

A horizontal bar composed of three segments: blue on the left, grey in the middle, and yellow on the right.

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

**June 1, 2024, through September 30, 2024  
(First Quarter FY 2024-2025)**

A horizontal bar composed of three segments: blue on the left, grey in the middle, and yellow on the right.

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**

- Eighteen (18) construction contracts, with a combined value of \$389.4 million, have been awarded.
- 794,841 total craft hours have been worked by 1,957 workers who earned \$62 million in wages and benefits.
- The SFPUC Regional Service Territory consists of 251 ZIP Codes in seven counties outside of San Francisco. 774 Service Territory residents worked 328,769 hours (41.4%) and earned \$26.2 million in wages and benefits.
- 200 San Francisco residents worked 96,189 hours (12.1%) and earned \$6.2 million on PLA-covered projects. Combined, San Francisco and Service Territory residents worked 424,958 hours, or 53.5% of all hours, exceeding the City’s Local Hiring requirement of 30%.
- 210 pre-employment substance abuse tests have been administered to employees cleared to work on HCIP projects as of March 31, 2024. 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 September 30, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	369,883	\$ 29,557,886	1,004
San Francisco	96,189	\$ 6,218,017	200
Service Territory	328,769	\$ 26,244,962	774
<b>Grand Total</b>	<b>794,841</b>	<b>\$ 62,020,865</b>	<b>1,957</b>
<b>Comb. SF and Serv.</b>	<b>424,958</b>	<b>\$ 32,462,979</b>	<b>974</b>

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

- One contract was awarded during the quarter.
  - HH-1015 - O’Shaughnessy Dam Drainage And Miscellaneous Improvements was awarded to Sierra Mountain Construction, Inc., for \$5,285,955.
- 176 construction workers worked 31,707 hours and earned \$2.6 million in wages and benefits.
- 5 San Francisco residents worked 112 hours and earned over \$8 thousand in wages and benefits.
- 87 SFPUC Service Territory residents worked 17,738 hours and earned \$1.5 million in wages and benefits.

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

Region of Worker Residence	Three Months Ending September 30, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	13,857	\$ 1,026,242	84
San Francisco	112	\$ 8,386	5
Service Territory	17,738	\$ 1,521,994	87
<b>Grand Total</b>	<b>31,707</b>	<b>\$ 2,556,621</b>	<b>176</b>
<b>Comb. SF and Serv.</b>	<b>17,850</b>	<b>\$ 1,530,379</b>	<b>92</b>

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

- Eighteen (18) construction contracts, with a combined value of \$389.4 million, have been awarded.

Sorted by Award Date (newest to oldest)

