



**SEWER  
SYSTEM**  
IMPROVEMENT PROGRAM  
Grey. Green. Clean.

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# **Sewer System Improvement Program Project Labor Agreement Quarterly Report**

**July 1, 2017 through September 30, 2017  
(First Quarter FY 2017-2018)**

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SFPUC  
Infrastructure Division  
Workforce and Economic Program Services Bureau  
525 Golden Gate Avenue, 9th Floor  
San Francisco, CA 94102

San Francisco Public Utilities Commission  
Sewer System Improvement Program Project Labor Agreement Quarterly Report  
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## Definitions

<b>City</b>	City and County of San Francisco
<b>OEWD</b>	San Francisco Office of Economic and Workforce Development
<b>OSP</b>	Oceanside Water Pollution Control Plant
<b>Outside</b>	All ZIP Codes where workers reside not within San Francisco or the San Francisco Public Utilities Commission Service Territory
<b>SEP</b>	Southeast Water Pollution Control Plant
<b>SFPUC</b>	San Francisco Public Utilities Commission
<b>SFPUC Regional Service Territory</b>	265 ZIP Codes (established in San Francisco Public Utilities Commission Local Business Enterprise Program Appendix 1) where the San Francisco Public Utilities Commission provides water delivery services; excluding San Francisco ZIP Codes
<b>SSIP</b>	Sewer System Improvement Program
<b>WEPS</b>	Workforce and Economic Programs Services Bureau
<b>WWE</b>	Wastewater Enterprise

## Executive Summary

### Contracting and Employment Highlights – Program to Date:

- Twenty (20) construction contracts, with a combined value of \$1.33 billion, have been awarded.
- More than 345,000 total craft hours have been worked by 1,162 workers who have earned nearly \$24 million in wages and benefits on SSIP to date.
- 332 San Francisco residents approximately 119,500 of those hours (**34.6%**), and earned approximately \$8.5 million in wages and benefits, exceeding the City’s 30% Local Hiring requirement.
- Residents of the SFPUC’s Regional Service Territory worked more than 65,000 hours (**18.9%**) and earned more than \$4 million in wages and benefits through the reporting period.

**Table 1. Worker Highlights – Total Program**

Region of Worker Residence	Inception Through September 30, 2017		
	Hours	Wages & Benefits	Worker Count
Outside	160,480	\$ 10,989,171	561
San Francisco	119,536	\$ 8,499,893	332
Service Territory	65,360	\$ 4,274,616	269
Grand Total	345,376	\$ 23,763,680	1,162

### Contracting and Employment Highlights – During the Quarter:

- Two projects were awarded:
  - WW-651 Griffith Pump Station Improvements to Western Water Constructors, Inc. for \$10.9 million
  - WW-658 As-needed Sewer Cleaning and Inspection to Pipe and Plant Solutions for \$2.7 million.
- 395 construction workers worked more than 52,000 hours and earned approximately \$4.2 million in wages and benefits.
- 101 San Francisco residents worked 12,942 hours and earned more than \$875,000 in wages and benefits.
- 94 SFPUC Service Territory residents worked more than 11,000 hours and earned approximately \$890,000 in wages and benefits.

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

Region of Worker Residence	Three Months Ending September 30, 2017		
	Hours	Wages & Benefits	Worker Count
Outside	28,603	\$ 2,415,593	200
San Francisco	12,942	\$ 875,697	101
Service Territory	11,310	\$ 888,977	94
Grand Total	52,855	\$ 4,180,267	395

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

8/8/2017	WW-658	Pipe and Plant Solutions	As-Needed Sewer Cleaning and Inspection of Large	\$ 2,694,000
7/11/2017	WW-651	Western Water Constructors, Inc.	Griffith Pump Station Improvements	\$ 10,941,000
6/13/2017	WW-599R	Cal State Constructors	SEP Cryogenic Oxygen Plant	\$ 6,547,000
5/9/2017	WW-647R	MWH Constructors/Webcor Builders JV	SEP Biosolids Digester Facilities	\$ 932,715,777
2/28/2017	WW-610R	Minerva Construction	Visitacion Valley Green Nodes	\$ 3,483,944
2/28/2017	WW-653	Ranger Pipelines, Inc.	Marin Street Sewer Replacement	\$ 4,860,250
1/10/2017	WW-614R2	The Dutra Group	North Point Outfall Rehabilitation	\$ 12,485,980
1/10/2017	WW-632	Monterey Mechanical Company	SEP Existing Digester Gas Handling Improvements	\$ 9,536,000
12/13/2016	DB-126	Emerson Process Management	WWE Distributed Control System Upgrades	\$ 20,425,000
12/13/2016	WW-606R2	Trinet Construction, Inc.	OSP Door and Building 930 Exterior Awning Improve	\$ 4,049,000
5/24/2016	WW-628	Sundt/Walsh JV	SEP New Headworks Facility	\$ 224,652,224
5/10/2016	WW-570	Blocka Construction, Inc.	OSP and Westside Pump Station HVAC Upgrades	\$ 6,138,000
1/26/2016	WW-613	Western Water Constructors, Inc.	SEP Building 521/522 and Disinfection Upgrades	\$ 25,750,000
1/12/2016	WW-626	Monterey Mechanical Company	SEP Primary and Secondary Clarifier Upgrades	\$ 23,588,000
11/10/2015	WW-605R	Anvil Builders	Mission and Valencia Streets Green Gateway	\$ 2,949,013
9/22/2015	WW-609R	M Squared Construction, Inc.	Holloway Green Street Stormwater Improvements	\$ 5,591,892
6/24/2014	WW-572R	Cal State Constructors	Westside Pump Station Discharge Pipe Manifold Upg	\$ 4,145,047
1/28/2014	WW-556	NTK Construction, Inc.	SEP Chemical System Relocation and Facility Upgrad	\$ 14,025,000
12/11/2012	WW-541	NTK Construction, Inc.	SEP Oxygen Generation Plant Replacement	\$ 9,476,360
4/24/2012	WW-483RR	K.J. Woods Construction, Inc.	N. Shore to Channel Force Main Improvements	\$ 15,488,000

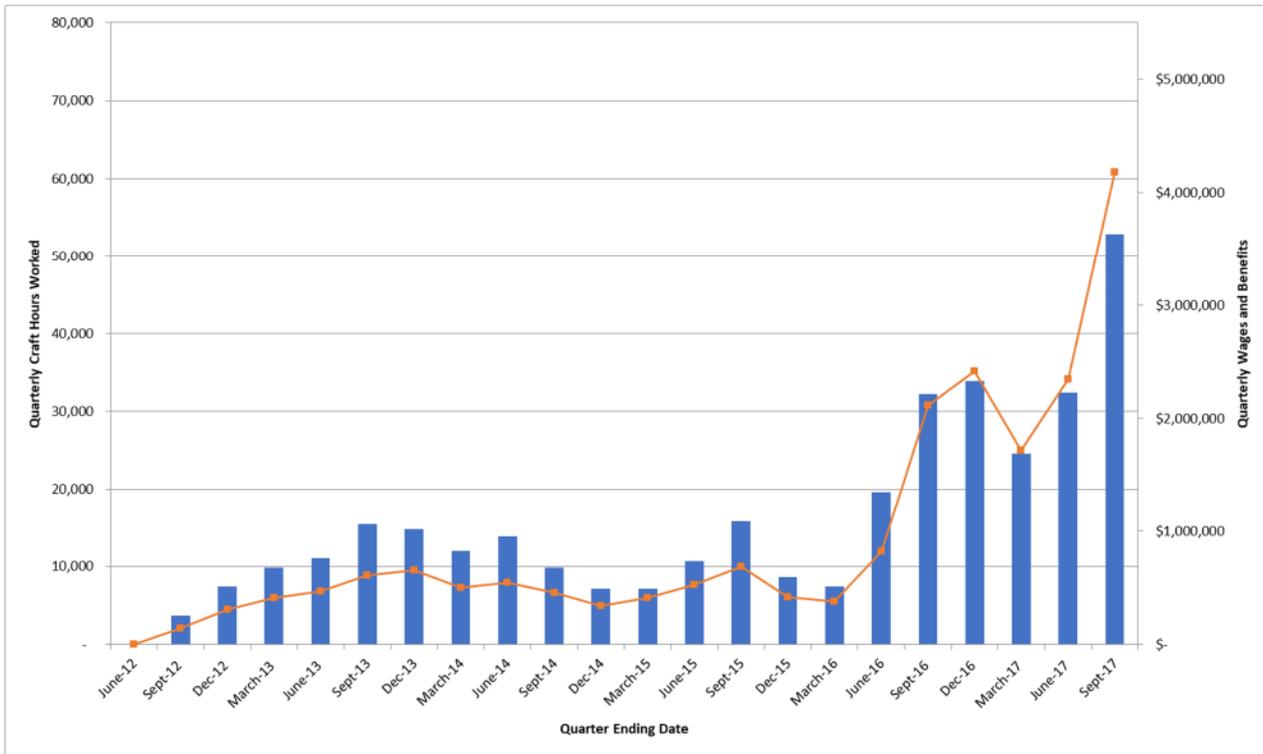
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## Summary Tables and Charts

### Craft Data

- During the quarter, construction workers worked 52,855 hours and earned \$4.18 million in wages and benefits.

**Chart 1. Craft Hours and Wages**



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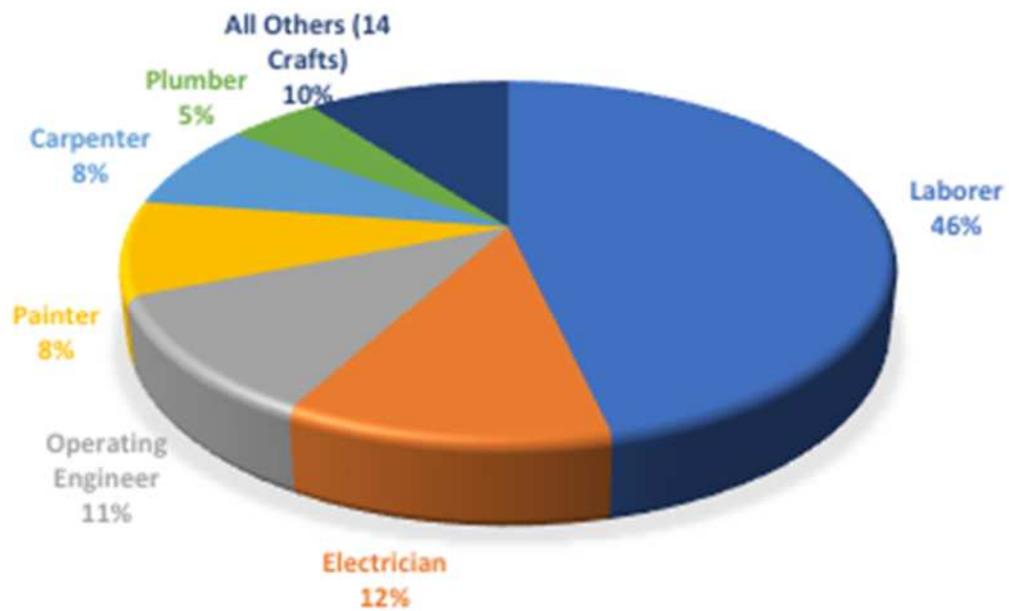
- On SSIP, 1,162 construction workers worked 345,376 construction craft hours and earned \$23,763,680 in wages and benefits.
- Laborers, Electricians, Operating Engineers, Carpenters, Painters, and Plumbers worked approximately **90%** of all hours worked on SSIP, with over 309,000 combined hours worked.

**Table 4. Craft Utilization Table**

Cumulative Employment by Craft				
Inception Through September 30, 2017				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	160,299	\$ 8,399,916	46.4%	35.3%
Electrician	39,940	\$ 3,335,418	11.6%	14.0%
Operating Engineer	37,735	\$ 3,815,606	10.9%	16.1%
Painter	29,229	\$ 1,961,575	8.5%	8.3%
Carpenter	26,965	\$ 1,831,817	7.8%	7.7%
Plumber	15,827	\$ 1,739,973	4.6%	7.3%
<b>Top 6 Sub-Total</b>	<b>309,994</b>	<b>21,084,305</b>	<b>89.8%</b>	<b>88.7%</b>
Cement Mason	6,178	\$ 349,589	1.8%	1.5%
Pile Driver	5,771	\$ 697,871	1.7%	2.9%
Field Surveyor	4,771	\$ 274,594	1.4%	1.2%
Sheet Metal Worker	4,550	\$ 460,995	1.3%	1.9%
Iron Worker	3,081	\$ 178,322	0.9%	0.8%
Driver	1,169	\$ 105,792	0.3%	0.4%
Building/Construction Inspector	941	\$ 74,132	0.3%	0.3%
Drywall Installer/Lather	799	\$ 53,657	0.2%	0.2%
Asbestos Worker	327	\$ 22,744	0.1%	0.1%
Roofer	197	\$ 10,482	0.1%	0.0%
Metal Roofing Systems Installer	133	\$ 9,023	0.0%	0.0%
Glazier	78	\$ 5,035	0.0%	0.0%
<b>Remaining Apprenticeable Sub-Total</b>	<b>27,993</b>	<b>2,242,236</b>	<b>8.1%</b>	<b>9.4%</b>
Tunnel Worker	5,057	\$ 308,584	1.5%	1.3%
Teamster	2,332	\$ 128,554	0.7%	0.5%
<b>Total Non-Apprenticeable</b>	<b>7,389</b>	<b>437,138</b>	<b>2.1%</b>	<b>1.8%</b>
<b>Grand Total</b>	<b>345,376</b>	<b>\$ 23,763,680</b>	<b>100.0%</b>	<b>100.0%</b>

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**Chart 2. Craft Utilization Pie Chart**

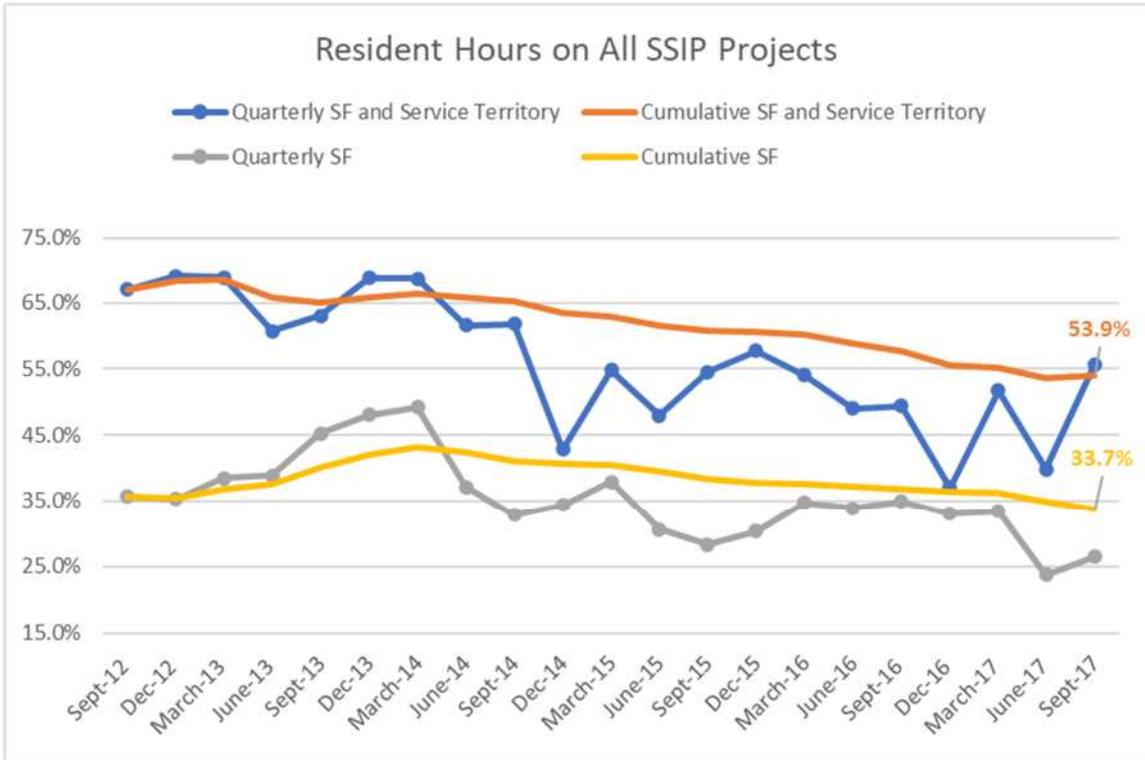


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Worker Residence Data

- Combined, San Francisco and SFPUC Regional Service Territory residents worked 54% of all construction craft hours on SSIP to date.

