



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

Sewer System Improvement Program Project Labor Agreement Quarterly Report

**April 1, 2024, through June 30, 2024
(Fourth Quarter FY 2023-2024)**

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
Fourth Quarter FY 2023-2024

Contents

Definitions.....	3
Executive Summary	4
Table 1. Worker Highlights – Total Program	4
Table 2. Summary of Craft Worker Employment During the Quarter	5
Table 3. List of SSIP Construction Contracts	6
Summary Tables and Charts	7
Craft Data.....	7
Chart 1. Craft Hours and Wages	7
Table 4. Craft Utilization Table	8
Chart 2. Craft Utilization Pie Chart	9
Worker Residence Data	10
Chart 3. Worker Residence Quarterly and Cumulative	10
Table 5. Worker Residence by County	11
Table 6. SF Journey & Apprentice Hours by ZIP Code	12
Table 7. Worker Residence by Craft.....	13
Table 8. Worker Residence by Project	14
Apprentice Data	15
Table 9. Apprentice Utilization by Craft	15
Table 10. Apprentice Utilization by Project	16
Substance Abuse Prevention Program and Safety	17
Table 11. Workers’ Pre-Employment Clearance Data	17
History of the WSIP PLA and SSIP Extension Agreement.....	18
Governance and Certified Payroll Reporting System.....	19

San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Fourth Quarter FY 2023-2024

Definitions

City	City and County of San Francisco
OEWD	The Office of Economic and Workforce Development for the City and County of San Francisco
OSP	Oceanside Water Pollution Control Plant
Outside	All ZIP Codes where workers reside not within San Francisco or the San Francisco Public Utilities Commission's Service Territory
SEP	Southeast Water Pollution Control Plant
SFPUC	San Francisco Public Utilities Commission
SFPUC Regional Service Territory	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; excluding San Francisco ZIP Codes
SSIP	Sewer System Improvement Program
WEPS	Workforce and Economic Programs Services Bureau
WWE	Wastewater Enterprise

Executive Summary

Contracting and Employment Highlights – Program to Date:

- Fifty-One (51) construction contracts with a combined value of \$1.8 billion have been awarded.
- 3,645,038 total craft hours have been worked by 8,020 workers who earned \$308.8 million in wages and benefits.
- 2,035 San Francisco residents worked 1,254,759 hours (34.4%) and earned \$97.4 million in wages and benefits, exceeding the City’s Local Hiring requirement (20% to 30% on SSIP projects).
- 2,303 residents of the SFPUC’s Regional Service Territory worked 768,387 hours (21.1%) and earned \$64.9 million in wages and benefits.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through June 30, 2024		
	Hours	Wages &	Worker
Outside	1,621,892	\$ 146,549,130	3,840
San Francisco	1,254,759	\$ 97,390,933	2,035
Service Territory	768,387	\$ 64,897,460	2,303
Grand Total	3,645,038	\$ 308,837,522	8,020

San Francisco Public Utilities Commission
 Sewer System Improvement Program Project Labor Agreement Quarterly Report
 Fourth Quarter FY 2023-2024

Contracting and Employment Highlights – During the Quarter:

- Three SSIP contracts were awarded during the quarter.
- 1,222 construction workers worked 231,339 hours and earned \$24.6 million in wages and benefits.
- 309 San Francisco residents worked 65,795 hours and earned \$6.6 million in wages and benefits.
- 329 SFPUC Service Territory residents worked 48,640 hours and earned \$5.1 million in wages and benefits.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Three Months Ending June 30 2024		
	Hours	Wages & Benefits	Worker Count
Outside	116,904	\$ 12,881,180	584
San Francisco	65,795	\$ 6,597,236	309
Service Territory	48,640	\$ 5,131,468	329
Grand Total	231,339	\$ 24,609,883	1,222

San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Fourth Quarter FY 2023-2024