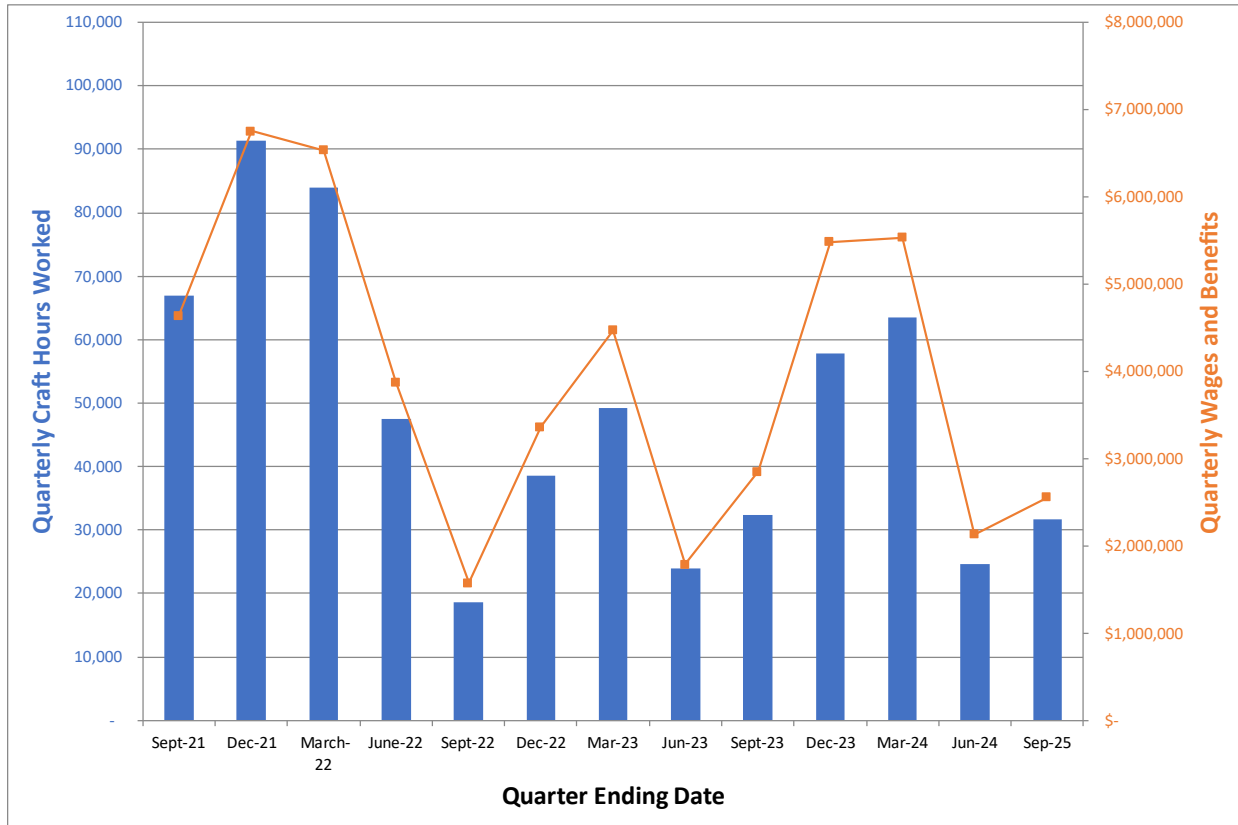
HSIP Construction Contracts				
Contract	Project	Award Date	Prime Contractor	Original
HH-1015	O'Shaughnessy Dam Drainage And Miscellaneous Improvements	8/13/2024	Sierra Mountain Construction, Inc	\$ 5,285,955
HH-1013	Moccasin Compound Water System Filtration Addition	5/14/2024	Sierra Mountain Construction, Inc	\$ 4,177,936
HH-1012	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 2A	2/27/2024	Sierra Mountain Construction, Inc	\$ 5,602,000
HH-1010	Moccasin Wastewater Treatment Plant Replacement	2/27/2024	Sierra Mountain Construction, Inc	\$ 7,507,640
HH-1009	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 3 – Tesla Surge Tower	1/9/2024	Mountain Cascade, Inc	\$ 11,051,305
DB-135	O'Shaughnessy Dam New Bulkhead System	6/13/2023	Alltech Engineering Corp	\$ 9,857,000
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>18 Projects</b>				<b>\$ 389,423,170</b>

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## Summary Tables and Charts

### Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 31,707 hours and earned \$2,556,621 in wages and benefits.



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**Table 4. Craft Utilization Table**

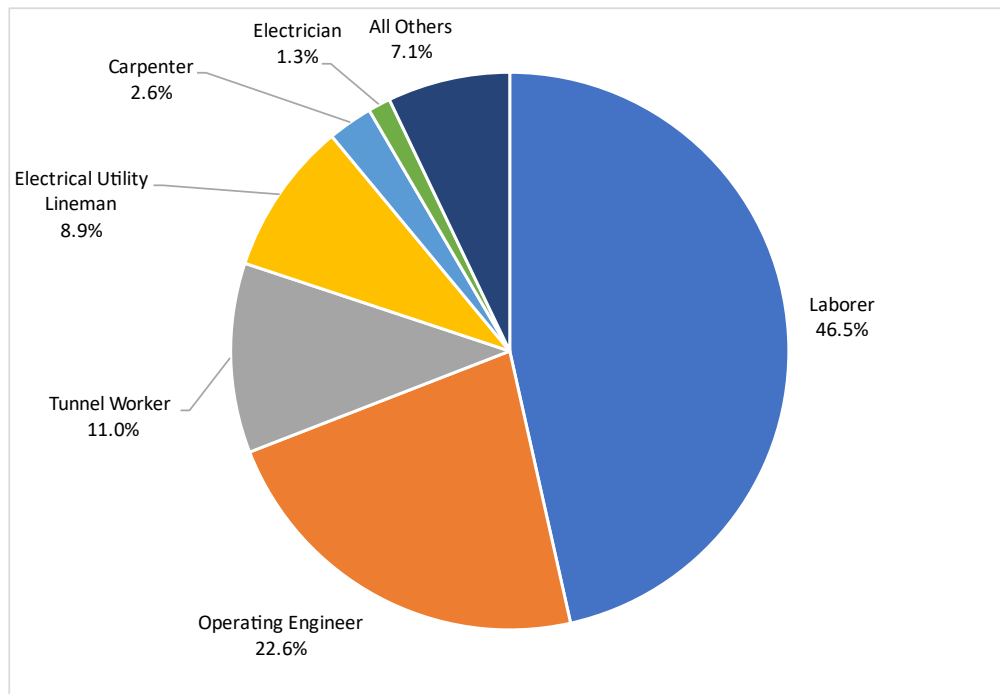
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the HCIP program’s overall totals.