**Chart 3. Worker Residence Quarterly and Cumulative**



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- San Francisco’s 332 workers worked **34.6%** of all the construction hours on SSIP through the reporting period, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.
- San Francisco construction workers have earned approximately \$8.5 million in wages and benefits.

**Table 5. Worker Residence by County**

<b>SSIP-PLA Employment by Top 20 Counties of Residence</b>				
<b>Inception Through September 30, 2017</b>				
<b>County</b>	<b>Total Craft Hours</b>	<b>Wages and Benefits</b>	<b>% Craft Hours</b>	<b>Worker Count</b>
San Francisco County	119,536	\$ 8,499,893	34.6%	332
Contra Costa County	50,656	\$ 3,730,858	14.7%	185
Alameda County	41,591	\$ 2,503,913	12.0%	155
San Mateo County	24,205	\$ 1,669,559	7.0%	93
Solano County	20,224	\$ 1,268,064	5.9%	93
San Joaquin County	13,230	\$ 892,454	3.8%	47
Sonoma County	7,687	\$ 499,563	2.2%	20
Kern County	6,440	\$ 405,974	1.9%	9
Fresno County	6,379	\$ 384,256	1.8%	5
Marin County	6,148	\$ 320,475	1.8%	6
Merced County	6,013	\$ 410,715	1.7%	8
Sacramento County	4,853	\$ 327,620	1.4%	30
Santa Clara County	4,574	\$ 286,737	1.3%	45
Riverside County	4,248	\$ 317,458	1.2%	10
Clark County	4,179	\$ 322,984	1.2%	6
Napa County	4,070	\$ 266,399	1.2%	6
Tulare County	3,268	\$ 160,278	0.9%	4
Madera County	2,245	\$ 178,638	0.7%	4
Stanislaus County	2,111	\$ 130,725	0.6%	21
Placer County	1,965	\$ 193,335	0.6%	13
<b>Top 20 Counties by Hours</b>	<b>333,618</b>	<b>\$ 22,769,898</b>	<b>96.6%</b>	<b>1,092</b>
<b>All Other Counties</b>	<b>11,759</b>	<b>\$ 993,782</b>	<b>3.4%</b>	<b>70</b>
<b>Grand Total</b>	<b>345,376</b>	<b>\$ 23,763,680</b>	<b>100.0%</b>	<b>1,162</b>

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The table below represents San Francisco's ZIP Codes where the workers reside. On SSIP, workers currently reside in 27 of San Francisco's total 30 ZIP Codes.

- Total hours worked by SF residents on SSIP to date is approximately 120,000 hours.
- Workers living in the Southeast sector of the city, ZIP Codes 94124 (Bayview Hunters Point) and 94134 (Visitacion Valley and Portola) have worked more than 38,000 hours.
- Apprentices living in 94124 have worked greater than one third of all SF apprentice hours (35.8%).

**Table 6. SF Journey & Apprentice Hours by ZIP Code**

Zip Code	Neighborhoods	Apprentice Hours	Journey Hours	Total Hours	Worker Count (Not Unique)
94124	Bayview Hunters Point	12,606	16,417	29,023	74
94112	Outer Mission, Croker-Amazon, Oceanview, Westwood Park	1,124	14,814	15,938	48
94110	Mission, Bernal Heights	6,311	8,823	15,134	34
94116	Sunset District, West Portal, Forest Hill	1,951	12,389	14,340	31
94134	Visitacion Valley, Portola	1,191	7,884	9,075	30
94115	Pac Heights, Lower Pac Heights, Western Addition, Fillmore, Japantown	3,608	3,061	6,669	9
94132	Lake Merced, Merced Heights, San Francisco State	566	5,365	5,931	11
94122	Inner Sunset, Outer Sunset	675	3,510	4,185	15
94107	SOMA, Dog Patch, Protrero Hill	784	2,396	3,180	17
94133	Chinatown, Telegraph Hill, North Beach, Fisherman's Wharf	8	2,803	2,811	7
94121	Outer Richmond	727	2,042	2,769	8
94130	Treasure Island	2,053	155	2,208	3
94142	Tenderloin		1,531	1,531	2
94102	Hayes Valley, Civic Center, Tenderloin	896	324	1,220	5
94114	Castro, Noe Valley	1,109	38	1,147	2
94103	SOMA	530	507	1,037	6
94131	Forest Knolls, Twin Peaks, Diamond Heights, Glen Park	284	537	821	5
94109	Cathedral Hill, Tenderloin, Nob Hill, Russian Hill, Fort Mason		695	695	5
94117	Haight-Ashbury, Lower Haight, Cole Valley, NOPA	8	487	495	6
94120	SOMA	176	291	467	3
94108	Chinatown, Union Square	350	54	404	4
94105	SOMA, Embarcadero	171		171	1
94104	Financial District	58	68	126	1
94123	Marina, Cow Hollow		75	75	2
94158	Mission Bay	48		48	1
94127	Balboa Terrace, St. Francis Wood, West Portal		33	33	1
94118	Inner Richmond		10	10	1
<b>Grand Total</b>		<b>35,231</b>	<b>84,306</b>	<b>119,536</b>	<b>332</b>

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- Laborers living in San Francisco have worked nearly half (**46.1%**) of all San Francisco hours.
- San Francisco apprentice Laborers have worked **48.1%** of the 35,231 total hours worked by San Francisco apprentices.

**Table 7. Worker Residence by Craft**

		Craft							SSIP Total
		Laborer	Electrician	Operating Engineer	Carpenter	Painter	Plumber	All Others	
T o t a l	Total Hours	160,299	39,940	37,735	26,965	29,229	15,827	35,382	345,376
	Total %	46.4%	11.6%	10.9%	7.8%	8.5%	4.6%	10.2%	
	San Francisco Hours	55,099	18,366	19,152	4,587	4,598	8,070	9,664	119,536
	Total % of San Francisco Hours	46.1%	15.4%	16.0%	3.8%	3.8%	6.8%	8.1%	
	Regional Service Territory Hours	33,049	5,244	7,768	3,500	3,515	2,690	9,594	65,360
	Total % of Regional Service Territory Hours	50.6%	8.0%	11.9%	5.4%	5.4%	4.1%	14.7%	
		Laborer	Electrician	Operating Engineer	Carpenter	Painter	Plumber	All Others	SSIP Total
A p p r e n t i c e	Total Hours	21,437	8,691	1,350	5,741	7,517	1,938	4,414	51,088
	Total %	42.0%	17.0%	2.6%	11.2%	14.7%	3.8%	8.6%	
	San Francisco Hours	16,962	8,552	1,269	1,422	2,902	1,769	2,356	35,231
	Total % of San Francisco Hours	48.1%	24.3%	3.6%	4.0%	8.2%	5.0%	6.7%	
	Regional Service Territory Hours	682	140	71	987	-	51	1,194	3,124
	Total % of Regional Service Territory Hours	21.8%	4.5%	2.3%	31.6%	0.0%	1.6%	38.2%	

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- The average participation rate of San Francisco workers on SSIP projects is currently **34.6%**.
- One of the newest projects to get underway, with just 1,598 hours worked thus far, WW-628 Southeast Water Pollution Control Plan New Headworks Facility is at **28.3%** San Francisco resident participation.

**Table 8. Worker Residence by Project**

Sorted by San Francisco Percent of Total Project Hours

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	Outside	San Francisco	Service Territory
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	2,225	8,580	705	11,509	19.3%	74.5%	6.1%
WW-572R Westside Pump Station Discharge Pipe Manifold	3,378	5,410	495	9,282	36.4%	58.3%	5.3%
WW-653 - Marin Street Sewer Replacement	1,181	2,502	1,139	4,822	24.5%	51.9%	23.6%
WW-606R2 - Oceanside Water Pollution Control Plant Door & Bldg 930 Exterior & Awning Imprvmts	419	862	439	1,720	24.4%	50.1%	25.5%
WW-609R Holloway Green Street Stormwater Improvements	8,395	10,210	3,757	22,361	37.5%	45.7%	16.8%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades	20,538	15,353	2,677	38,568	53.3%	39.8%	6.9%
WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation	38,197	41,603	25,882	105,681	36.1%	39.4%	24.5%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	1,740	1,926	1,306	4,971	35.0%	38.7%	26.3%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	1,442	1,123	565	3,129	46.1%	35.9%	18.0%
WW-605R Mission and Valencia Streets Green Gateway	8,869	5,943	5,187	19,998	44.4%	29.7%	25.9%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	1,058	453	87	1,598	66.2%	28.3%	5.4%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	34,134	18,314	12,903	65,350	52.2%	28.0%	19.7%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, & Sunnydale Pavement Improvements	714	233	342	1,288	55.4%	18.1%	26.5%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	27,685	5,310	3,831	36,825	75.2%	14.4%	10.4%
WW-614R2 - North Point Outfall Rehabilitation	10,507	1,719	6,049	18,274	57.5%	9.4%	33.1%
<b>Grand Total</b>	<b>160,480</b>	<b>119,536</b>	<b>65,360</b>	<b>345,376</b>	<b>46.5%</b>	<b>34.6%</b>	<b>18.9%</b>

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**Apprentice Data**

The State of California’s Division of Apprenticeship Standards requires apprentices be utilized in the ratios applicable for each craft, generally one apprentice hour to every five journey hours.

- On SSIP to date, **14.8%** of all craft hours in apprenticeable trades have been worked by apprentices.
- Through the reporting period, the Laborers apprentice utilization rate is currently **13.4%** of all hours worked by Laborers.

**Table 9. Apprentice Utilization by Craft**

Craft	Apprentice Hours	Journey Hours	Grand Total	Apprentice Percentage of Craft Total
Glazier	39	39	78	50.0%
Asbestos Worker	128	199	327	39.1%
Metal Roofing Systems Installer	48	85	133	36.1%
Painter	7,517	21,712	29,229	25.7%
Roofer	47	150	197	23.9%
Electrician	8,691	31,249	39,940	21.8%
Carpenter	5,741	21,224	26,965	21.3%
Field Surveyor	1,004	3,767	4,771	21.0%
Iron Worker	635	2,446	3,081	20.6%
Cement Mason	1,267	4,911	6,178	20.5%
Sheet Metal Worker	868	3,683	4,550	19.1%
Laborer	21,437	138,862	160,299	13.4%
Plumber	1,938	13,890	15,827	12.2%
Drywall Installer/Lather	70	729	799	8.7%
Pile Driver	309	5,462	5,771	5.4%
Operating Engineer	1,350	36,385	37,735	3.6%
Building/Construction Inspector		941	941	0.0%
<b>Apprenticeable Sub-total</b>	<b>51,088</b>	<b>285,731</b>	<b>336,819</b>	<b>15.2%</b>
Driver*		1,169	1,169	0.0%
Teamster*		2,332	2,332	0.0%
Tunnel Worker*		5,057	5,057	0.0%
<b>Grand Total</b>	<b>51,088</b>	<b>294,289</b>	<b>345,376</b>	<b>14.8%</b>
*Non-Apprenticeable				

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- Consistent with previous reporting periods, project WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades has the highest Apprentice Utilization rate with **21.1%** of the project's hours being performed by apprentices.
- With the most overall apprentice hours, project WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation has 14,364 apprentice hours, which is **13.6%** of all hours on the project.

**Table 10. Apprentice Utilization by Project**

Project Name	Apprentice Hours	Journey Hours	Grand Total	Apprentice Utilization %
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades	8,119	30,448	38,568	21.1%
WW-572R Westside Pump Station Discharge Pipe Manifold	1,949	7,333	9,282	21.0%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	7,698	29,127	36,825	20.9%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	590	2,539	3,129	18.8%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	881	4,091	4,971	17.7%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	10,757	54,594	65,350	16.5%
WW-606R2 - Oceanside Water Pollution Control Plant Door and Building 930 Exterior and Awning Improvements	245	1,476	1,720	14.2%
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	1,566	9,943	11,509	13.6%
WW-605R Mission and Valencia Streets Green Gateway	2,720	17,278	19,998	13.6%
WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation	14,364	91,318	105,681	13.6%
WW-609R Holloway Green Street Stormwater Improvements	1,328	21,033	22,361	5.9%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale Pavement Improvements	68	1,221	1,288	5.2%
Facility	84	1,514	1,598	5.2%
WW-653 - Marin Street Sewer Replacement	210	4,612	4,822	4.4%
WW-614R2 - North Point Outfall Rehabilitation	512	17,763	18,274	2.8%
<b>Grand Total</b>	<b>51,088</b>	<b>294,289</b>	<b>345,376</b>	<b>14.8%</b>

## 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.

- 115 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of **3%**. This rate is below the national average for the construction industry which is around 5% according to the U.S. Department of Labor.
- During the quarter, 61 pre-employment substance abuse screenings were administered, and one individual was prevented from working as the result of a non-negative test.

**Table 11. Workers' Pre-Employment Clearance Data**

Substance Abuse Testing Summary	
Project	Total
WW-614R2 - North Point Outfall Rehabilitation	83
WW-570 - OSP and Westside Pump Station HVAC Upgrades	22
WW-606R2 - OSP Door and Building 930 Exterior and Awning Improvements	7
WW-610R - Visitacion Valley Green Nodes	3
<b>Total Cleared</b>	<b>115</b>

## 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 San Francisco and within the SFPUC 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 to authorize 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; 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 contract WD-2504 Stanford Heights Reservoir Seismic Retrofit and Improvement project which the SFPUC awarded to S.J. Amoroso Construction Co. Inc. on Jun. 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 that Extension Agreement, to Sewer System Improvement Program (SSIP) projects and specific AWSS Pumping Station 2 projects.

## **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 SFPUC's Workforce and Economic Programs team within the Infrastructure Division administers the PLA under the direction 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 Pre-Job Conference. At the conference, the general contractor and subcontractors present their scope of work and make assignments based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedure appropriate to the trades involved is invoked so as to prevent delay or disruption of work.

All SFPUC construction projects utilize the City's authorized web-based labor compliance reporting program, LCPtracker, Inc. The data from the certified payrolls records collected by LCPtracker, Inc. are used to produce the information included in this report.



**SEWER  
SYSTEM**  
IMPROVEMENT PROGRAM  
Grey. Green. Clean.

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# **Sewer System Improvement Program Project Labor Agreement Quarterly Report**

**October 1, 2017 through December 31, 2017  
(Second Quarter FY 2017-2018)**

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SFPUC  
Infrastructure Division  
Workforce and Economic Program Services Bureau  
525 Golden Gate Avenue, 9th Floor  
San Francisco, CA 94102

San Francisco Public Utilities Commission  
Sewer System Improvement Program Project Labor Agreement Quarterly Report  
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## Definitions

<b>City</b>	City and County of San Francisco
<b>OEWD</b>	The Office of Economic and Workforce Development of the City and County of San Francisco
<b>OSP</b>	Oceanside Water Pollution Control Plant
<b>Outside</b>	All ZIP Codes where workers reside not within San Francisco or the San Francisco Public Utilities Commission Service Territory
<b>SEP</b>	Southeast Water Pollution Control Plant
<b>SFPUC</b>	San Francisco Public Utilities Commission
<b>SFPUC Regional Service Territory</b>	265 ZIP Codes (established in San Francisco Public Utilities Commission Local Business Enterprise Program Appendix 1) where the San Francisco Public Utilities Commission provides water delivery services; excluding San Francisco ZIP Codes
<b>SSIP</b>	Sewer System Improvement Program
<b>WEPS</b>	Workforce and Economic Programs Services Bureau
<b>WWE</b>	Wastewater Enterprise

## Executive Summary

### Contracting and Employment Highlights – Program to Date:

- Twenty (20) construction contracts, with a combined value of \$1.3 billion, have been awarded.
- More than 400,000 total craft hours have been worked by 1,330 workers who earned approximately \$28.5 million in wages and benefits.
- 363 San Francisco residents worked 132,038 hours (**33%**) and earned roughly \$9.4 million in wages and benefits, exceeding the City’s 30% Local Hiring requirement.
- Residents of the SFPUC’s Regional Service Territory worked 76,070 hours (**19.0%**) and earned more than \$5 million in wages and benefits.