Table 3. List of SSIP Construction Contracts

SSIP Construction Contracts				
Inception through June 30, 2024				
Contract Number	Project	Award Date	Prime Contractor	Original Contract Award
WW-743	Geary Boulevard Sewer and Water Improvements Phase 2	6/25/2024	Cratus, Inc	\$ 45,957,035
WW-742	Southeast Water Pollution Control Plant 040/041/043 Health & Safety Improvements	6/11/2024	Anvil Builders, Inc.	\$ 18,700,490
WW-738	East SOMA Sewer Improvements	4/9/2024	NTK Construction, Inc	\$ 10,802,800
WW-736	Castro and Mission Districts Sewer Improvements	5/9/2023	Precision Engineering, Inc.	\$ 7,272,320
WW-719A	Folsom Area Stormwater Improvements – SOMA and Mission Districts Sewer Replacement	5/9/2023	Mitchell Engineering	\$ 7,522,041
WW-737	Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	1/10/2023	Trinet Construction, Inc.	\$ 566,000
WW-723R	Channel Force Main Intertie	12/13/2022	Anvil Builders, Inc.	\$ 15,796,272
WW-724	Panhandle and Inner Sunset Large Sewer Rehabilitation	12/13/2022	D'Arcy & Harty Construction, Inc.	\$ 9,937,355
WW-669	Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Primary Influent Slide Gate System Improvements	9/13/2022	Trinet Construction, Inc.	\$ 9,160,000
WW-731	Various Locations Brick Sewer Improvements	8/23/2022	Cratus, Inc.	\$ 10,542,103
WW-648	Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Improvements	2/8/2022	Cal State Constructors	\$ 6,490,014
WW-712	New Montgomery, Jessie, Minna, and Mission Street Brick Sewer Rehabilitation	5/11/2021	D'Arcy & Harty Construction, Inc.	\$ 4,888,750
WW-711	Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	4/13/2021	KJ Woods Construction Inc	\$ 29,132,100
WW-645R	Westside Pump Station Reliability Improvements	2/23/2021	Anvil Builders, Inc	\$ 48,328,300
WW-685R	North Shore Pump Station, Wet Weather Improvements	1/26/2021	Western Water Constructors	\$ 26,010,000
WW-703	Mission Street, 16th to Cesar Chavez, Brick Sewer Rehabilitation	8/25/2020	Cratus, Inc.	\$ 6,337,350
WW-662R	Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrades	7/28/2020	Blocka Construction, Inc	\$ 30,744,200
WW-702R	Jackson, Griffith, and Pierce Streets Combined Sewer Discharge Rehabilitation and Backflow Prevention	7/14/2020	Trinet Construction, Inc	\$ 3,886,300
WW-694	Lincoln Way/48th Ave Diversion Structure Modification	4/14/2020	Marinship Development Interest, LLC	\$ 967,980
WW-696	Cargo Way Flush Line	2/25/2020	JMB Construction, Inc.	\$ 4,486,280
WW-687	Force Main Improvements at Embarcadero and Jackson	1/14/2020	Anvil Builders Inc.	\$ 5,986,222
WW-691	Sunset Boulevard Greenway -- Phase II Irving Street	7/23/2019	Minerca Construction, Inc	\$ 2,572,351
WW-665	SEP 042 Rehabilitation And Seismic Retrofit	6/25/2019	Western Water Constructors, Inc.	\$ 9,079,210
WW-683R	Sansome and Division Streets Combined Sewer Discharge Rehab	5/14/2019	Trinet Construction Inc	\$ 4,907,090
WW-682R	Southeast Community Center at 1550 Evans	1/22/2019	Charles Pankow Builders, Inc.	\$ 71,181,251
WW-627R	Baker Beach Green Streets	9/25/2018	Minerva Construction	\$ 7,122,000
WW-667	Mariposa Dry-Weather Pump Station	9/11/2018	Western Water Constructors, Inc.	\$ 17,031,000
WW-639	OSP Digester Gas Utilization Upgrades	8/28/2018	Monterey Mechanical	\$ 38,449,000
WW-674R	Geary Boulevard Sewer and Water Improvements	8/28/2018	JMB Construction, Inc.	\$ 16,246,547
WW-659	Greenhouse Demolition at 1150 Phelps Street/1800 Oakdale Avenue	2/27/2018	Azul Works, Inc.	\$ 1,638,000
WW-657R	Drumm & Jackson Streets Sewer Improvements	1/9/2018	Anvil Builders Inc.	\$ 5,240,900
WW-658	As-Needed Sewer Cleaning and Inspection of Large Sewers	8/8/2017	Pipe and Plant Solutions	\$ 2,694,000
WW-651	Griffith Pump Station Improvements	7/11/2017	Western Water Constructors, Inc.	\$ 10,941,000
WW-599R	SEP Cryogenic Oxygen Plant	6/13/2017	Cal State Constructors	\$ 6,547,000
WW-647R	SEP Biosolids Digester Facilities	5/9/2017	MWH Constructors/Webcor Builders JV	\$ 932,715,777
WW-610R	Visitacion Valley Green Nodes	2/28/2017	Minerva Construction	\$ 3,483,944
WW-653	Marin Street Sewer Replacement	2/28/2017	Ranger Pipelines, Inc.	\$ 4,860,250
WW-614R2	North Point Outfall Rehabilitation	1/10/2017	The Dutra Group	\$ 12,485,980
WW-632	SEP Existing Digester Gas Handling Improvements	1/10/2017	Monterey Mechanical Company	\$ 9,536,000
DB-126	WWE Distributed Control System Upgrades	12/13/2016	Emerson Process Management	\$ 20,425,000
WW-606R2	OSP Door and Building 930 Exterior Awning Improvements	12/13/2016	Trinet Construction, Inc.	\$ 4,049,000
WW-628	SEP New Headworks Facility	5/24/2016	Sundt/Walsh JV	\$ 224,652,224
WW-570	OSP and Westside Pump Station HVAC Upgrades	5/10/2016	Blocka Construction, Inc.	\$ 6,138,000
WW-613	SEP Building 521/522 and Disinfection Upgrades	1/26/2016	Western Water Constructors, Inc.	\$ 25,750,000
WW-626	SEP Primary and Secondary Clarifier Upgrades	1/12/2016	Monterey Mechanical Company	\$ 23,588,000
WW-605R	Mission and Valencia Streets Green Gateway	11/10/2015	Anvil Builders	\$ 2,949,013
WW-609R	Holloway Green Street Stormwater Improvements	9/22/2015	M Squared Construction, Inc.	\$ 5,591,892
WW-572R	Westside Pump Station Discharge Pipe Manifold Upgrade	6/24/2014	Cal State Constructors	\$ 4,145,047
WW-556	SEP Chemical System Relocation and Facility Upgrades	1/28/2014	NTK Construction, Inc.	\$ 14,025,000
WW-541	SEP Oxygen Generation Plant Replacement	12/11/2012	NTK Construction, Inc.	\$ 9,476,360
WW-483RR	N. Shore to Channel Force Main Improvements	4/24/2012	K.J. Woods Construction, Inc.	\$ 15,488,000
51 Projects				\$ 1,816,522,748