- Contractors reported construction craft hours in 17 craft worker classifications.
- Laborers, Operating Engineers, Tunnel Workers, Electrical Utility Linemen, Carpenters and Electricians worked 92.3% of all hours, with 733,753 combined hours worked.

<b>Cumulative Employment by Craft</b>				
<b>Inception Through September 30, 2024</b>				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	358,979	\$ 22,429,027	45.2%	36.2%
Operating Engineer	180,680	\$ 16,440,667	22.7%	26.5%
Tunnel Worker	92,417	\$ 8,270,659	11.6%	13.3%
Electrical Utility Lineman	67,963	\$ 7,058,437	8.6%	11.4%
Carpenter	22,928	\$ 2,065,976	2.9%	3.3%
Electrician	10,786	\$ 1,135,873	1.4%	1.8%
<b>Top 6 Crafts Sub-Total</b>	<b>733,753</b>	<b>\$ 57,400,640</b>	<b>92.3%</b>	<b>92.6%</b>
Pile Driver	9,331	\$ 800,608	1.2%	1.3%
Stator Rewinder	9,202	\$ 381,599	1.2%	0.6%
Iron Worker	6,885	\$ 600,016	0.9%	1.0%
Cement Mason	5,294	\$ 379,637	0.7%	0.6%
Painter	4,486	\$ 340,552	0.6%	0.5%
Roofer	3,254	\$ 239,506	0.4%	0.4%
Plumber	3,076	\$ 227,419	0.4%	0.4%
Building/Construction Inspector	1,211	\$ 106,963	0.2%	0.2%
Field Surveyor	537	\$ 64,972	0.1%	0.1%
Bricklayer	379	\$ 25,279	0.0%	0.0%
Brick Tender	187	\$ 12,375	0.0%	0.0%
Boilermaker	156	\$ 15,072	0.0%	0.0%
<b>Remaining Apprenticeable Sub-Total</b>	<b>43,995</b>	<b>\$ 3,193,997</b>	<b>5.5%</b>	<b>5.1%</b>
Driver	14,529	\$ 1,252,635	1.8%	2.0%
Teamster	2,563	\$ 173,593	0.3%	0.3%
<b>Total Non-Apprenticeable</b>	<b>17,092</b>	<b>\$ 1,426,228</b>	<b>2.2%</b>	<b>2.3%</b>
<b>Grand Total</b>	<b>794,841</b>	<b>\$ 62,020,865</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 12.1% of all construction hours and earned \$6.2 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 September 30, 2024</b>			
<b>County</b>	<b>Total Craft Hours</b>	<b>Wages &amp; Benefits</b>	<b>% Craft Hours</b>
Tuolumne County	157,467	\$ 12,696,109	19.8%
<b>San Francisco County</b>	<b>96,189</b>	<b>\$ 6,218,017</b>	<b>12.1%</b>
Alameda County	79,589	\$ 5,901,450	10.0%
Stanislaus County	77,911	\$ 6,497,176	9.8%
Contra Costa County	68,192	\$ 4,576,863	8.6%
Calaveras County	36,786	\$ 3,285,836	4.6%
San Joaquin County	34,179	\$ 2,582,083	4.3%
Merced County	18,940	\$ 1,431,409	2.4%
San Mateo County	14,743	\$ 1,103,733	1.9%
Solano County	12,965	\$ 1,042,092	1.6%
Santa Clara County	11,112	\$ 1,014,930	1.4%
Sacramento County	9,073	\$ 725,228	1.1%
San Bernardino County	7,610	\$ 680,773	1.0%
Placer County	6,617	\$ 695,381	0.8%
Mariposa County	6,095	\$ 383,600	0.8%
Butte County	5,417	\$ 385,744	0.7%
Lake County	5,363	\$ 462,464	0.7%
Los Angeles County	4,885	\$ 346,724	0.6%
Riverside County	4,616	\$ 311,877	0.6%
Yuba County	4,600	\$ 408,826	0.6%
<b>Top 20 CA Counties</b>	<b>662,347</b>	<b>\$ 50,750,313</b>	<b>83.3%</b>
All Other CA Counties	32,912	\$ 2,700,176	4.1%
Out of State	99,581	\$ 8,570,376	12.5%
<b>Grand Total</b>	<b>794,841</b>	<b>\$ 62,020,865</b>	<b>100.0%</b>

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**Table 6. Worker Residence by Project**