**Table 1. Worker Highlights – Total Program**

Region of Worker Residence	Inception Through December 31, 2017		
	Hours	Wages & Benefits	Worker Count
Outside	192,463	\$ 13,993,801	663
San Francisco	132,038	\$ 9,384,645	363
Service Territory	76,070	\$ 5,150,006	304
Grand Total	400,571	\$ 28,528,452	1,330

### Contracting and Employment Highlights – During the Quarter:

- 416 construction workers worked more than 55,000 hours and earned \$4.8 million in wages and benefits.
- 85 San Francisco residents worked 12,500 hours and earned more than \$884,000 in wages and benefits.
- 87 SFPUC Service Territory residents worked more than 10,000 hours and earned more than \$875,000 in wages and benefits.

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

Region of Worker Residence	Three Months Ending December 31, 2017		
	Hours	Wages & Benefits	Worker Count
Outside	31,983	\$ 3,004,630	244
San Francisco	12,502	\$ 884,752	85
Service Territory	10,710	\$ 875,390	87
<b>Grand Total</b>	<b>55,194</b>	<b>\$ 4,764,772</b>	<b>416</b>

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

8/8/2017	WW-658	Pipe and Plant Solutions	As-Needed Sewer Cleaning and Inspection of Large	\$ 2,694,000
7/11/2017	WW-651	Western Water Constructors, Inc.	Griffith Pump Station Improvements	\$ 10,941,000
6/13/2017	WW-599R	Cal State Constructors	SEP Cryogenic Oxygen Plant	\$ 6,547,000
5/9/2017	WW-647R	MWH Constructors/Webcor Builders JV	SEP Biosolids Digester Facilities	\$ 932,715,777
2/28/2017	WW-610R	Minerva Construction	Visitacion Valley Green Nodes	\$ 3,483,944
2/28/2017	WW-653	Ranger Pipelines, Inc.	Marin Street Sewer Replacement	\$ 4,860,250
1/10/2017	WW-614R2	The Dutra Group	North Point Outfall Rehabilitation	\$ 12,485,980
1/10/2017	WW-632	Monterey Mechanical Company	SEP Existing Digester Gas Handling Improvements	\$ 9,536,000
12/13/2016	DB-126	Emerson Process Management	WWE Distributed Control System Upgrades	\$ 20,425,000
12/13/2016	WW-606R2	Trinet Construction, Inc.	OSP Door and Building 930 Exterior Awning Improve	\$ 4,049,000
5/24/2016	WW-628	Sundt/Walsh JV	SEP New Headworks Facility	\$ 224,652,224
5/10/2016	WW-570	Blocka Construction, Inc.	OSP and Westside Pump Station HVAC Upgrades	\$ 6,138,000
1/26/2016	WW-613	Western Water Constructors, Inc.	SEP Building 521/522 and Disinfection Upgrades	\$ 25,750,000
1/12/2016	WW-626	Monterey Mechanical Company	SEP Primary and Secondary Clarifier Upgrades	\$ 23,588,000
11/10/2015	WW-605R	Anvil Builders	Mission and Valencia Streets Green Gateway	\$ 2,949,013
9/22/2015	WW-609R	M Squared Construction, Inc.	Holloway Green Street Stormwater Improvements	\$ 5,591,892
6/24/2014	WW-572R	Cal State Constructors	Westside Pump Station Discharge Pipe Manifold Upg	\$ 4,145,047
1/28/2014	WW-556	NTK Construction, Inc.	SEP Chemical System Relocation and Facility Upgrad	\$ 14,025,000
12/11/2012	WW-541	NTK Construction, Inc.	SEP Oxygen Generation Plant Replacement	\$ 9,476,360
4/24/2012	WW-483RR	K.J. Woods Construction, Inc.	N. Shore to Channel Force Main Improvements	\$ 15,488,000

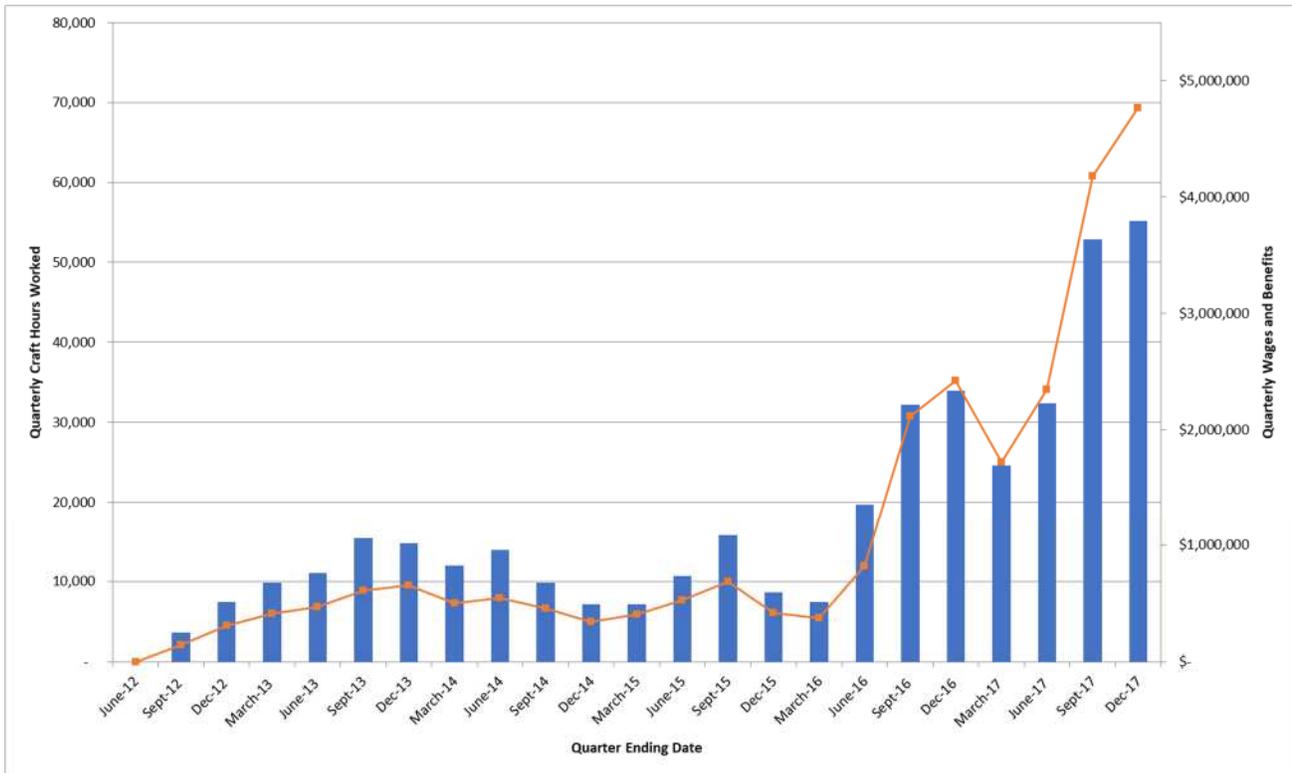
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## Summary Tables and Charts

### Craft Data

- During the quarter, construction workers worked 55,194 hours and earned \$4.76 million in wages and benefits.

**Chart 1. Craft Hours and Wages**



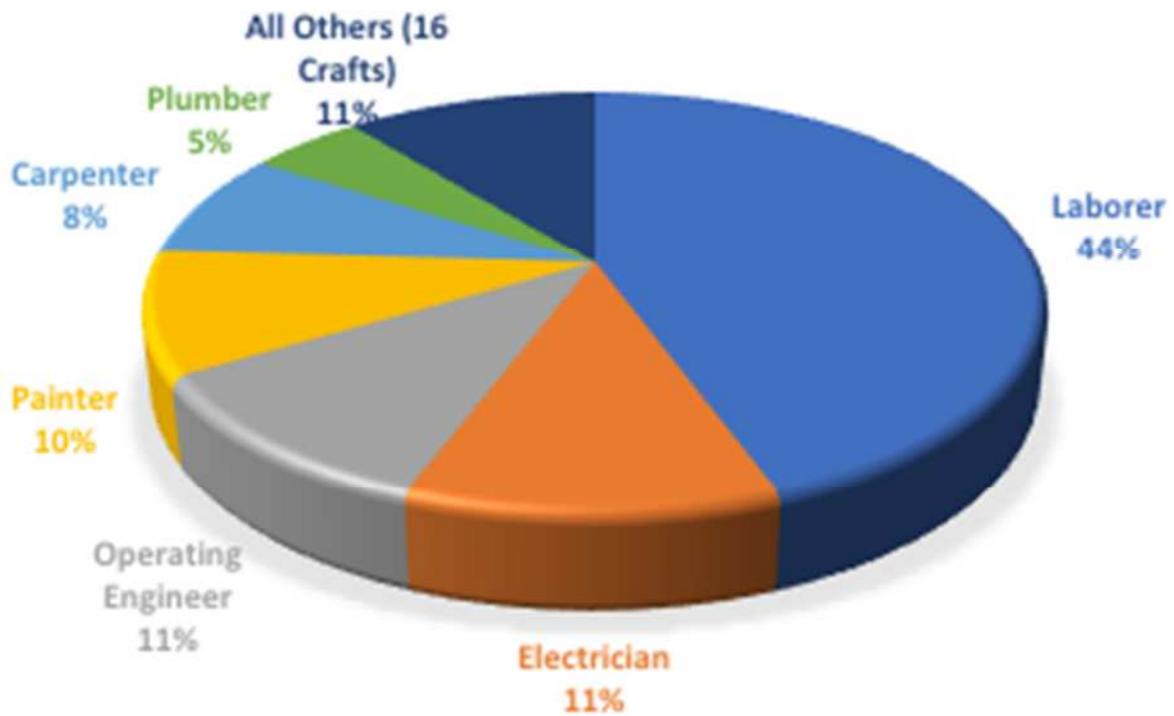
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- The top 6 crafts: Laborers, Electricians, Operating Engineers, Painters, Carpenters, and Plumbers worked **89.1%** of all hours on SSIP, with over 350,000 combined hours worked.
- Laborers have the majority of hours at **44.1%**, which is almost 4x greater than the next closest trade, the Electricians, at **11.4%**.

**Table 4. Craft Utilization Table**

Cumulative Employment by Craft				
Inception Through December 31, 2017				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	177,820	\$ 9,745,855	44.4%	34.2%
Electrician	45,578	\$ 3,847,286	11.4%	13.5%
Operating Engineer	42,839	\$ 4,220,958	10.7%	14.8%
Painter	37,854	\$ 2,609,024	9.4%	9.1%
Carpenter	32,976	\$ 2,277,838	8.2%	8.0%
Plumber	19,864	\$ 2,205,819	5.0%	7.7%
<b>Top 6 Sub-Total</b>	<b>356,930</b>	<b>24,906,781</b>	<b>89.1%</b>	<b>87.3%</b>
Pile Driver	9,187	\$ 1,162,304	2.3%	4.1%
Sheet Metal Worker	7,185	\$ 742,616	1.8%	2.6%
Cement Mason	6,467	\$ 368,805	1.6%	1.3%
Field Surveyor	4,771	\$ 274,594	1.2%	1.0%
Iron Worker	4,199	\$ 230,397	1.0%	0.8%
Driver	1,305	\$ 114,465	0.3%	0.4%
Building/Construction Inspector	1,021	\$ 93,350	0.3%	0.3%
Drywall Installer/Lather	947	\$ 62,430	0.2%	0.2%
Asbestos Worker	327	\$ 22,744	0.1%	0.1%
Roofer	285	\$ 14,769	0.1%	0.1%
Metal Roofing Systems Installer	157	\$ 9,992	0.0%	0.0%
Boilermaker	152	\$ 10,547	0.0%	0.0%
Glazier	118	\$ 7,688	0.0%	0.0%
<b>Remaining Apprenticable Sub-Total</b>	<b>36,120</b>	<b>3,114,702</b>	<b>9.0%</b>	<b>10.9%</b>
Tunnel Worker	5,057	\$ 308,584	1.3%	1.1%
Teamster	2,332	\$ 128,554	0.6%	0.5%
Diver	133	\$ 69,831	0.0%	0.2%
<b>Total Non-Apprenticable</b>	<b>7,521</b>	<b>506,969</b>	<b>1.9%</b>	<b>1.8%</b>
<b>Grand Total</b>	<b>400,571</b>	<b>\$ 28,528,452</b>	<b>100.0%</b>	<b>100.0%</b>

**Chart 2. Craft Utilization Pie Chart**

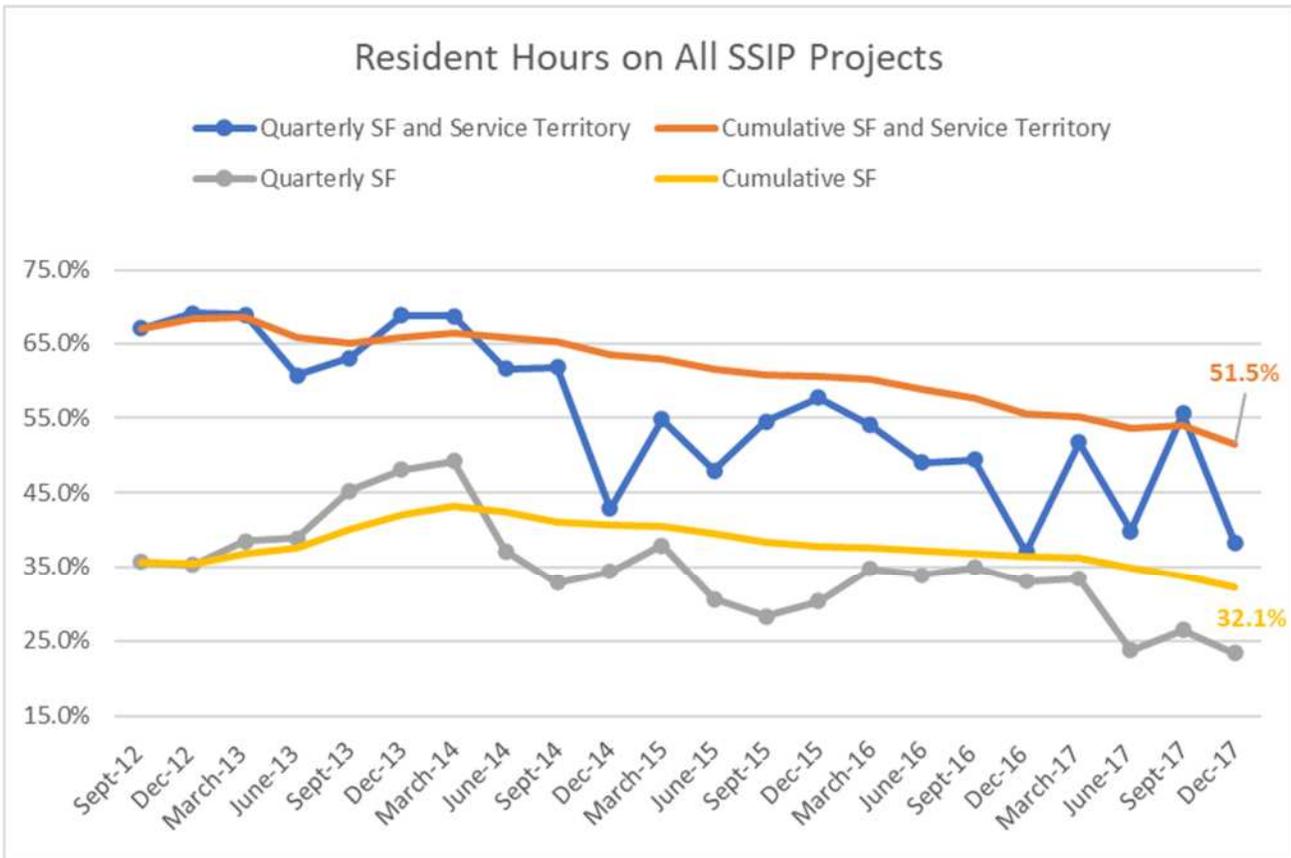


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Worker Residence Data

- Combined, San Francisco and SFPUC Regional Service Territory residents worked 50.8% of all construction craft hours on SSIP to date.

**Chart 3. Worker Residence Quarterly and Cumulative**



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- San Francisco’s 363 workers worked **33.0%** of all the construction hours on SSIP through the reporting period, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.
- San Francisco construction workers have earned approximately \$9.3 million in wages and benefits.