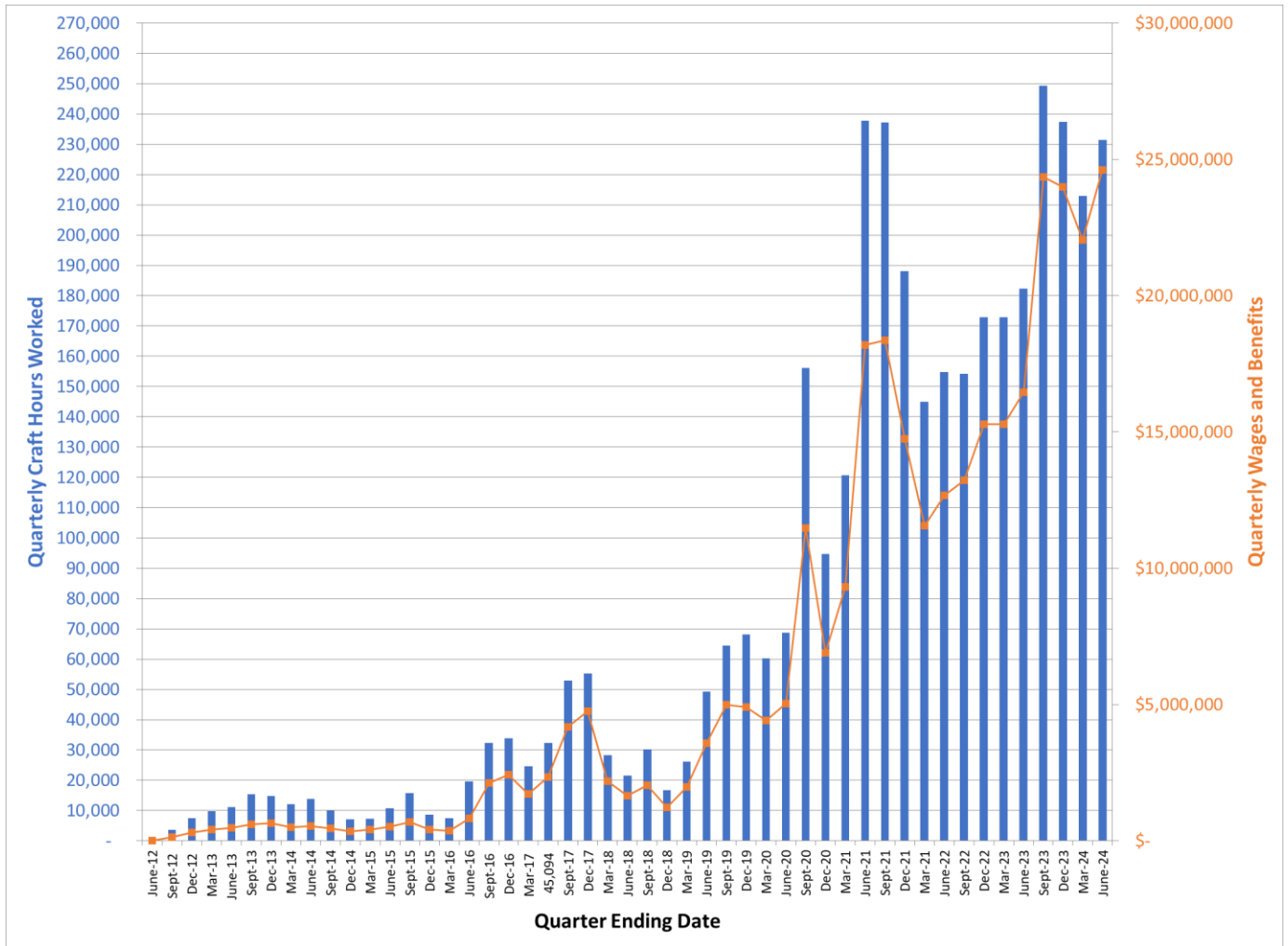
San Francisco Public Utilities Commission
 Sewer System Improvement Program Project Labor Agreement Quarterly Report
 Fourth Quarter FY 2023-2024

Summary Tables and Charts

Craft Data

- During the quarter, construction workers worked 231,339 hours and earned \$24.6 million in wages and benefits.

