4%	1.8%	59
Building/Construction Inspector	88,896	\$ 5,008,013	1.0%	1.4%	43
Roofer	51,003	\$ 1,743,006	0.6%	0.5%	25
Sheet Metal Worker	32,164	\$ 1,704,212	0.4%	0.5%	15
Field Surveyor	22,265	\$ 1,270,924	0.3%	0.4%	11
Glazier	14,905	\$ 765,395	0.2%	0.2%	7
Drywall Installer/Lather	13,762	\$ 619,628	0.2%	0.2%	7
Plasterer	12,832	\$ 483,027	0.1%	0.1%	6
Bricklayer	10,387	\$ 412,285	0.1%	0.1%	5
Electrical Utility Lineman	6,909	\$ 425,367	0.1%	0.1%	3
Metal Roofing Systems Installer	2,586	\$ 92,217	0.0%	0.0%	1
Asbestos Worker, Heat and Frost Insu	1,734	\$ 103,276	0.0%	0.0%	1
Brick Tender	993	\$ 34,361	0.0%	0.0%	0
Tile Setter	677	\$ 28,192	0.0%	0.0%	0
Driver	617	\$ 57,899	0.0%	0.0%	0
Tile Finisher	523	\$ 13,087	0.0%	0.0%	0
Carpet Layer	383	\$ 17,624	0.0%	0.0%	0
Elevator	374	\$ 27,368	0.0%	0.0%	0
Terrazzo Worker	361	\$ 17,075	0.0%	0.0%	0
Sprinkler Fitter	136	\$ 9,238	0.0%	0.0%	0
Terrazzo Finisher	101	\$ 3,400	0.0%	0.0%	0
Marble Finisher	40	\$ 1,342	0.0%	0.0%	0
Remaining Apprenticeable Sub-Total	854,668	\$ 40,004,110	9.6%	11.1%	411
Total Non-Apprenticeable	461,249	\$ 24,013,791	5.2%	6.7%	222
Total WSIP-Covered by PLA	8,893,490	\$ 360,297,512	100.0%	100.0%	4,276

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- Laborers, Operating Engineers, Carpenters, and Tunnel Workers and Electricians worked the most hours on WSIP.
- Combined with Plumbers and Iron Workers, these top seven crafts represent 85.2% of all the craft hours worked on WSIP.



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Residence by County

- The top 5 counties by total craft hours on WSIP are Alameda County, Contra Costa County, San Joaquin County, San Mateo County, and San Francisco County, respectively.
- These five counties represent more than half (57.7%) of the total hours worked.

Sorted by Total Craft Hours

WSIP-PLA Employment by Top 20 Counties of Residence Inception Through June 30, 2025					
County	Total Craft Hours	Wages	% Craft Hours	Worker Count	FTE
Alameda County	1,565,859	\$ 58,973,143	17.6%	3,088	753
Contra Costa County	1,266,163	\$ 50,935,943	14.2%	2,193	609
San Joaquin County	853,762	\$ 32,625,406	9.6%	1,362	410
San Mateo County	781,426	\$ 32,480,703	8.8%	1,403	376
San Francisco County	663,723	\$ 26,467,049	7.5%	1,572	319
Santa Clara County	462,284	\$ 18,712,164	5.2%	1,371	222
Solano County	447,665	\$ 18,535,817	5.0%	952	215
Stanislaus County	391,105	\$ 14,538,229	4.4%	673	188
Sacramento County	355,338	\$ 14,702,127	4.0%	673	171
Sonoma County	213,872	\$ 9,555,962	2.4%	413	103
Butte County	213,069	\$ 8,453,830	2.4%	133	102
Placer County	112,222	\$ 5,083,668	1.3%	145	54
Tuolumne County	102,588	\$ 3,982,918	1.2%	103	49
Calaveras County	101,680	\$ 4,520,538	1.1%	81	49
El Dorado County	88,657	\$ 3,772,113	1.0%	89	43
Los Angeles County	73,054	\$ 3,289,832	0.8%	149	35
Yolo County	71,984	\$ 3,008,311	0.8%	97	35
Shasta County	70,942	\$ 3,308,412	0.8%	50	34
Riverside County	65,996	\$ 3,122,393	0.7%	112	32
Clark County	62,062	\$ 2,842,502	0.7%	72	30
Top 20 Counties by Hours	7,963,451	\$ 318,911,058	89.5%	14,731	3,829
All Other Counties	930,039	\$ 41,386,454	10.5%	1,577	447
WSIP-PLA Total	8,893,490	\$ 360,297,512	100.0%	16,308	4,276

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Legislative History of the WSIP PLA

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, called the Water System Improvement Program Project Labor Agreement (the WSIP PLA). The WSIP 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 WSIP 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 WSIP PLA was on contract WD-2504, the Stanford Heights Reservoir Seismic Retrofit and Improvement project which the SFPUC awarded to S.J. Amoroso Construction Co., LLC, on June 26, 2007, in the amount of \$17,899,960.

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Governance

The parties to the WSIP PLA have established a four person Joint Administrative Committee that reviews the implementation of the agreement and the progress of the covered projects, and resolves problems and grievances that arise in connection with the agreement. The SFPUC administers the agreement under the direction of the Joint Administrative Committee.

The Joint Administrative Committee has established the Jobs Training Opportunities Program to promote the employment and training of San Francisco and SFPUC Service Territory residents on WSIP projects.

Pre-Job Conferences and Jurisdictional Disputes

Prior to the commencement of construction, representatives of the participating contractors and subcontractors, the Unions, and the SFPUC, are mandated to attend a pre-job conference held at the offices of the SFPUC or the offices of the local Building and Construction Trades Council. At the pre-job conference each contractor and subcontractor describes the scope of their work and assigns the work on the basis of traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the WSIP PLA's Jurisdictional Dispute Resolution procedure is invoked to prevent delay or disruption in the work due to jurisdictional disputes.

Web-Based Labor Compliance Program

All SFPUC construction projects including those covered by the WSIP PLA utilize the City's web-based labor compliance program (LCPtracker, Inc.) which allows contractors to submit their weekly certified payroll reports electronically over the internet. LCPtracker's electronic certified payrolls are used to produce the employment data included in this report.