**Table 5. Worker Residence by County**

<b>SSIP-PLA Employment by Top 20 Counties of Residence</b>				
Inception Through December 31, 2017				
<b>County</b>	<b>Total Craft Hours</b>	<b>Wages</b>	<b>% Craft Hours</b>	<b>Worker Count</b>
San Francisco County	132,038	\$ 9,384,645	33.0%	363
Contra Costa County	60,378	\$ 4,479,689	15.1%	220
Alameda County	46,595	\$ 2,908,755	11.6%	183
San Mateo County	29,009	\$ 2,086,620	7.2%	101
Solano County	22,873	\$ 1,858,978	5.7%	105
San Joaquin County	15,242	\$ 1,052,880	3.8%	54
Sonoma County	10,148	\$ 688,039	2.5%	25
Fresno County	7,608	\$ 465,479	1.9%	6
Merced County	6,914	\$ 479,091	1.7%	9
Kern County	6,734	\$ 422,850	1.7%	10
Marin County	6,302	\$ 330,330	1.6%	7
Santa Clara County	5,921	\$ 383,473	1.5%	57
Sacramento County	5,596	\$ 400,102	1.4%	32
Clark County	5,485	\$ 420,457	1.4%	6
Riverside County	5,013	\$ 378,723	1.3%	10
Tulare County	4,661	\$ 235,390	1.2%	4
Napa County	4,239	\$ 277,152	1.1%	7
Madera County	3,082	\$ 228,264	0.8%	6
Stanislaus County	2,561	\$ 160,775	0.6%	23
Placer County	2,385	\$ 266,149	0.6%	14
<b>Top 20 Counties by Hours</b>	<b>382,781</b>	<b>\$ 26,907,841</b>	<b>95.6%</b>	<b>1,242</b>
<b>All Other Counties</b>	<b>17,790</b>	<b>\$ 1,620,611</b>	<b>4.4%</b>	<b>88</b>
<b>Grand Total</b>	<b>400,571</b>	<b>\$ 28,528,452</b>	<b>100.0%</b>	<b>1,330</b>

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The table below represents San Francisco’s ZIP Codes where the workers reside. On SSIP, workers currently reside in 27 of San Francisco’s total 30 ZIP Codes.

- Total hours worked by SF residents on SSIP to date is approximately 132,000 hours.
- Workers living in the Southeast sector of the city, ZIP Codes 94124 (Bayview Hunters Point) and 94134 (Visitacion Valley and Portola) have worked nearly 41,000 hours.
- Apprentices living in 94124 have worked more than one third of all SF apprentice hours (34.3%).

**Table 6. SF Journey & Apprentice Hours by ZIP Code**

Zip Code	Neighborhoods	Apprentice Hours	Journey Hours	Total Hours	Worker Count (Not Unique)
94124	Bayview Hunters Point	13,249	17,554	30,803	80
94112	Outer Mission, Croker-Amazon, Oceanview, Westwood Park	2,068	17,320	19,387	56
94110	Mission, Bernal Heights	6,584	9,281	15,865	36
94116	Sunset District, West Portal, Forest Hill	1,967	13,196	15,163	33
94134	Visitacion Valley, Portola	1,658	8,475	10,132	32
94115	Pac Heights, Lower Pac Heights, Western Addition, Fillmore, Japantown	3,608	3,651	7,259	11
94132	Lake Merced, Merced Heights, San Francisco State	566	6,100	6,666	11
94122	Inner Sunset, Outer Sunset	970	3,979	4,949	18
94121	Outer Richmond	755	2,625	3,380	8
94107	SOMA, Dog Patch, Protrero Hill	784	2,521	3,305	18
94130	Treasure Island	2,316	612	2,928	3
94133	Chinatown, Telegraph Hill, North Beach, Fisherman's Wharf	8	2,836	2,844	7
94142	Tenderloin		1,531	1,531	2
94102	Hayes Valley, Civic Center, Tenderloin	896	501	1,396	7
94114	Castro, Noe Valley	1,109	38	1,147	2
94103	SOMA	530	507	1,037	6
94131	Forest Knolls, Twin Peaks, Diamond Heights, Glen Park	347	655	1,002	6
94109	Cathedral Hill, Tenderloin, Nob Hill, Russian Hill, Fort Mason		747	747	5
94118	Inner Richmond	350	284	634	3
94117	Haight-Ashbury, Lower Haight, Cole Valley, NOPA	8	535	543	6
94120	SOMA	176	291	467	3
94108	Chinatown, Union Square	350	54	404	4
94105	SOMA, Embarcadero	171		171	1
94104	Financial District	58	68	126	1
94123	Marina, Cow Hollow		75	75	2
94158	Mission Bay	48		48	1
94127	Balboa Terrace, St. Francis Wood, West Portal		33	33	1
<b>Grand Total</b>		<b>38,573</b>	<b>93,465</b>	<b>132,038</b>	<b>363</b>

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- Laborers living in San Francisco have worked nearly half (**45%**) of all San Francisco hours.
- San Francisco apprentice Laborers have worked **46%** of the 38,573 total hours worked by San Francisco apprentices.

**Table 7. Worker Residence by Craft**

		Craft							SSIP Total
		Laborer	Electrician	Operating Engineer	Carpenter	Painter	Plumber	All Others	
<b>T o t a l</b>	<b>Total Hours</b>	<b>177,820</b>	<b>45,578</b>	<b>42,839</b>	<b>32,976</b>	<b>37,854</b>	<b>19,864</b>	<b>43,641</b>	<b>400,571</b>
	<b>Total %</b>	44.4%	11.4%	10.7%	8.2%	9.4%	5.0%	10.9%	
	<b>San Francisco Hours</b>	<b>59,580</b>	<b>20,898</b>	<b>20,131</b>	<b>5,882</b>	<b>4,978</b>	<b>9,542</b>	<b>11,029</b>	<b>132,038</b>
	<b>Total % of San Francisco Hours</b>	45.1%	15.8%	15.2%	4.5%	3.8%	7.2%	8.4%	
	<b>Regional Service Territory Hours</b>	<b>36,894</b>	<b>6,905</b>	<b>9,121</b>	<b>3,947</b>	<b>4,032</b>	<b>3,950</b>	<b>11,221</b>	<b>76,070</b>
	<b>Total % of Regional Service Territory Hours</b>	48.5%	9.1%	12.0%	5.2%	5.3%	5.2%	14.8%	
		Laborer	Electrician	Operating Engineer	Carpenter	Painter	Plumber	All Others	SSIP Total
<b>A p p r e n t i c e</b>	<b>Total Hours</b>	<b>23,222</b>	<b>9,661</b>	<b>1,484</b>	<b>6,520</b>	<b>9,008</b>	<b>2,773</b>	<b>5,294</b>	<b>57,962</b>
	<b>Total %</b>	40.1%	16.7%	2.6%	11.2%	15.5%	4.8%	9.1%	
	<b>San Francisco Hours</b>	<b>17,755</b>	<b>9,522</b>	<b>1,305</b>	<b>1,772</b>	<b>3,193</b>	<b>2,175</b>	<b>2,853</b>	<b>38,573</b>
	<b>Total % of San Francisco Hours</b>	46.0%	24.7%	3.4%	4.6%	8.3%	5.6%	7.4%	
	<b>Regional Service Territory Hours</b>	<b>682</b>	<b>140</b>	<b>177</b>	<b>987</b>	<b>48</b>	<b>481</b>	<b>1,288</b>	<b>3,802</b>
	<b>Total % of Regional Service Territory Hours</b>	17.9%	3.7%	4.7%	26.0%	1.3%	12.6%	33.9%	

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- San Francisco residents worked 8,500 hours out of Project WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement's 11,509 total hours, or approximately **74.5%** of all hours worked on the project.
- Project WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation, with over 105,000 hours to date, has a little under 40% San Francisco workforce participations (**39.4%**).

**Table 8. Worker Residence by Project**

Sorted by San Francisco Percent of Total Project Hours

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	Outside	San Francisco	Service Territory
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	2,225	8,580	705	11,509	19.3%	74.5%	6.1%
WW-572R Westside Pump Station Discharge Pipe Manifold	3,378	5,410	495	9,282	36.4%	58.3%	5.3%
WW-606R2 - Oceanside Water Pollution Control Plant Door and Building 930 Exterior and Awning Improve	527	915	447	1,889	27.9%	48.4%	23.7%
WW-609R Holloway Green Street Stormwater Improvements	8,395	10,210	3,781	22,385	37.5%	45.6%	16.9%
WW-653 - Marin Street Sewer Replacement	3,533	5,074	2,586	11,192	31.6%	45.3%	23.1%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades	21,039	15,536	2,724	39,299	53.5%	39.5%	6.9%
WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation	38,197	41,603	25,882	105,681	36.1%	39.4%	24.5%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	3,103	3,539	2,379	9,020	34.4%	39.2%	26.4%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	3,749	3,786	2,779	10,315	36.3%	36.7%	26.9%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	1,062	619	87	1,768	60.1%	35.0%	4.9%
WW-605R Mission and Valencia Streets Green Gateway	8,869	5,943	5,187	19,998	44.4%	29.7%	25.9%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale Pavement Improvements	3,539	2,102	2,230	7,870	45.0%	26.7%	28.3%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	38,886	19,285	14,219	72,390	53.7%	26.6%	19.6%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquid Oxyge	13	7	22	42	30.1%	16.9%	53.0%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	34,278	7,101	4,367	45,745	74.9%	15.5%	9.5%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	569	68	123	759	75.0%	8.9%	16.1%
WW-614R2 - North Point Outfall Rehabilitation	21,103	2,265	8,060	31,428	67.1%	7.2%	25.6%
<b>Grand Total</b>	<b>192,463</b>	<b>132,038</b>	<b>76,070</b>	<b>400,571</b>	<b>48.0%</b>	<b>33.0%</b>	<b>19.0%</b>

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**Apprentice Data**

The State of California’s Division of Apprenticeship Standards requires apprentices be utilized in the ratios applicable for each craft, generally one apprentice hour to every five journey hours.

- On SSIP to date, **14.5%** of all craft hours in apprenticeable trades have been worked by apprentices.
- The Laborers apprentice utilization through December 31, 2017 is just above 13% (**13.1%**).

**Table 9. Apprentice Utilization by Craft**

Craft	Apprentice Hours	Journey Hours	Grand Total	Apprentice Percentage of Craft Total
Glazier	59	59	118	50.0%
Metal Roofing Systems Installer	72	85	157	45.9%
Asbestos Worker	128	199	327	39.1%
Roofer	79	206	285	27.7%
Painter	9,008	28,846	37,854	23.8%
Iron Worker	936	3,264	4,199	22.3%
Cement Mason	1,374	5,093	6,467	21.2%
Electrician	9,661	35,917	45,578	21.2%
Field Surveyor	1,004	3,767	4,771	21.0%
Carpenter	6,520	26,456	32,976	19.8%
Sheet Metal Worker	1,264	5,921	7,185	17.6%
Plumber	2,773	17,091	19,864	14.0%
Laborer	23,222	154,597	177,820	13.1%
Drywall Installer/Lather	70	877	947	7.3%
Operating Engineer	1,484	41,355	42,839	3.5%
Pile Driver	309	8,878	9,187	3.4%
Boilermaker		152	152	0.0%
Building/Construction Inspector		1,021	1,021	0.0%
<b>Apprenticeable Sub-total</b>	<b>57,962</b>	<b>333,782</b>	<b>391,744</b>	<b>14.8%</b>
Diver*		133	133	0.0%
Driver*		1,305	1,305	0.0%
Teamster*		2,332	2,332	0.0%
Tunnel Worker*		5,057	5,057	0.0%
<b>Grand Total</b>	<b>57,962</b>	<b>342,608</b>	<b>400,571</b>	<b>14.5%</b>

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- Project WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades has the highest Apprentice Utilization to date with **21.0%** of its 39,313 craft hours worked by apprentices.
- Project WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation has the most total apprentice hours with 14,364 hours, which is **13.6%** of all hours on the project.

**Table 10. Apprentice Utilization by Project**

Project Name	Apprentice Hours	Journey Hours	Grand Total	Apprentice Utilization %
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades	8,255	31,058	39,313	21.0%
WW-572R Westside Pump Station Discharge Pipe Manifold	1,949	7,333	9,282	21.0%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	10,593	40,532	51,125	20.7%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	2,668	12,691	15,359	17.4%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	1,750	8,479	10,229	17.1%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	11,316	63,176	74,492	15.2%
WW-606R2 - Oceanside Water Pollution Control Plant Door and Building 930 Exterior and Awning Improvements	297	1,714	2,010	14.8%
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	1,566	9,943	11,509	13.6%
WW-605R Mission and Valencia Streets Green Gateway	2,720	17,278	19,998	13.6%
WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation	14,364	91,318	105,681	13.6%
Facility	178	2,128	2,306	7.7%
WW-614R2 - North Point Outfall Rehabilitation	2,750	33,170	35,920	7.7%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale Pavement Improvements	800	10,715	11,515	6.9%
WW-609R Holloway Green Street Stormwater Improvements	1,328	21,057	22,385	5.9%
WW-651 - Griffith Pump Station Improvements	57	1,046	1,103	5.2%
WW-653 - Marin Street Sewer Replacement	395	12,380	12,774	3.1%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	8	1,620	1,628	0.5%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquid Oxygen System Upgrades		2,140	2,140	0.0%
<b>Grand Total</b>	<b>60,991</b>	<b>367,776</b>	<b>428,767</b>	<b>14.2%</b>

## 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.

- 151 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of 2%. This rate is below the national average for the construction industry which is around 5% according to the U.S. Department of Labor.
- During the quarter, 36 pre-employment substance abuse screenings were administered, and two individuals were prevented from working as the result of a non-negative test.

**Table 11. Workers’ Pre-Employment Clearance Data**

Substance Abuse Testing Summary	
Project	Total
WW-614R2 - North Point Outfall Rehabilitation	106
WW-570 - OSP and Westside Pump Station HVAC Upgrades	23
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	11
WW-606R2 - OSP Door and Building 930 Exterior and Awning Improvements	7
WW-610R - Visitacion Valley Green Nodes	3
WW-599R - SEP Cryogenic Oxygen Plant Demolition and Liquid Oxygen System Upgrade	1
<b>Total Cleared</b>	<b>151</b>

## **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 San Francisco and within the SFPUC 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 to authorize 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; 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 contract WD-2504 Stanford Heights Reservoir Seismic Retrofit and Improvement project which the SFPUC awarded to S.J. Amoroso Construction Co. Inc. on Jun. 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 that Extension Agreement, to Sewer System Improvement Program (SSIP) projects and specific AWSS Pumping Station 2 projects.

## **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 SFPUC's Workforce and Economic Programs team within the Infrastructure Division administers the PLA under the direction 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 Pre-Job Conference. At the conference, the general contractor and subcontractors present their scope of work and make assignments based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedure appropriate to the trades involved is invoked so as to prevent delay or disruption of work.

All SFPUC construction projects utilize the City's authorized web-based labor compliance reporting program, LCPtracker, Inc. The data from the certified payrolls records collected by LCPtracker, Inc. are used to produce the information included in this report.



**SEWER  
SYSTEM**  
IMPROVEMENT PROGRAM  
Grey. Green. Clean.

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# **Sewer System Improvement Program Project Labor Agreement Quarterly Report**

**January 1, 2018 through March 31, 2018  
(Third Quarter FY 2017-2018)**

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SFPUC  
Infrastructure Division  
Workforce and Economic Program Services Bureau  
525 Golden Gate Avenue, 9th Floor  
San Francisco, CA 94102

San Francisco Public Utilities Commission  
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## Definitions

<b>City</b>	City and County of San Francisco
<b>OEWD</b>	San Francisco Office of Economic and Workforce Development
<b>OSP</b>	Oceanside Water Pollution Control Plant
<b>Outside</b>	All ZIP Codes where workers reside not within San Francisco or the San Francisco Public Utilities Commission Service Territory
<b>SEP</b>	Southeast Water Pollution Control Plant
<b>SFPUC</b>	San Francisco Public Utilities Commission
<b>SFPUC Regional Service Territory</b>	265 ZIP Codes (established in San Francisco Public Utilities Commission Local Business Enterprise Program Appendix 1) where the San Francisco Public Utilities Commission provides water delivery services; excluding San Francisco ZIP Codes
<b>SSIP</b>	Sewer System Improvement Program
<b>WEPS</b>	Workforce and Economic Programs Services Bureau
<b>WWE</b>	Wastewater Enterprise

## SSIP Executive Summary

### Contracting and Employment Highlights – Program to Date:

- Twenty-two (22) construction contracts, with a combined value of \$1.34 billion, have been awarded.
- 428,767 total craft hours have been worked by 1,416 workers who earned \$30.7 million in wages and benefits.
- 378 San Francisco residents nearly 140,000 of those hours (**32.5%**) and earned approximately \$10 million in wages and benefits, exceeding the City’s 30% Local Hiring requirement.
- Residents of the SFPUC’s Regional Service Territory worked 81,435 hours (**19.0%**) and earned nearly \$5.6 million in wages and benefits.