Chart 1. Craft Hours and Wages



San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Fourth Quarter FY 2023-2024

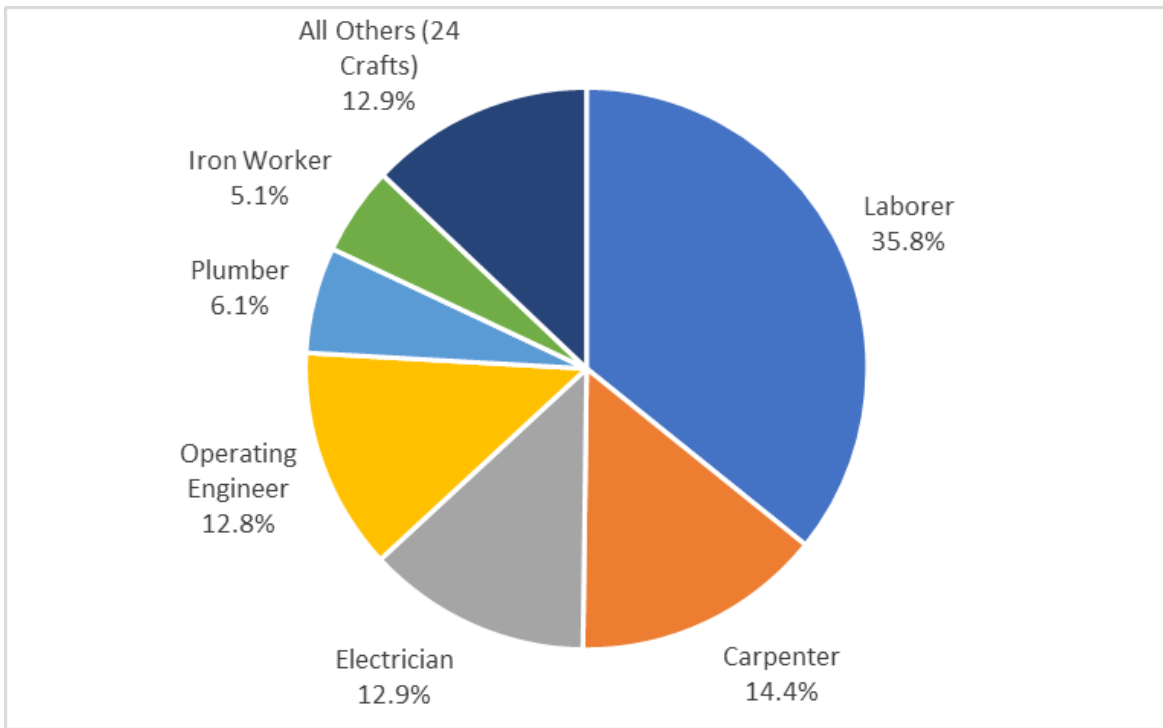
- 3,645,038 total craft hours have been worked by 8,020 workers who earned \$308.8 million in wages and benefits.
- Laborers, Carpenters, Electricians, Operating Engineers, Plumbers, and Iron Workers worked 87.0% of all hours, with over 3.1 million combined hours worked.

Table 4. Craft Utilization Table

Cumulative Employment by Craft				
Inception Through June 30, 2024				
Row Labels	Sum of Total Hours Per Period	Sum of Wages and Benefits	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	1,303,448	\$ 80,555,633	35.8%	26.1%
Carpenter	525,172	\$ 46,843,889	14.4%	15.2%
Electrician	470,060	\$ 56,428,590	12.9%	18.3%
Operating Engineer	465,514	\$ 42,227,637	12.8%	13.7%
Plumber	222,462	\$ 28,436,070	6.1%	9.2%
Iron Worker	185,087	\$ 14,181,715	5.1%	4.6%
Top 6 Crafts Sub-Total	3,171,743	\$ 268,673,534	87.0%	87.0%
Cement Mason	105,273	\$ 8,086,720	2.9%	2.6%
Painter	103,585	\$ 7,744,518	2.8%	2.5%
Sheet Metal Worker	82,039	\$ 9,289,002	2.3%	3.0%
Field Surveyor	24,033	\$ 1,743,064	0.7%	0.6%
Pile Driver	21,208	\$ 2,228,605	0.6%	0.7%
Roofer	18,250	\$ 1,274,219	0.5%	0.4%
Plasterer	14,100	\$ 1,096,449	0.4%	0.4%
Boilermaker	9,465	\$ 848,391	0.3%	0.3%
Tunnel Worker	8,274	\$ 592,422	0.2%	0.2%
Asbestos Worker	4,583	\$ 335,829	0.1%	0.1%
Building/Construction Inspector	3,401	\$ 264,596	0.1%	0.1%
Glazier	3,012	\$ 246,666	0.1%	0.1%
Drywall Installer/Lather	2,664	\$ 198,746	0.1%	0.1%
Elevator Constructor	2,141	\$ 261,126	0.1%	0.1%
Bricklayer	1,496	\$ 122,013	0.0%	0.0%
Electrical Utility Lineman	1,378	\$ 151,400	0.0%	0.0%
Brick Tender	479	\$ 31,558	0.0%	0.0%
Metal Roofing Systems Installer	165	\$ 10,469	0.0%	0.0%
Sprinklerfitters	126	\$ 14,961	0.0%	0.0%
Tile Finisher	56	\$ 3,028	0.0%	0.0%
Tile Setter	52	\$ 4,103	0.0%	0.0%
Remaining Apprenticeable Sub-Total	405,777	\$ 34,547,884	11.1%	11.2%
Teamster	34,698	\$ 2,795,585	1.0%	0.9%
Driver	32,559	\$ 2,692,865	0.9%	0.9%
Diver	261	\$ 127,655	0.0%	0.0%
Total Non-Apprenticeable	67,518	\$ 5,616,104	1.9%	1.8%
Grand Total	3,645,038	\$ 308,837,522	100.0%	100.0%