- HH-1001 - Moccasin Reservoir Perimeter Security Fence and HH-1011 – O’Shaughnessy Dam Instream Flow Release Valve Replace have 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				Percent		
	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%
HH-1011 - O’Shaughnessy Dam Instream Flow Release Valve Replacement	2,420	-	9,246	11,665	0.0%	79.3%	79.3%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	5,111	-	13,757	18,867	0.0%	72.9%	72.9%
HH-1010 - Moccasin Wastewater Treatment Plant Replacement	118	-	309	427	0.0%	72.3%	72.3%
HH-1000R - Mountain Tunnel Improvements Project	123,358	276	209,622	333,256	0.1%	62.9%	63.0%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	29,325	25,372	16,814	71,510	35.5%	23.5%	59.0%
HH-1006 - San Joaquin Pipelines Valve and Safe Entry Phase 1B	7,096	1,081	8,659	16,836	6.4%	51.4%	57.9%
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%
HH-1009 - San Joaquin Pipeline Valve and Safe Entry Improvements Phase 3 – Tesla Surge Tower	3,410	23	2,627	6,060	0.4%	43.4%	43.7%
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%
HH-1007 - Transmission Line 7/8 Upgrades	26,712	36	15,974	42,722	0.1%	37.4%	37.5%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	69,624	24,483	12,384	106,490	23.0%	11.6%	34.6%
DB-121R2 - Moccasin Powerhouse Generator Rehabilitation	22,657	-	5,439	28,095	0.0%	19.4%	19.4%
DB-135 - O’Shaughnessy Dam New Bulkhead System	181	-	-	181	0.0%	0.0%	0.0%
<b>Grand Total</b>	<b>369,883</b>	<b>96,189</b>	<b>328,769</b>	<b>794,841</b>	<b>12.1%</b>	<b>29.3%</b>	<b>41.4%</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, 11% of the hours in apprenticeable trades have been worked by apprentices.
- Painters have utilized the most apprentices, with 41.4% of all hours being worked by apprentices.
- Apprentice Laborers have worked 12.7% of their craft’s 358,979 total hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Painter	1,856	2,630	4,486	41.4%
Pile Driver	3,236	6,095	9,331	34.7%
Bricklayer	121	258	379	31.9%
Cement Mason	1,306	3,988	5,294	24.7%
Carpenter	4,269	18,660	22,928	18.6%
Iron Worker	1,185	5,701	6,885	17.2%
Electrician	1,614	9,172	10,786	15.0%
Laborer	45,612	313,367	358,979	12.7%
Tunnel Worker	7,727	84,691	92,417	8.4%
Operating Engineer	14,096	166,584	180,680	7.8%
Electrical Utility Lineman	4,269	63,694	67,963	6.3%
Building/Construction Inspector	22	1,189	1,211	1.8%
Boilermaker	-	156	156	0.0%
Brick Tender	-	187	187	0.0%
Field Surveyor	-	537	537	0.0%
Plumber	-	3,076	3,076	0.0%
Roofer	-	3,254	3,254	0.0%
Stator Rewinder	-	9,202	9,202	0.0%
<b>Apprenticeable Subtotal</b>	<b>85,310</b>	<b>692,439</b>	<b>777,749</b>	<b>11.0%</b>
Driver	-	14,529	14,529	0.0%
Teamster	-	2,563	2,563	0.0%
<b>Grand Total</b>	<b>85,310</b>	<b>709,531</b>	<b>794,841</b>	<b>10.7%</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 10.7%.

- 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-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	4,854	14,014	18,867	25.7%
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,393	4,403	5,796	24.0%
HH-1010 - Moccasin Wastewater Treatment Plant Replacement	90	337	427	21.1%
HH-1011 - O’Shaughnessy Dam Instream Flow Release Valve Replacement	2,162	9,504	11,665	18.5%
HH-1007 - Transmission Line 7/8 Upgrades	5,781	36,941	42,722	13.5%
HH-1006 - San Joaquin Pipelines Valve and Safe Entry Phase 1B	2,172	14,664	16,836	12.9%
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	33,728	299,528	333,256	10.1%
DB-121R2 - Moccasin Powerhouse Generator Rehabilitation	2,819	25,277	28,095	10.0%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	9,286	97,205	106,490	8.7%
HH-1009 - San Joaquin Pipeline Valve and Safe Entry Improvements Phase 3 – Tesla S	495	5,566	6,060	8.2%
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%
DB-135 - O’Shaughnessy Dam New Bulkhead System	-	181	181	0.0%
<b>Grand Total</b>	<b>85,310</b>	<b>709,531</b>	<b>794,841</b>	<b>10.7%</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**

- 210 pre-employment tests have been on HCIP with a total non-negative screening rate of **1.4%**.

<b>HCIP - Covered by PLA Substance Abuse Testing Summary</b>	
Tests Administered to Individuals Cleared to Work Through 03/31/2024	
Project	Number Cleared
HH-1000R - Mountain Tunnel Improvement Project	154
HH-1007 - Transmission Line 7/8 Upgrades	31
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>207</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.