**Table 1. Worker Highlights – Total Program**

Region of Worker Residence	Inception Through March 31, 2018		
	Hours	Wages & Benefits	Worker Count
Outside	207,792	\$ 15,235,591	713
San Francisco	139,541	\$ 9,892,213	378
Service Territory	81,435	\$ 5,589,707	325
Grand Total	428,767	\$ 30,717,511	1,416

### Contracting and Employment Highlights – During the Quarter:

- Two projects were awarded:
  - WW-659 Green House Demolition at 1150 Phelps Street, awarded to Azul Works for \$1,638,000
  - WW-657R Drumm and Jackson Streets Sewer Improvements, awarded to Anvil Builders for \$5,240,900.
- 270 construction workers worked 28,197 hours and earned \$2.2 million in wages and benefits.
- 57 San Francisco residents worked 7,500 hours and earned a little over \$500,000 in wages and benefits.
- 55 SFPUC Service Territory residents worked more than 5,300 hours and earned nearly \$440,000 in wages and benefits.

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

Region of Worker Residence	Three Months Ending March 31, 2018		
	Hours	Wages & Benefits	Worker Count
Outside	15,329	\$1,241,790	158
San Francisco	7,503	\$ 507,568	57
Service Territory	5,365	\$ 439,701	55
Grand Total	28,197	\$2,189,059	270

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

2/27/2018	WW-659	Azul Works, Inc.	Greenhouse Demolition at 1150 Phelps Street/1800	\$ 1,638,000
1/9/2018	WW-657R	Anvil Builders Inc.	Drumm & Jackson Streets Sewer Improvements	\$ 5,240,900
8/8/2017	WW-658	Pipe and Plant Solutions	As-Needed Sewer Cleaning and Inspection of Large	\$ 2,694,000
7/11/2017	WW-651	Western Water Constructors, Inc.	Griffith Pump Station Improvements	\$ 10,941,000
6/13/2017	WW-599R	Cal State Constructors	SEP Cryogenic Oxygen Plant	\$ 6,547,000
5/9/2017	WW-647R	MWH Constructors/Webcor Builders JV	SEP Biosolids Digester Facilities	\$ 932,715,777
2/28/2017	WW-610R	Minerva Construction	Visitation Valley Green Nodes	\$ 3,483,944
2/28/2017	WW-653	Ranger Pipelines, Inc.	Marin Street Sewer Replacement	\$ 4,860,250
1/10/2017	WW-614R2	The Dutra Group	North Point Outfall Rehabilitation	\$ 12,485,980
1/10/2017	WW-632	Monterey Mechanical Company	SEP Existing Digester Gas Handling Improvements	\$ 9,536,000
12/13/2016	DB-126	Emerson Process Management	WWE Distributed Control System Upgrades	\$ 20,425,000
12/13/2016	WW-606R2	Trinet Construction, Inc.	OSP Door and Building 930 Exterior Awning Improve	\$ 4,049,000
5/24/2016	WW-628	Sundt/Walsh JV	SEP New Headworks Facility	\$ 224,652,224
5/10/2016	WW-570	Blocka Construction, Inc.	OSP and Westside Pump Station HVAC Upgrades	\$ 6,138,000
1/26/2016	WW-613	Western Water Constructors, Inc.	SEP Building 521/522 and Disinfection Upgrades	\$ 25,750,000
1/12/2016	WW-626	Monterey Mechanical Company	SEP Primary and Secondary Clarifier Upgrades	\$ 23,588,000
11/10/2015	WW-605R	Anvil Builders	Mission and Valencia Streets Green Gateway	\$ 2,949,013
9/22/2015	WW-609R	M Squared Construction, Inc.	Holloway Green Street Stormwater Improvements	\$ 5,591,892
6/24/2014	WW-572R	Cal State Constructors	Westside Pump Station Discharge Pipe Manifold Upg	\$ 4,145,047
1/28/2014	WW-556	NTK Construction, Inc.	SEP Chemical System Relocation and Facility Upgrad	\$ 14,025,000
12/11/2012	WW-541	NTK Construction, Inc.	SEP Oxygen Generation Plant Replacement	\$ 9,476,360
4/24/2012	WW-483RR	K.J. Woods Construction, Inc.	N. Shore to Channel Force Main Improvements	\$ 15,488,000

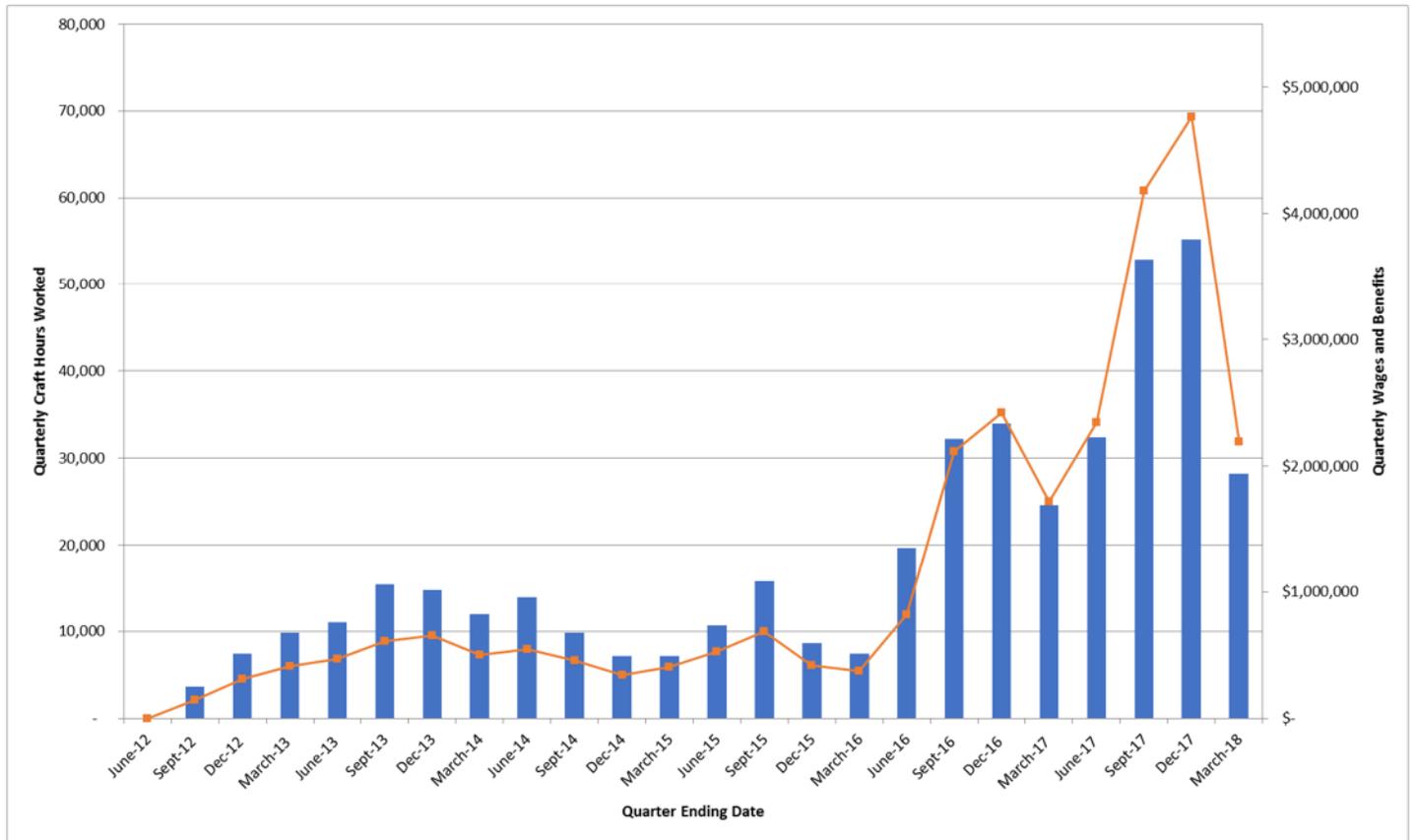
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## Summary Tables and Charts

### Craft Data

- During the quarter, 270 construction workers worked 28,197 hours and earned \$2.2 million in wages and benefits

**Chart 1. Craft Hours and Wages**



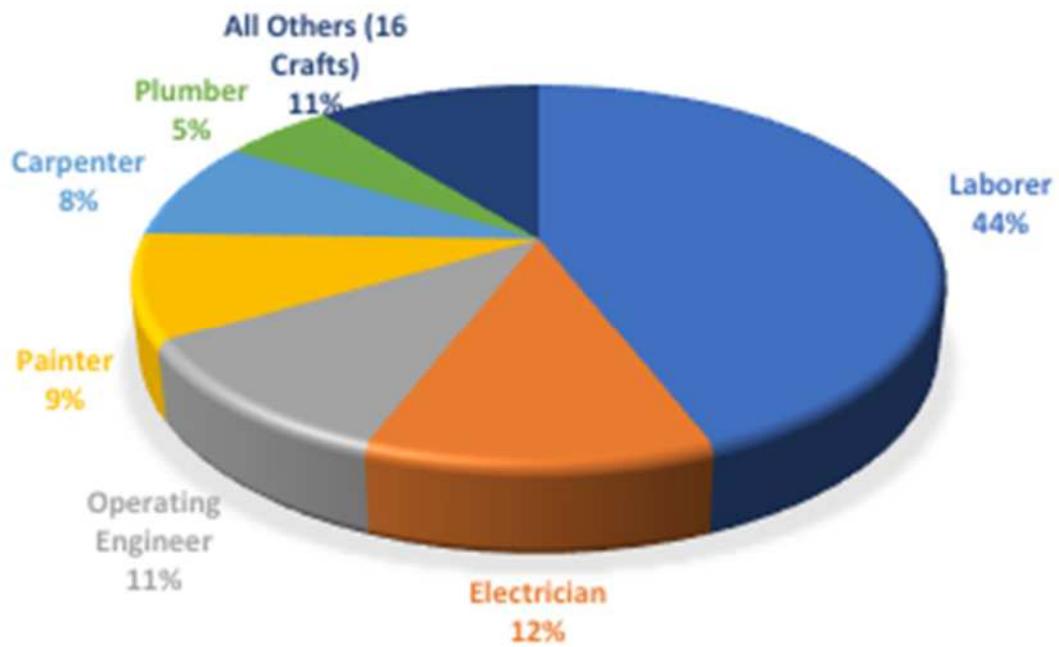
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- The top 6 crafts: Laborers, Electricians, Operating Engineers, Painters, Carpenters, and Plumbers worked **89.2%** of all hours worked on SSIP.
- Laborers alone worked **44.1%** of all hours worked on SSIP, and have now earned more than \$10 million in wages and benefits.

**Table 4. Craft Utilization Table**

<b>Cumulative Employment by Craft</b>				
<b>Inception Through March 31, 2018</b>				
<b>Craft</b>	<b>Total Hours</b>	<b>Total Wages and Benefits</b>	<b>% Craft Hours of Total Hours</b>	<b>% Wages of Total Wages</b>
Laborer	189,084	\$ 10,375,530	44.1%	33.8%
Electrician	50,479	\$ 4,317,099	11.8%	14.1%
Operating Engineer	45,535	\$ 4,427,215	10.6%	14.4%
Painter	38,670	\$ 2,677,293	9.0%	8.7%
Carpenter	36,100	\$ 2,504,569	8.4%	8.2%
Plumber	22,583	\$ 2,505,203	5.3%	8.2%
<b>Top 6 Sub-Total</b>	<b>382,450</b>	<b>26,806,909</b>	<b>89.2%</b>	<b>87.3%</b>
Pile Driver	10,099	\$ 1,242,286	2.4%	4.0%
Sheet Metal Worker	8,151	\$ 887,531	1.9%	2.9%
Cement Mason	6,576	\$ 376,018	1.5%	1.2%
Field Surveyor	4,771	\$ 274,594	1.1%	0.9%
Iron Worker	4,525	\$ 235,120	1.1%	0.8%
Driver	1,362	\$ 117,925	0.3%	0.4%
Building/Construction Inspector	1,078	\$ 100,411	0.3%	0.3%
Drywall Installer/Lather	987	\$ 65,069	0.2%	0.2%
Asbestos Worker	327	\$ 22,744	0.1%	0.1%
Roofer	293	\$ 15,271	0.1%	0.0%
Glazier	247	\$ 16,632	0.1%	0.1%
Metal Roofing Systems Installer	165	\$ 10,469	0.0%	0.0%
Boilermaker	152	\$ 10,547	0.0%	0.0%
<b>Remaining Apprenticeable Sub-Total</b>	<b>38,732</b>	<b>3,374,618</b>	<b>9.0%</b>	<b>11.0%</b>
Tunnel Worker	5,057	\$ 308,584	1.2%	1.0%
Teamster	2,332	\$ 128,554	0.5%	0.4%
Diver	197	\$ 98,845	0.0%	0.3%
<b>Total Non-Apprenticeable</b>	<b>7,585</b>	<b>535,984</b>	<b>1.8%</b>	<b>1.7%</b>
<b>Grand Total</b>	<b>428,767</b>	<b>\$ 30,717,511</b>	<b>100.0%</b>	<b>100.0%</b>

**Chart 2. Craft Utilization Pie Chart**

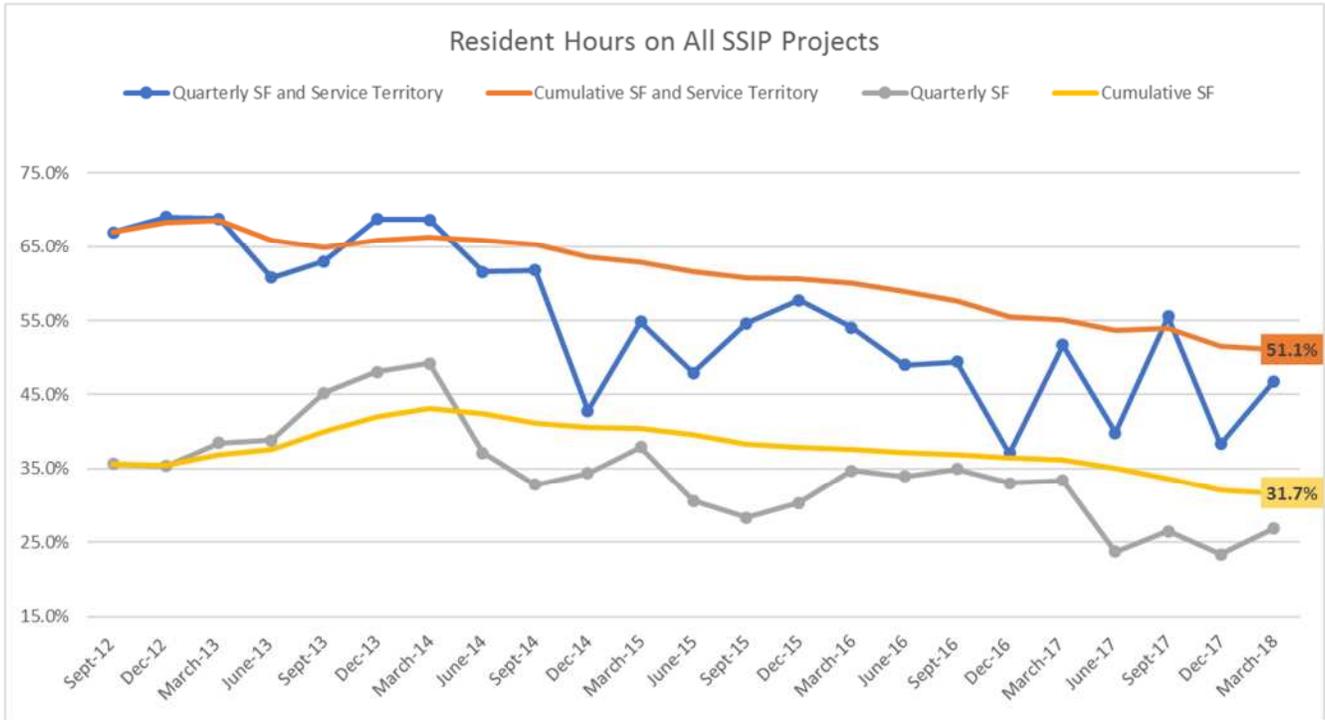


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**Worker Residence Data**

- Combined, San Francisco and SFPUC Regional Service Territory residents worked **51.1%** of all construction craft hours on SSIP to date.