San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Fourth Quarter FY 2023-2024

Chart 2. Craft Utilization Pie Chart

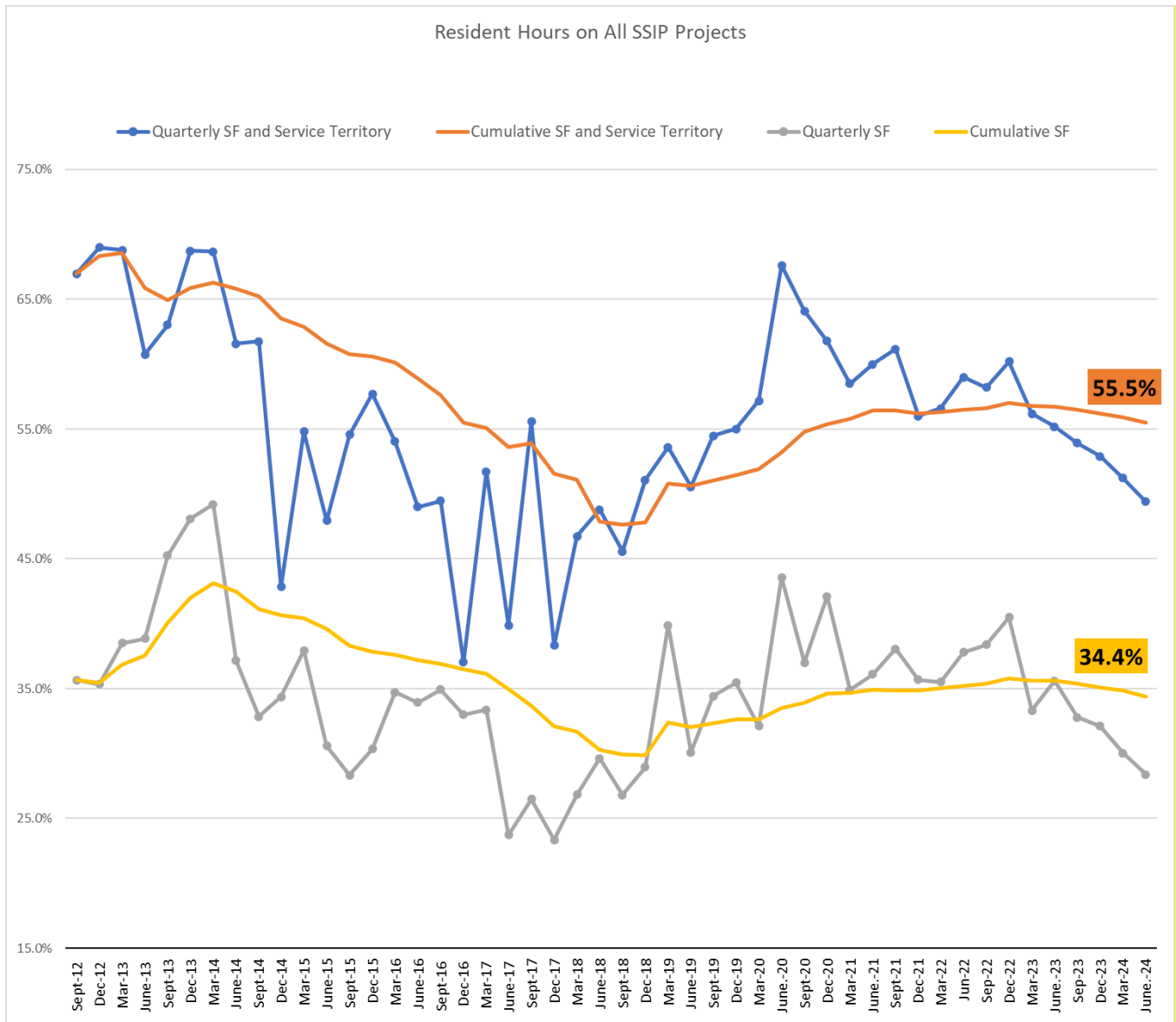


San Francisco Public Utilities Commission
 Sewer System Improvement Program Project Labor Agreement Quarterly Report
 Fourth Quarter FY 2023-2024

Worker Residence Data

- Combined, San Francisco and SFPUC Regional Service Territory residents worked 55.5% of all construction craft hours on SSIP to date.
- San Francisco residents alone have worked 34.4% of all construction craft hours on SSIP to date.

Chart 3. Worker Residence Quarterly and Cumulative



San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Fourth Quarter FY 2023-2024

- When comparing the counties where workers are from, San Francisco’s 2,035 workers worked 34.4% of all the construction hours and have earned \$97.4 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

Table 5. Worker Residence by County

SSIP-PLA Employment by Top 20 Counties of Residence Inception Through June 30, 2024				
County	Total Craft Hours	Wages & Benefits	% Craft Hours	Worker Count (Not Unique*)
San Francisco County	1,254,759	\$ 97,390,933	34.4%	2,035
Contra Costa County	552,496	\$ 48,801,112	15.2%	1,257
Alameda County	376,615	\$ 30,103,517	10.3%	1,281
San Mateo County	294,968	\$ 27,142,523	8.1%	655
Solano County	214,186	\$ 19,221,492	5.9%	555
San Joaquin County	145,773	\$ 12,156,007	4.0%	461
Santa Clara County	123,626	\$ 9,961,692	3.4%	436
Sonoma County	91,353	\$ 9,553,870	2.5%	173
Sacramento County	82,479	\$ 7,317,792	2.3%	267
Stanislaus County	48,520	\$ 4,112,177	1.3%	189
Marin County	39,678	\$ 4,524,971	1.1%	59
Merced County	35,729	\$ 3,362,107	1.0%	55
Madera County	25,363	\$ 2,444,227	0.7%	20
Placer County	23,936	\$ 2,135,497	0.7%	48
Riverside County	22,772	\$ 1,982,115	0.6%	48
Butte County	20,315	\$ 1,927,384	0.6%	27
Yolo County	19,594	\$ 1,967,815	0.5%	46
Los Angeles County	19,027	\$ 1,662,353	0.5%	47
Lake County	18,967	\$ 2,367,255	0.5%	16
Napa County	18,276	\$ 1,512,849	0.5%	63
Top 20 CA Counties by Hrs.	3,428,433	\$ 289,647,685	94.1%	7,738
All Other CA Counties	137,413	\$ 11,940,594	3.8%	333
Out of State	79,193	\$ 7,249,243	2.2%	155
Grand Total	3,645,038	\$308,837,522	100.0%	8,020

San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Fourth Quarter FY 2023-2024

The table below represents 31 San Francisco ZIP Codes as identified in LCPtracker, Inc., through the reporting period.

- San Francisco residents worked 1,254,759 total hours on SSIP.
- Workers living in the Southeast sector of the city in ZIP Codes 94124 (Bayview Hunters Point) and 94134 (Visitacion Valley, Portola) have worked 425,528 hours.
- Apprentices living in 94124 have worked more than a quarter (29.3%) of all San Francisco’s 306,972 apprentice hours.

Table 6. SF Journey & Apprentice Hours by ZIP Code

Zip Code	Neighborhoods	Appr. Hours	Journey Hours	Grand Total	Worker Count (Not Unique)
94124	Bayview Hunters Point	89,874	247,852	337,726	538
94112	Outer Mission, Crocker-Amazon, Oceanview, Westwood Park	36,245	153,246	189,491	273
94110	Mission, Bernal Heights	26,456	94,867	121,322	244
94134	Visitacion Valley, Portola	27,988	59,815	87,802	170
94132	Lake Merced, Merced Heights, San Francisco State	16,348	57,330	73,677	73
94115	Pac Heights, Lower Pac Heights, Western Addition, Fillmore, Japantown	20,867	31,150	52,016	56
94122	Inner Sunset, Outer Sunset	17,050	32,158	49,207	93
94116	Sunset District, West Portal, Forest Hill	15,375	33,441	48,816	85
94103	SOMA	3,740	29,835	33,574	69
94121	Outer Richmond	8,913	24,527	33,440	57
94102	Hayes Valley, Civic Center, Tenderloin	6,638	25,680	32,317	48
94117	Haight-Ashbury, Lower Haight, Cole Valley, NOPA	6,265	17,221	23,486	33
94114	Castro, Noe Valley	2,485	20,822	23,306	31
94109	Cathedral Hill, Tenderloin, Nob Hill, Russian Hill, Fort Mason	4,134	18,185	22,319	39
94107	SOMA, Dog Patch, Protrero Hill	6,329	15,783	22,112	59
94131	Forest Knolls, Twin Peaks, Diamond Heights, Glen Park	1,795	20,309	22,104	51
94133	Chinatown, Telegraph Hill, North Beach, Fisherman's Wharf	2,466	14,255	16,721	24
94118	Inner Richmond	1,865	14,145	16,010	41
94130	Treasure Island	4,948	10,058	15,006	19
94127	Balboa Terrace, St. Francis Wood, West Portal	3,944	5,811	9,754	22
94123	Marina, Cow Hollow		7,347	7,347	9
94158	Mission Bay	48	4,055	4,103	3
94104	Financial District	607	2,623	3,230	3
94105	SOMA, Embarcadero	924	1,269	2,193	7
94188	P.O Box	332	1,669	2,001	13
94142	Tenderloin		1,937	1,937	2
94108	Chinatown, Union Square	644	870	1,514	11
94129	P.O Box	521	929	1,450	2
94120	SOMA	176	291	467	3
94119	P.O Box		167	167	1
94140	P.O Box		147	147	1
Grand Total		306,972	947,788	1,254,759	2,035

San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Fourth Quarter FY 2023-2024

- Laborers living in San Francisco have worked almost half (43.9%) of San Francisco’s 1,254,759 total construction hours.
- San Francisco apprentice Laborers have worked one of every three hours (32.1%) of the 306,972 hours worked by San Francisco apprentices.