**Chart 3. Worker Residence Quarterly and Cumulative**



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- San Francisco 378 workers represent **32.5%** of all the construction hours on SSIP through the reporting period, as reported in the City’s online certified payroll reporting system, LCPtracker.
- San Francisco construction workers have earned approximately \$9.8 million in wages and benefits.

**Table 5. Worker Residence by County**

<b>SSIP-PLA Employment by Top 20 Counties of Residence</b>				
<b>Inception Through March 31, 2018</b>				
<b>County</b>	<b>Total Craft Hours</b>	<b>Wages</b>	<b>% Craft Hours</b>	<b>Worker Count</b>
San Francisco County	139,541	\$ 9,892,213	32.5%	378
Contra Costa County	65,855	\$ 4,906,988	15.4%	240
Alameda County	49,857	\$ 3,158,444	11.6%	208
San Mateo County	31,478	\$ 2,303,160	7.3%	107
Solano County	24,606	\$ 2,026,434	5.7%	107
San Joaquin County	16,453	\$ 1,143,325	3.8%	60
Sonoma County	10,903	\$ 740,534	2.5%	26
Fresno County	9,063	\$ 561,175	2.1%	6
Kern County	6,958	\$ 434,165	1.6%	10
Merced County	6,916	\$ 479,322	1.6%	9
Santa Clara County	6,517	\$ 423,770	1.5%	63
Marin County	6,302	\$ 330,330	1.5%	7
Tulare County	6,144	\$ 319,588	1.4%	4
Sacramento County	6,105	\$ 456,333	1.4%	35
Clark County	5,485	\$ 420,457	1.3%	6
Riverside County	5,013	\$ 378,723	1.2%	10
Napa County	4,295	\$ 281,643	1.0%	7
Madera County	3,207	\$ 227,029	0.7%	6
Placer County	2,673	\$ 295,735	0.6%	14
Stanislaus County	2,571	\$ 161,725	0.6%	23
<b>Top 20 Counties by Hours</b>	<b>409,939</b>	<b>\$ 28,941,092</b>	<b>95.6%</b>	<b>1,326</b>
<b>All Other Counties</b>	<b>18,829</b>	<b>\$ 1,776,419</b>	<b>4.4%</b>	<b>90</b>
<b>Grand Total</b>	<b>428,767</b>	<b>\$ 30,717,511</b>	<b>100.0%</b>	<b>1,416</b>

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The table below represents San Francisco’s ZIP Codes where the workers reside. On SSIP, workers currently reside in 27 of San Francisco’s total 30 ZIP Codes.

- Total hours worked by SF residents on SSIP to date is approximately 139,000 hours.
- Workers living in the Southeast sector of the city, ZIP Codes 94124 (Bayview Hunters Point) and 94134 (Visitacion Valley and Portola) have worked approximately 42,000 hours.
- Apprentices living in 94124 have worked one-third (**33.8%**) of all SF apprentice hours.

**Table 6. SF Journey & Apprentice Hours by ZIP Code**

Zip Code	Neighborhoods	Apprentice Hours	Journey Hours	Total Hours	Worker Count (Not Unique)
94124	Bayview Hunters Point	13,447	18,382	31,829	87
94112	Outer Mission, Croker-Amazon, Oceanview, Westwood Park	2,070	19,150	21,219	58
94110	Mission, Bernal Heights	6,594	9,356	15,949	37
94116	Sunset District, West Portal, Forest Hill	1,967	13,584	15,551	33
94134	Visitacion Valley, Portola	1,658	8,719	10,376	33
94115	Pac Heights, Lower Pac Heights, Western Addition, Fillmore, Japantown	3,692	3,755	7,446	11
94132	Lake Merced, Merced Heights, San Francisco State	574	6,662	7,236	13
94122	Inner Sunset, Outer Sunset	1,279	4,107	5,386	18
94121	Outer Richmond	755	3,281	4,036	8
94130	Treasure Island	2,689	1,048	3,737	3
94107	SOMA, Dog Patch, Protrero Hill	784	2,544	3,328	18
94133	Chinatown, Telegraph Hill, North Beach, Fisherman's Wharf	8	2,860	2,868	7
94142	Tenderloin		1,902	1,902	2
94102	Hayes Valley, Civic Center, Tenderloin	896	893	1,788	8
94114	Castro, Noe Valley	1,109	38	1,147	2
94103	SOMA	530	507	1,037	6
94131	Forest Knolls, Twin Peaks, Diamond Heights, Glen Park	347	684	1,031	6
94118	Inner Richmond	618	401	1,018	3
94109	Cathedral Hill, Tenderloin, Nob Hill, Russian Hill, Fort Mason		747	747	5
94117	Haight-Ashbury, Lower Haight, Cole Valley, NOPA	8	581	589	7
94120	SOMA	176	291	467	3
94108	Chinatown, Union Square	350	54	404	4
94105	SOMA, Embarcadero	171		171	1
94104	Financial District	58	68	126	1
94123	Marina, Cow Hollow		75	75	2
94158	Mission Bay	48		48	1
94127	Balboa Terrace, St. Francis Wood, West Portal		33	33	1
<b>Grand Total</b>		<b>39,824</b>	<b>99,718</b>	<b>139,541</b>	<b>378</b>

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- San Francisco Laborers have worked **45.3%** of all San Francisco hours; the next highest percentage of San Francisco workers by trade is the Electricians with **16.1%** of all SF hours.
- San Francisco Apprentice Laborers have worked **46.2%** of all San Francisco hours; and again, with Electricians coming in with the second highest concentration of SF Apprentices at **24.7%**.

**Table 7. Worker Residence by Craft**

		Craft							SSIP Total
		Laborer	Electrician	Operating Engineer	Carpenter	Painter	Plumber	All Others	
<b>T o t a l</b>	<b>Total Hours</b>	<b>189,084</b>	<b>50,479</b>	<b>45,535</b>	<b>36,100</b>	<b>38,670</b>	<b>22,583</b>	<b>46,317</b>	<b>428,767</b>
	<b>Total %</b>	44.1%	11.8%	10.6%	8.4%	9.0%	5.3%	10.8%	
	<b>San Francisco Hours</b>	<b>63,256</b>	<b>22,501</b>	<b>20,501</b>	<b>6,818</b>	<b>5,070</b>	<b>10,036</b>	<b>11,360</b>	<b>139,541</b>
	<b>Total % of San Francisco Hours</b>	45.3%	16.1%	14.7%	4.9%	3.6%	7.2%	8.1%	
	<b>Regional Service Territory Hours</b>	<b>38,405</b>	<b>8,249</b>	<b>10,254</b>	<b>3,955</b>	<b>4,032</b>	<b>5,022</b>	<b>11,518</b>	<b>81,435</b>
	<b>Total % of Regional Service Territory Hours</b>	47.2%	10.1%	12.6%	4.9%	5.0%	6.2%	14.1%	
		Laborer	Electrician	Painter	Carpenter	Plumber	Operating Engineer	All Others	SSIP Total
<b>A p p r e n t i c e</b>	<b>Total Hours</b>	<b>24,403</b>	<b>9,972</b>	<b>9,193</b>	<b>7,091</b>	<b>3,339</b>	<b>1,484</b>	<b>5,511</b>	<b>60,991</b>
	<b>Total %</b>	40.0%	16.4%	15.1%	11.6%	5.5%	2.4%	9.0%	
	<b>San Francisco Hours</b>	<b>18,404</b>	<b>9,833</b>	<b>3,193</b>	<b>2,049</b>	<b>2,189</b>	<b>1,297</b>	<b>2,861</b>	<b>39,824</b>
	<b>Total % of San Francisco Hours</b>	46.2%	24.7%	8.0%	5.1%	5.5%	3.3%	7.2%	
	<b>Regional Service Territory Hours</b>	<b>705</b>	<b>140</b>	<b>48</b>	<b>987</b>	<b>845</b>	<b>177</b>	<b>1,296</b>	<b>4,197</b>
	<b>Total % of Regional Service Territory Hours</b>	16.8%	3.3%	1.1%	23.5%	20.1%	4.2%	30.9%	

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- Workers living in San Francisco worked three of every four hours (**74.5%**) worked on project WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement.
- Project WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation, with the most hours worked to date, has a little under 40% San Francisco workforce participations (39.4%).

**Table 8. Worker Residence by Project**

Sorted by San Francisco Percent of Total Project Hours

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	Outside	San Francisco	Service Territory
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	2,225	8,580	705	11,509	19.3%	74.5%	6.1%
WW-572R Westside Pump Station Discharge Pipe Manifold	3,378	5,410	495	9,282	36.4%	58.3%	5.3%
WW-606R2 - Oceanside Water Pollution Control Plant Door and Building 930 Exterior and Awning Improve	599	940	471	2,010	29.8%	46.8%	23.4%
WW-653 - Marin Street Sewer Replacement	3,967	5,949	2,858	12,774	31.1%	46.6%	22.4%
WW-609R Holloway Green Street Stormwater Improvements	8,395	10,210	3,781	22,385	37.5%	45.6%	16.9%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades	21,053	15,536	2,724	39,313	53.6%	39.5%	6.9%
WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation	38,197	41,603	25,882	105,681	36.1%	39.4%	24.5%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	746	628	254	1,628	45.8%	38.6%	15.6%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	3,704	3,916	2,609	10,229	36.2%	38.3%	25.5%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	1,207	811	288	2,306	52.4%	35.2%	12.5%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	6,198	4,794	4,367	15,359	40.4%	31.2%	28.4%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale Pavement Improvements	4,876	3,522	3,117	11,515	42.3%	30.6%	27.1%
WW-605R Mission and Valencia Streets Green Gateway	8,869	5,943	5,187	19,998	44.4%	29.7%	25.9%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	39,751	19,967	14,774	74,492	53.4%	26.8%	19.8%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquid Oxyge	890	472	778	2,140	41.6%	22.1%	36.4%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	38,182	8,225	4,719	51,125	74.7%	16.1%	9.2%
WW-614R2 - North Point Outfall Rehabilitation	24,551	2,971	8,398	35,920	68.3%	8.3%	23.4%
WW-651 - Griffith Pump Station Improvements	1,005	68	31	1,103	91.1%	6.1%	2.8%
<b>Grand Total</b>	<b>207,792</b>	<b>139,541</b>	<b>81,435</b>	<b>428,767</b>	<b>48.5%</b>	<b>32.5%</b>	<b>19.0%</b>

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**Apprentice Data**

The State of California’s Division of Apprenticeship Standards requires apprentices be utilized in the ratios applicable for each craft, generally one apprentice hour to every five journey hours.

- On SSIP to date, **14.5%** of all craft hours in apprenticeable trades have been worked by apprentices.
- The Laborers apprentice utilization through March 31, 2018 is 12.9%.

**Table 9. Apprentice Utilization by Craft**

Craft	Apprentice Hours	Journey Hours	Grand Total	Apprentice Percentage of Craft Total
Glazier	108	140	247	43.7%
Metal Roofing Systems Installer	72	93	165	43.6%
Asbestos Worker	128	199	327	39.1%
Roofer	79	214	293	27.0%
Painter	9,193	29,477	38,670	23.8%
Iron Worker	980	3,546	4,525	21.7%
Field Surveyor	1,004	3,767	4,771	21.0%
Cement Mason	1,374	5,202	6,576	20.9%
Electrician	9,972	40,507	50,479	19.8%
Carpenter	7,091	29,010	36,100	19.6%
Sheet Metal Worker	1,368	6,783	8,151	16.8%
Plumber	3,339	19,244	22,583	14.8%
Laborer	24,403	164,681	189,084	12.9%
Drywall Installer/Lather	90	897	987	9.1%
Operating Engineer	1,484	44,051	45,535	3.3%
Pile Driver	309	9,790	10,099	3.1%
Boilermaker		152	152	0.0%
Building/Construction Inspector		1,078	1,078	0.0%
<b>Apprenticeable Sub-total</b>	<b>60,994</b>	<b>358,831</b>	<b>419,822</b>	<b>14.5%</b>
Diver*		197	197	0.0%
Driver*		1,362	1,362	0.0%
Teamster*		2,332	2,332	0.0%
Tunnel Worker*		5,057	5,057	0.0%
<b>Grand Total</b>	<b>60,991</b>	<b>367,776</b>	<b>428,767</b>	<b>14.2%</b>
*Non-Apprenticeable				

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- WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades has the highest Apprentice Utilization to date with **21.0%** of all hours worked by apprentices.

**Table 10. Apprentice Utilization by Project**

Project Name	Apprentice Hours	Journey Hours	Grand Total	Apprentice Utilization %
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades	8,255	31,058	39,313	21.0%
WW-572R Westside Pump Station Discharge Pipe Manifold	1,949	7,333	9,282	21.0%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	10,593	40,532	51,125	20.7%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	2,668	12,691	15,359	17.4%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	1,750	8,479	10,229	17.1%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	11,316	63,176	74,492	15.2%
WW-606R2 - Oceanside Water Pollution Control Plant Door and Building 930 Exterior and Awning Improvements	297	1,714	2,010	14.8%
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	1,566	9,943	11,509	13.6%
WW-605R Mission and Valencia Streets Green Gateway	2,720	17,278	19,998	13.6%
WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation	14,364	91,318	105,681	13.6%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	178	2,128	2,306	7.7%
WW-614R2 - North Point Outfall Rehabilitation	2,750	33,170	35,920	7.7%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale Pavement Improvements	800	10,715	11,515	6.9%
WW-609R Holloway Green Street Stormwater Improvements	1,328	21,057	22,385	5.9%
WW-651 - Griffith Pump Station Improvements	57	1,046	1,103	5.2%
WW-653 - Marin Street Sewer Replacement	395	12,380	12,774	3.1%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	8	1,620	1,628	0.5%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquid Oxygen System Upgrades		2,140	2,140	0.0%
<b>Grand Total</b>	<b>60,991</b>	<b>367,776</b>	<b>428,767</b>	<b>14.2%</b>

## 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.

- 117 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of **2.3%**. This rate is below the national average for the construction industry which is around 5% according to the U.S. Department of Labor.
- During the quarter, 21 pre-employment substance abuse screenings were administered, and one individual was prevented from working as the result of a non-negative test.

**Table 11. Workers’ Pre-Employment Clearance Data**

Substance Abuse Testing Summary	
Project	Total
WW-614R2 - North Point Outfall Rehabilitation	116
WW-570 - OSP and Westside Pump Station HVAC Upgrades	23
WW-658 - As-Needed Sewer Cleaning and Inspection of Large	11
WW-628 - SEP New Headworks Facility	9
WW-606R2 - OSP Door and Building 930 Exterior and Awning	7
WW-610R - Visitacion Valley Green Nodes	3
WW-599R - SEP Cryogenic Oxygen Plant Demolition and Liqu	2
Total Cleared	171

## **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 San Francisco and within the SFPUC 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 to authorize 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; 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 contract WD-2504 Stanford Heights Reservoir Seismic Retrofit and Improvement project which the SFPUC awarded to S.J. Amoroso Construction Co. Inc. on Jun. 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 that Extension Agreement, to Sewer System Improvement Program (SSIP) projects and specific AWSS Pumping Station 2 projects.

## **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 SFPUC's Workforce and Economic Programs team within the Infrastructure Division administers the PLA under the direction 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 Pre-Job Conference. At the conference, the general contractor and subcontractors present their scope of work and make assignments based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedure appropriate to the trades involved is invoked so as to prevent delay or disruption of work.

All SFPUC construction projects utilize the City's authorized web-based labor compliance reporting program, LCPtracker, Inc. The data from the certified payrolls records collected by LCPtracker, Inc. are used to produce the information included in this report.