Table 7. Worker Residence by Craft

Journey + Apprentice Combined	Laborer	Carpenter	Electrician	Operating Engineer	Plumber	Iron Worker	All Others (24 Crafts)	SSIP All Hours Grand Total
Journey and Appr. Total Hrs.	1,303,448	525,172	470,060	465,514	222,462	185,087	473,295	3,645,038
Craft Total % of SSIP Total	35.8%	14.4%	12.9%	12.8%	6.1%	5.1%	12.9%	
SF Hours	550,340	180,888	151,755	138,119	83,310	47,197	103,150	1,254,759
SF Craft % of Total SF Hours	43.9%	14.4%	12.1%	11.0%	6.6%	3.8%	8.2%	
Regional Service Territory Hours	255,382	95,305	89,894	108,120	36,767	51,922	130,997	768,387
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	33.2%	12.4%	11.7%	14.1%	4.8%	6.8%	17.0%	
Apprentice Hours	Laborer	Carpenter	Electrician	Plumber	Iron Worker	Operating Engineer	All Others (19 Crafts)	SSIP Apprentices Grand Total
Apprentice Total Hours	121,905	102,557	80,602	60,404	39,119	26,561	89,803	520,951
Craft Total % of SSIP Total	23.4%	19.7%	15.5%	11.6%	7.5%	5.1%	17.2%	
SF Hours	98,650	54,131	49,133	35,196	21,099	21,814	26,950	306,972
SF Craft % of Total SF Hours	32.1%	17.6%	16.0%	11.5%	6.9%	7.1%	8.8%	
Regional Service Territory Hours	5,695	19,252	9,916	11,853	7,366	3,414	33,862	91,357
% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs	6.2%	21.1%	10.9%	13.0%	8.1%	3.7%	37.1%	

San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Fourth Quarter FY 2023-2024

- The overall participation rate of San Francisco workers on SSIP projects is currently 34.4%.
- WW-711 Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement project has the highest local worker participation to date on SSIP, with workers living in San Francisco having worked 88.6% of the project's total hours.

Table 8. Worker Residence by Project

Sorted by percentage of San Francisco hours as a percentage of the project's total hours.

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	Outside	San Francisco	Service Territory
WW-711 - Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	2,089	61,663	5,827	69,579	3.0%	88.6%	8.4%
WW-541 Southeast Water Pollution Control Plant Oxygen Generation	2,225	8,580	705	11,509	19.3%	74.5%	6.1%
WW-683R - Sansome, 5th, 6th (North), and Division Streets Combined Sewer	5,647	8,906	432	14,985	37.7%	59.4%	2.9%
WW-736 - Castro and Mission Districts Sewer Improvements	1,669	4,111	1,269	7,049	23.7%	58.3%	18.0%
WW-572R Westside Pump Station Discharge Pipe Manifold	3,378	5,410	495	9,282	36.4%	58.3%	5.3%
WW-691 Sunset Boulevard Greenway -- Phase II Irving Street to	1,398	3,357	1,740	6,494	21.5%	51.7%	26.8%
WW-702R - Jackson, Griffith, and Pierce Streets Combined Sewer	5,004	4,504	68	9,576	52.3%	47.0%	0.7%
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-606R2 - Oceanside Water Pollution Control Plant Door and	2,307	3,044	1,667	7,017	32.9%	43.4%	23.7%
WW-703 - Mission Street, 16th to Cesar Chavez, Brick Sewer Re	5,216	5,681	2,278	13,175	39.6%	43.1%	17.3%
WW-669 - Oceanside Water Pollution Control Plant Building 01	788	722	174	1,684	46.8%	42.9%	10.3%
WW-696 - Cargo Way Flush Line	4,207	4,632	2,721	11,560	36.4%	40.1%	23.5%
WW-687 - Force Main Rehabilitation at Embarcadero and Jacks	5,852	6,033	3,321	15,206	38.5%	39.7%	21.8%
WW-712 - New Montgomery, Jessie, Minna, and Mission Street	6,508	4,716	684	11,908	54.7%	39.6%	5.7%
WW-556 Southeast Water Pollution Control Plant Chemical Sys	21,053	15,536	2,724	39,313	53.6%	39.5%	6.9%
WW-483RR North Shore to Channel Force Main Improvement a	38,197	41,603	25,882	105,681	36.1%	39.4%	24.5%
WW-627R - Baker Beach Green Streets	11,630	9,993	4,579	26,202	44.4%	38.1%	17.5%
WW-674R - Geary Boulevard Sewer and Water Improvements	9,699	15,264	15,281	40,243	24.1%	37.9%	38.0%
WW-648 - Oceanside Water Pollution Control Plant Building 04	1,171	851	251	2,272	51.5%	37.5%	11.0%
WW-639 - Oceanside Water Pollution Control Plant Digester Ga	39,601	33,855	17,009	90,465	43.8%	37.4%	18.8%
WW-731 - Various Locations Brick Sewer Improvements	11,358	8,779	3,844	23,980	47.4%	36.6%	16.0%
WW-724 - Panhandle and Inner Sunset Large Sewer Rehabilitat	3,842	2,563	653	7,057	54.4%	36.3%	9.2%
WW-737 - Baker St. Combined Sewer Discharge Baffle Improve	192	128	40	360	53.3%	35.6%	11.1%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer	7,060	6,518	5,350	18,928	37.3%	34.4%	28.3%
WW-685R - North Shore Pump Station Wet Weather Improvem	30,617	20,507	9,535	60,659	50.5%	33.8%	15.7%
WW-665 - Southeast Water Pollution Control Plant 042 Rehabil	14,167	9,691	5,012	28,871	49.1%	33.6%	17.4%
WW-628 - Southeast Water Pollution Control Plant New Headw	523,418	384,768	250,081	1,158,267	45.2%	33.2%	21.6%
WW-647R - Southeast Water Pollution Control Plant Biosolids D	606,260	456,046	316,801	1,379,106	44.0%	33.1%	23.0%
WW-570 - Oceanside Water Pollution Control Plant and Westsi	5,239	3,929	2,726	11,893	44.0%	33.0%	22.9%
WW-667 Mariposa Dry-Weather Pump Station	21,004	12,063	4,324	37,391	56.2%	32.3%	11.6%
WW-662R - Southeast Water Pollution Control Plant Power Fee	12,890	10,025	8,321	31,236	41.3%	32.1%	26.6%
WW-719A - Folsom Area Stormwater Improvements - SOMA a	2,169	2,113	2,472	6,754	32.1%	31.3%	36.6%
WW-605R Mission and Valencia Streets Green Gateway	8,869	5,943	5,187	19,998	44.4%	29.7%	25.9%
WW-657R - Drumm & Jackson Streets Sewer Improvements	8,897	4,382	1,664	14,943	59.5%	29.3%	11.1%
WW-723R - Channel Force Main Intertie	1,253	1,229	1,763	4,245	29.5%	29.0%	41.5%
WW-626 Southeast Water Pollution Control Plant Primary and	39,958	20,167	14,900	75,025	53.3%	26.9%	19.9%
WW-632 - Southeast Water Pollution Control Plant Existing Dige	9,505	5,777	6,803	22,086	43.0%	26.2%	30.8%
WW-599R - Southeast Water Pollution Control Plant Cryogenic	3,109	2,016	2,593	7,718	40.3%	26.1%	33.6%
WW-659 - Greenhouse Demolition at 1150 Phelps Street	1,840	868	739	3,446	53.4%	25.2%	21.4%
WW-645R - Westside Pump Station Reliability Improvements	38,738	17,787	16,772	73,296	52.9%	24.3%	22.9%
WW-613 Southeast Water Pollution Control Plant (SEP) Building	53,465	17,590	5,370	76,424	70.0%	23.0%	7.0%
WW-651 - Griffith Pump Station Improvements	11,209	3,448	400	15,057	74.4%	22.9%	2.7%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large S	2,287	835	901	4,023	56.9%	20.8%	22.4%
WW-614R2 - North Point Outfall Rehabilitation	24,551	2,971	8,398	35,920	68.3%	8.3%	23.4%
Grand Total	1,621,892	1,254,759	768,387	3,645,038	44.5%	34.4%	21.1%