**SEWER  
SYSTEM**  
IMPROVEMENT PROGRAM  
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# **Sewer System Improvement Program Project Labor Agreement Quarterly Report**

**April 1, 2018 through June 30, 2018  
(Fourth Quarter FY 2017-2018)**

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SFPUC  
Infrastructure Division  
Workforce and Economic Program Services Bureau  
525 Golden Gate Avenue, 9th Floor  
San Francisco, CA 94102

San Francisco Public Utilities Commission  
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## Definitions

<b>City</b>	City and County of San Francisco
<b>OEWD</b>	San Francisco Office of Economic and Workforce Development
<b>OSP</b>	Oceanside Water Pollution Control Plant
<b>Outside</b>	All ZIP Codes where workers reside not within San Francisco or the San Francisco Public Utilities Commission Service Territory
<b>SEP</b>	Southeast Water Pollution Control Plant
<b>SFPUC</b>	San Francisco Public Utilities Commission
<b>SFPUC Regional Service Territory</b>	265 ZIP Codes (established in San Francisco Public Utilities Commission Local Business Enterprise Program Appendix 1) ranging from Hetch Hetchy Reservoir in Yosemite National Park to the Pacific Ocean that the San Francisco Public Utilities Commission provides services to; excluding San Francisco ZIP Codes
<b>SSIP</b>	Sewer System Improvement Program
<b>WEPS</b>	Workforce and Economic Programs Services Bureau
<b>WWE</b>	Wastewater Enterprise

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## Executive Summary

**Contracting and Employment Highlights – Program to Date:**

- Twenty-two (22) construction contracts, with a combined value of \$1.34 billion, have been awarded.
- 450,336 total craft hours have been worked by 1,525 workers who earned \$32.3 million in wages and benefits.
- 408 San Francisco residents worked 147,039 hours (**32.7%**) and earned roughly \$14 million in wages and benefits, exceeding the City’s 30% Local Hiring requirement.
- Residents of the SFPUC’s Regional Service Territory worked 84,980 hours (**19%**) and earned over \$5.8 million in wages and benefits.

**Table 1. Worker Highlights – Total Program**

Region of Worker Residence	Inception Through June 30, 2018		
	Hours	Wages & Benefits	Worker
Outside	218,317	\$ 16,096,502	777
San Francisco	147,039	\$ 10,377,847	408
Service Territory	84,980	\$ 5,887,039	340
Grand Total	450,336	\$ 32,361,388	1,525

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

- 243 construction workers worked 21,569 hours and earned \$1.6 million in wages and benefits.
- 62 San Francisco residents worked 7,498 hours and earned \$485,634 in wages and benefits.
- 49 SFPUC Service Territory residents worked 3,546 hours and earned \$297,332 in wages and benefits.

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

Region of Worker	Three Months Ending June 30, 2018		
	Hours	Wages & Benefits	Worker
Outside	10,525	\$ 860,911	132
San Francisco	7,498	\$ 485,634	62
Service Territory	3,546	\$ 297,332	49
Grand Total	21,569	\$ 1,643,877	243

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

2/27/2018	WW-659	Azul Works, Inc.	Greenhouse Demolition at 1150 Phelps Street/1800	\$ 1,638,000
1/9/2018	WW-657R	Anvil Builders Inc.	Drumm & Jackson Streets Sewer Improvements	\$ 5,240,900
8/8/2017	WW-658	Pipe and Plant Solutions	As-Needed Sewer Cleaning and Inspection of Large	\$ 2,694,000
7/11/2017	WW-651	Western Water Constructors, Inc.	Griffith Pump Station Improvements	\$ 10,941,000
6/13/2017	WW-599R	Cal State Constructors	SEP Cryogenic Oxygen Plant	\$ 6,547,000
5/9/2017	WW-647R	MWH Constructors/Webcor Builders JV	SEP Biosolids Digester Facilities	\$ 932,715,777
2/28/2017	WW-610R	Minerva Construction	Visitacion Valley Green Nodes	\$ 3,483,944
2/28/2017	WW-653	Ranger Pipelines, Inc.	Marin Street Sewer Replacement	\$ 4,860,250
1/10/2017	WW-614R2	The Dutra Group	North Point Outfall Rehabilitation	\$ 12,485,980
1/10/2017	WW-632	Monterey Mechanical Company	SEP Existing Digester Gas Handling Improvements	\$ 9,536,000
12/13/2016	DB-126	Emerson Process Management	WWE Distributed Control System Upgrades	\$ 20,425,000
12/13/2016	WW-606R2	Trinet Construction, Inc.	OSP Door and Building 930 Exterior Awning Improve	\$ 4,049,000
5/24/2016	WW-628	Sundt/Walsh JV	SEP New Headworks Facility	\$ 224,652,224
5/10/2016	WW-570	Blocka Construction, Inc.	OSP and Westside Pump Station HVAC Upgrades	\$ 6,138,000
1/26/2016	WW-613	Western Water Constructors, Inc.	SEP Building 521/522 and Disinfection Upgrades	\$ 25,750,000
1/12/2016	WW-626	Monterey Mechanical Company	SEP Primary and Secondary Clarifier Upgrades	\$ 23,588,000
11/10/2015	WW-605R	Anvil Builders	Mission and Valencia Streets Green Gateway	\$ 2,949,013
9/22/2015	WW-609R	M Squared Construction, Inc.	Holloway Green Street Stormwater Improvements	\$ 5,591,892
6/24/2014	WW-572R	Cal State Constructors	Westside Pump Station Discharge Pipe Manifold Upg	\$ 4,145,047
1/28/2014	WW-556	NTK Construction, Inc.	SEP Chemical System Relocation and Facility Upgrad	\$ 14,025,000
12/11/2012	WW-541	NTK Construction, Inc.	SEP Oxygen Generation Plant Replacement	\$ 9,476,360
4/24/2012	WW-483RR	K.J. Woods Construction, Inc.	N. Shore to Channel Force Main Improvements	\$ 15,488,000

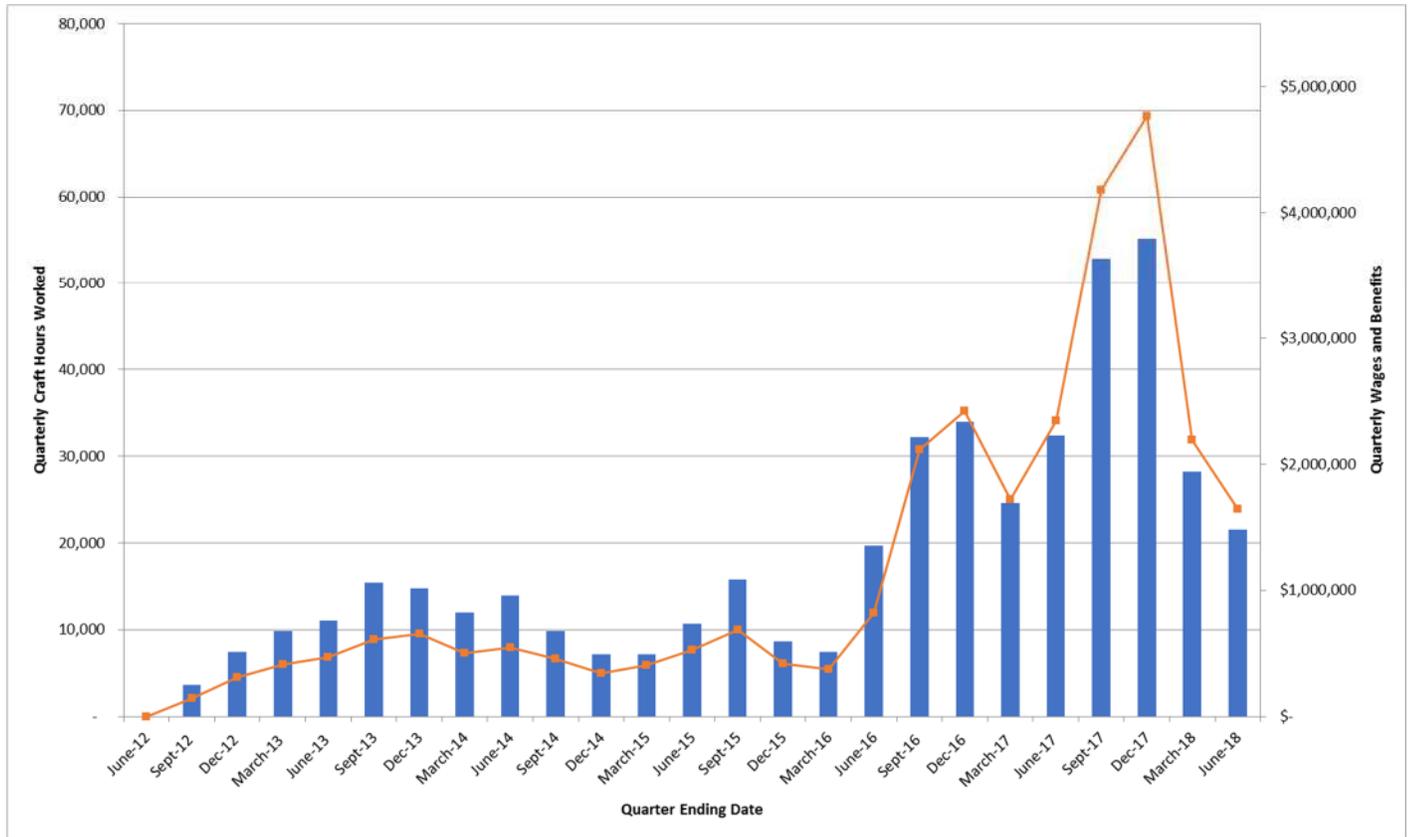
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## Summary Tables and Charts

### Craft Data

- During the quarter, 243 construction workers worked 21,569 hours and earned \$1.6 million in wages and benefits.

**Chart 1. Craft Hours and Wages**



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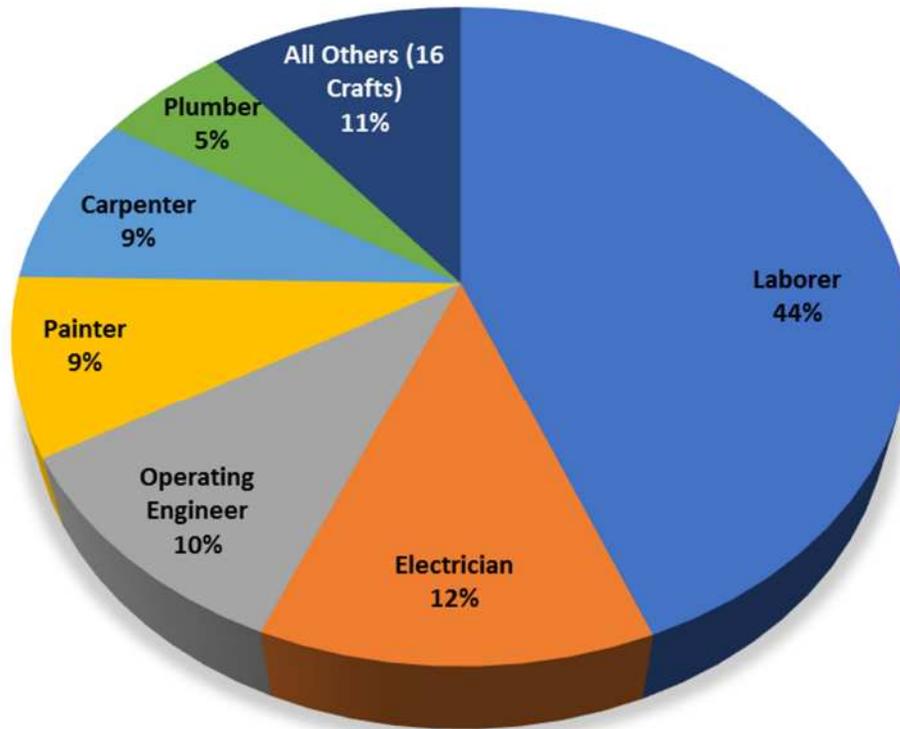
- The top 6 crafts: Laborers, Electricians, Operating Engineers, Painters, Carpenters, and Plumbers worked **89.2%** of all hours worked on SSIP.
- Laborers alone worked **44%** of all hours worked on SSIP, and have now earned more than \$10.8 million in wages and benefits.

**Table 4. Craft Utilization Table**

Craft	Total Hours	Total Wages and Benefits	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	198,264	\$ 10,853,502	44.0%	33.5%
Electrician	55,043	\$ 4,783,625	12.2%	14.8%
Operating Engineer	46,577	\$ 4,503,421	10.3%	13.9%
Painter	39,315	\$ 2,725,978	8.7%	8.4%
Carpenter	38,157	\$ 2,653,934	8.5%	8.2%
Plumber	24,429	\$ 2,717,900	5.4%	8.4%
<b>Top 6 Sub-Total</b>	<b>401,785</b>	<b>28,238,361</b>	<b>89.2%</b>	<b>87.3%</b>
Pile Driver	10,292	\$ 1,256,116	2.3%	3.9%
Sheet Metal Worker	8,874	\$ 970,093	2.0%	3.0%
Cement Mason	7,411	\$ 430,911	1.6%	1.3%
Iron Worker	4,857	\$ 258,075	1.1%	0.8%
Field Surveyor	4,771	\$ 274,594	1.1%	0.8%
Driver	1,362	\$ 117,925	0.3%	0.4%
Building/Construction Inspector	1,130	\$ 107,092	0.3%	0.3%
Drywall Installer/Lather	987	\$ 65,069	0.2%	0.2%
Asbestos Worker	327	\$ 22,744	0.1%	0.1%
Roofer	293	\$ 15,271	0.1%	0.0%
Glazier	283	\$ 19,326	0.1%	0.1%
Metal Roofing Systems Installer	165	\$ 10,469	0.0%	0.0%
Boilermaker	152	\$ 10,547	0.0%	0.0%
<b>Remaining Apprenticable Sub-Total</b>	<b>40,902</b>	<b>3,558,234</b>	<b>9.1%</b>	<b>11.0%</b>
Tunnel Worker	5,057	\$ 308,584	1.1%	1.0%
Teamster	2,332	\$ 128,554	0.5%	0.4%
Diver	261	\$ 127,655	0.1%	0.4%
<b>Total Non-Apprenticable</b>	<b>7,649</b>	<b>564,793</b>	<b>1.7%</b>	<b>1.7%</b>
<b>Grand Total</b>	<b>450,336</b>	<b>\$ 32,361,388</b>	<b>100.0%</b>	<b>100.0%</b>

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**Chart 2. Craft Utilization Pie Chart**

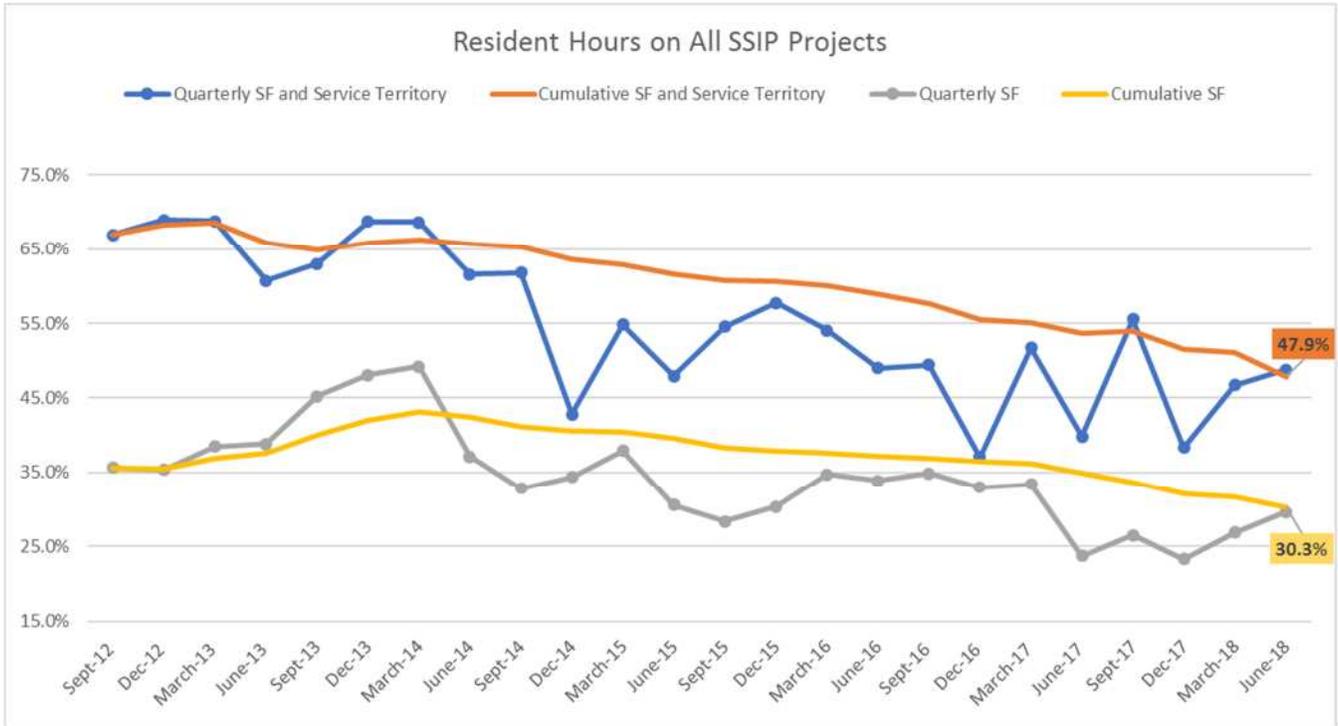


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**Worker Residence Data**

- Combined, San Francisco and SFPUC Regional Service Territory residents worked **47.9%** of all construction craft hours on SSIP to date.

**Chart 3. Worker Residence Quarterly and Cumulative**



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- San Francisco 408 workers represent **32.7%** of all the construction hours on SSIP through the reporting period, as reported in the City’s online certified payroll reporting system, LCPtracker.
- San Francisco construction workers have earned approximately \$10.3 million in wages and benefits.

**Table 5. Worker Residence by County**

County	Total Craft Hours	Wages	% Craft Hours	Worker Count
San Francisco County	147,039	\$ 10,377,847	32.7%	408
Contra Costa County	69,699	\$ 5,215,840	15.5%	266
Alameda County	52,562	\$ 3,363,164	11.7%	226
San Mateo County	32,987	\$ 2,456,617	7.3%	113
Solano County	25,499	\$ 2,094,687	5.7%	118
San Joaquin County	16,793	\$ 1,168,276	3.7%	62
Sonoma County	10,935	\$ 743,014	2.4%	29
Fresno County	10,180	\$ 633,938	2.3%	10
Tulare County	7,505	\$ 403,590	1.7%	4
Merced County	7,257	\$ 518,574	1.6%	9
Santa Clara County	7,166	\$ 462,112	1.6%	64
Kern County	6,958	\$ 434,165	1.5%	10
Sacramento County	6,710	\$ 521,365	1.5%	38
Marin County	6,346	\$ 332,819	1.4%	8
Clark County	5,485	\$ 420,457	1.2%	6
Riverside County	5,013	\$ 378,723	1.1%	10
Napa County	4,295	\$ 281,643	1.0%	7
Madera County	3,331	\$ 237,453	0.7%	7
Placer County	2,681	\$ 297,395	0.6%	14
Stanislaus County	2,585	\$ 162,571	0.6%	23
<b>Top 20 Counties by Hours</b>	<b>431,022</b>	<b>30,504,248</b>	<b>95.7%</b>	<b>1432</b>
<b>All Other Counties</b>	<b>19,314</b>	<b>\$ 1,857,139</b>	<b>4.3%</b>	<b>94</b>
<b>Grand Total</b>	<b>450,336</b>	<b>\$ 32,361,388</b>	<b>100.0%</b>	<b>1526</b>

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The table below represents San Francisco’s ZIP Codes where the workers reside. On SSIP, workers currently reside in 27 of SF’s total 30 ZIP Codes.

- Total hours worked by SF residents on SSIP to date is approximately 147,000 hours.
- Workers living in the Southeast sector of the city, ZIP Codes 94124 (Bayview Hunters Point) and 94134 (Visitacion Valley and Portola) have worked approximately 44,000 hours.
- Apprentices living in 94124 (Bayview Hunters Point) have worked close to one-third (**33%**) of all SF apprentice hours.

**Table 6. SF Journey & Apprentice Hours by ZIP Code**

Zip Code and Neighborhoods	Apprentice Hours	Journey Hours	Total Hours	Worker Count (Not Unique)
94124	13,878	18,781	32,659	93
94112	2,296	20,357	22,652	64
94110	6,594	9,890	16,484	43
94116	1,967	13,891	15,858	33
94134	1,870	9,330	11,200	37
94115	4,157	3,817	7,973	14
94132	722	7,032	7,753	14
94122	1,518	4,459	5,977	19
94130	2,839	1,445	4,284	3
94121	755	3,493	4,248	8
94107	784	2,584	3,368	19
94133	13	2,908	2,921	8
94102	1,050	1,353	2,403	9
94142		1,902	1,902	2
94118	983	401	1,383	3
94114	1,109	38	1,147	2
94131	347	711	1,058	6
94103	530	507	1,037	6
94109		819	819	5
94117	8	581	589	7
94120	176	291	467	3
94108	350	54	404	4
94105	171		171	1
94104	58	73	131	1
94123		75	75	2
94158	48		48	1
94127		33	33	1
<b>Grand Total</b>	<b>42,218</b>	<b>104,821</b>	<b>147,039</b>	<b>408</b>

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- San Francisco Laborers have worked **45.4%** of all San Francisco hours; the next highest percentage of San Francisco workers by trade is the Electricians with **16.4%** of all SF hours.
- San Francisco Apprentice Laborers have worked **46.6%** of all San Francisco hours; and again, with Electricians coming in with the second highest concentration of San Francisco Apprentices at **25%**.

**Table 7. Worker Residence by Craft**

		Craft							SSIP Total
		Laborer	Electrician	Operating Engineer	Painter	Carpenter	Plumber	All Others	
<b>T o t a l</b>	<b>Total Hours</b>	<b>198,264</b>	<b>55,043</b>	<b>46,577</b>	<b>39,315</b>	<b>38,157</b>	<b>24,429</b>	<b>48,551</b>	<b>450,336</b>
	<b>Total %</b>	44.0%	12.2%	10.3%	8.7%	8.5%	5.4%	10.8%	
	<b>San Francisco Hours</b>	<b>66,814</b>	<b>24,085</b>	<b>20,877</b>	<b>5,070</b>	<b>7,904</b>	<b>10,369</b>	<b>11,920</b>	<b>147,039</b>
	<b>Total % of San Francisco Hours</b>	45.4%	16.4%	14.2%	3.4%	5.4%	7.1%	8.1%	
	<b>Regional Service Territory Hours</b>	<b>39,549</b>	<b>9,017</b>	<b>10,457</b>	<b>4,042</b>	<b>4,174</b>	<b>5,645</b>	<b>12,098</b>	<b>84,980</b>
	<b>Total % of Regional Service Territory Hours</b>	46.5%	10.6%	12.3%	4.8%	4.9%	6.6%	14.2%	
		Laborer	Electrician	Painter	Carpenter	Plumber	Sheet Metal Worker	All Others	SSIP Total
<b>A p p r e n t i c e</b>	<b>Total Hours</b>	<b>26,138</b>	<b>10,704</b>	<b>9,398</b>	<b>7,457</b>	<b>3,671</b>	<b>1,510</b>	<b>5,718</b>	<b>64,596</b>
	<b>Total %</b>	40.5%	16.6%	14.5%	11.5%	5.7%	2.3%	8.9%	
	<b>San Francisco Hours</b>	<b>19,662</b>	<b>10,565</b>	<b>3,193</b>	<b>2,414</b>	<b>2,189</b>	<b>646</b>	<b>3,551</b>	<b>42,218</b>
	<b>Total % of San Francisco Hours</b>	46.6%	25.0%	7.6%	5.7%	5.2%	1.5%	8.4%	
	<b>Regional Service Territory Hours</b>	<b>726</b>	<b>140</b>	<b>48</b>	<b>987</b>	<b>1,163</b>	<b>284</b>	<b>1,238</b>	<b>4,586</b>
<b>Total % of Regional Service Territory Hours</b>	15.8%	3.0%	1.0%	21.5%	25.4%	6.2%	27.0%		

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- Workers living in San Francisco worked three of every four hours (**74.5%**) worked on project WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement.

**Table 8. Worker Residence by Project**

Sorted by San Francisco % of Total Project Hours

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	Outside	San Francisco	Service Territory
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	2,225	8,580	705	11,509	19.3%	74.5%	6.1%
WW-572R Westside Pump Station Discharge Pipe Manifold	3,378	5,410	495	9,282	36.4%	58.3%	5.3%
WW-653 - Marin Street Sewer Replacement	3,967	5,949	2,858	12,774	31.1%	46.6%	22.4%
WW-609R Holloway Green Street Stormwater Improvements	8,395	10,210	3,781	22,385	37.5%	45.6%	16.9%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewer Lines	836	799	305	1,940	43.1%	41.2%	15.7%
WW-628 - Southeast Water Pollution Control Plant New Headworks	1,351	1,113	332	2,796	48.3%	39.8%	11.9%
WW-556 Southeast Water Pollution Control Plant Chemical System	21,053	15,536	2,724	39,313	53.6%	39.5%	6.9%
WW-483RR North Shore to Channel Force Main Improvement and	38,197	41,603	25,882	105,681	36.1%	39.4%	24.5%
WW-606R2 - Oceanside Water Pollution Control Plant Door and	1,240	1,028	504	2,772	44.7%	37.1%	18.2%
WW-570 - Oceanside Water Pollution Control Plant and Westside	4,056	3,916	2,722	10,693	37.9%	36.6%	25.5%
WW-657R - Drumm & Jackson Streets Sewer Improvements	1,143	729	207	2,078	55.0%	35.1%	9.9%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer	6,161	5,462	4,107	15,729	39.2%	34.7%	26.1%
WW-632 - Southeast Water Pollution Control Plant Existing Dige	7,327	5,447	5,490	18,264	40.1%	29.8%	30.1%
WW-605R Mission and Valencia Streets Green Gateway	8,869	5,943	5,187	19,998	44.4%	29.7%	25.9%
WW-599R - Southeast Water Pollution Control Plant Cryogenic C	1,606	1,222	1,310	4,137	38.8%	29.5%	31.7%
WW-651 - Griffith Pump Station Improvements	2,854	1,117	163	4,133	69.1%	27.0%	3.9%
WW-626 Southeast Water Pollution Control Plant Primary and S	39,851	19,995	14,864	74,710	53.3%	26.8%	19.9%
WW-613 Southeast Water Pollution Control Plant (SEP) Building	41,200	10,006	4,907	56,112	73.4%	17.8%	8.7%
WW-614R2 - North Point Outfall Rehabilitation	24,551	2,971	8,398	35,920	68.3%	8.3%	23.4%
WW-659 - Greenhouse Demolition at 1150 Phelps Street	58	8	44	110	52.5%	7.3%	40.2%
<b>Grand Total</b>	<b>218,317</b>	<b>147,039</b>	<b>84,980</b>	<b>450,336</b>	<b>48.5%</b>	<b>32.7%</b>	<b>18.9%</b>

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**Apprentice Data**

The State of California’s Division of Apprenticeship Standards requires apprentices be utilized in the ratios applicable for each craft, generally one apprentice hour to every five journey hours.

- On SSIP to date, **14.3%** of all craft hours in apprenticeable trades have been worked by apprentices.
- The Laborers apprentice utilization through June 30, 2018 is 13.2%.

**Table 9. Apprentice Utilization by Craft**

Craft	Apprentice Hours	Journey Hours	Grand Total	Apprentice Percentage of Craft Total
Metal Roofing Systems Instal	72	93	165	43.6%
Asbestos Worker	128	199	327	39.1%
Glazier	108	176	283	38.0%
Roofer	79	214	293	27.0%
Painter	9,398	29,917	39,315	23.9%
Field Surveyor	1,004	3,767	4,771	21.0%
Iron Worker	1,001	3,856	4,857	20.6%
Carpenter	7,457	30,701	38,157	19.5%
Electrician	10,704	44,339	55,043	19.4%
Cement Mason	1,390	6,021	7,411	18.8%
Sheet Metal Worker	1,510	7,364	8,874	17.0%
Plumber	3,671	20,758	24,429	15.0%
Laborer	26,138	172,125	198,264	13.2%
Drywall Installer/Lather	90	897	987	9.1%
Pile Driver	351	9,941	10,292	3.4%
Operating Engineer	1,496	45,081	46,577	3.2%
Boilermaker		152	152	0.0%
Building/Construction Inspector		1,130	1,130	0.0%
Diver*		261	261	0.0%
Driver*		1,362	1,362	0.0%
Teamster*		2,332	2,332	0.0%
Tunnel Worker*		5,057	5,057	0.0%
<b>Grand Total</b>	<b>64,596</b>	<b>385,740</b>	<b>450,336</b>	<b>14.3%</b>

\*Non-Apprenticeable

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- WW-651 - Griffith Pump Station Improvements has the highest Apprentice Utilization to date with 22.5% of all hours worked by apprentices.

**Table 10. Apprentice Utilization by Project**

Project Name	Apprentice Hours	Journey Hours	Grand Total	Apprentice Utilization %
WW-651 - Griffith Pump Station Improvements	931	3,202	4,133	22.5%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	11,820	44,292	56,112	21.1%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrades	8,255	31,058	39,313	21.0%
WW-572R Westside Pump Station Discharge Pipe Manifold	1,949	7,333	9,282	21.0%
WW-606R2 - Oceanside Water Pollution Control Plant Door and Building 930 Exterior and Awning Improvements	515	2,257	2,772	18.6%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	1,845	8,848	10,693	17.3%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	2,986	15,277	18,264	16.4%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	11,330	63,380	74,710	15.2%
WW-657R - Drumm & Jackson Streets Sewer Improvements	306	1,772	2,078	14.7%
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacement	1,566	9,943	11,509	13.6%
WW-605R Mission and Valencia Streets Green Gateway	2,720	17,278	19,998	13.6%
WW-483RR North Shore to Channel Force Main Improvement and Pavement Renovation	14,364	91,318	105,681	13.6%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	279	2,517	2,796	10.0%
WW-614R2 - North Point Outfall Rehabilitation	2,750	33,170	35,920	7.7%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale Pavement Improvements	1,174	14,556	15,729	7.5%
WW-609R Holloway Green Street Stormwater Improvements	1,328	21,057	22,385	5.9%
WW-659 - Greenhouse Demolition at 1150 Phelps Street	4	106	110	3.7%
WW-653 - Marin Street Sewer Replacement	395	12,380	12,774	3.1%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquid Oxygen System Upgrades	66	4,071	4,137	1.6%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	14	1,926	1,940	0.7%
<b>Grand Total</b>	<b>64,596</b>	<b>385,740</b>	<b>450,336</b>	<b>14.3%</b>

## 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.

- 187 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of **3%**. This rate is below the national average for the construction industry which is around 5% according to the U.S. Department of Labor.
- During the quarter, 18 pre-employment substance abuse screenings were administered, and two individuals were prevented from working as the result of a non-negative test.

**Table 11. Workers’ Pre-Employment Clearance Data**

Substance Abuse Testing Summary	
Project	Total
WW-614R2 - North Point Outfall Rehabilitation	116
WW-628 - SEP New Headworks Facility	13
WW-570 - OSP and Westside Pump Station HVAC Upgrades	23
WW-658 - As-Needed Sewer Cleaning and Inspection of Large	11
WW-657R - Drumm & Jackson Streets Sewer Improvements	10
WW-606R2 - OSP Door and Building 930 Exterior and Awning	7
WW-610R - Visitacion Valley Green Nodes	3
WW-599R - SEP Cryogenic Oxygen Plant Demolition and Liquid	2
WW-651 - Griffith Pump Station Improvements	2
<b>Total Cleared</b>	<b>187</b>

## **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 San Francisco and within the SFPUC 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 to authorize 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; 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 contract WD-2504 Stanford Heights Reservoir Seismic Retrofit and Improvement project which the SFPUC awarded to S.J. Amoroso Construction Co. Inc. on Jun. 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 that Extension Agreement, to Sewer System Improvement Program (SSIP) projects and specific AWSS Pumping Station 2 projects.

## **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 SFPUC's Workforce and Economic Programs team within the Infrastructure Division administers the PLA under the direction 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 Pre-Job Conference. At the conference, the general contractor and subcontractors present their scope of work and make assignments based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedure appropriate to the trades involved is invoked so as to prevent delay or disruption of work.

All SFPUC construction projects utilize the City's authorized web-based labor compliance reporting program, LCPtracker, Inc. The data from the certified payrolls records collected by LCPtracker, Inc. are used to produce the information included in this report.