San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Fourth Quarter FY 2023-2024

Apprentice Data

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

- On SSIP, 14.6% of all craft hours in apprenticeable trades have been worked by apprentices.
- Field Surveyors have the highest apprentices utilization rate, with 47.1% of all hours being worked by apprentices.
- Apprentice Laborers have worked 9.4% of the Laborers’ 1,303,448 total hours.

Table 9. Apprentice Utilization by Craft

Row Labels	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Field Surveyor	11,330	12,703	24,033	47.1%
Elevator Constructor	971	1,170	2,141	45.4%
Metal Roofing Systems Installer	72	93	165	43.6%
Glazier	1,055	1,957	3,012	35.0%
Drywall Installer/Lather	826	1,838	2,664	31.0%
Sheet Metal Worker	24,455	57,584	82,039	29.8%
Plumber	60,404	162,058	222,462	27.2%
Asbestos Worker	1,154	3,429	4,583	25.2%
Roofer	4,433	13,818	18,250	24.3%
Painter	23,397	80,188	103,585	22.6%
Iron Worker	39,119	145,968	185,087	21.1%
Plasterer	2,767	11,333	14,100	19.6%
Carpenter	102,557	422,615	525,172	19.5%
Electrician	80,602	389,458	470,060	17.1%
Tile Finisher	8	48	56	14.3%
Pile Driver	3,022	18,186	21,208	14.2%
Cement Mason	14,667	90,606	105,273	13.9%
Tile Setter	6	46	52	11.7%
Electrical Utility Lineman	156	1,222	1,378	11.3%
Building/Construction Inspector	341	3,061	3,401	10.0%
Laborer	121,905	1,181,543	1,303,448	9.4%
Tunnel Worker	581	7,693	8,274	7.0%
Boilermaker	557	8,909	9,465	5.9%
Operating Engineer	26,561	438,954	465,514	5.7%
Bricklayer	8	1,488	1,496	0.5%
Brick Tender		479	479	0.0%
Sprinklerfitters		126	126	0.0%
Apprenticeable Subtotal	520,951	3,056,569	3,577,520	14.6%
Teamster		34,698	34,698	0.0%
Driver		32,559	32,559	0.0%
Diver		261	261	0.0%
Grand Total	520,951	3,124,087	3,645,038	14.3%

San Francisco Public Utilities Commission
Sewer System Improvement Program Project Labor Agreement Quarterly Report
Fourth Quarter FY 2023-2024

- WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades has the highest apprentice utilization ratio, with 22.0% of all hours worked by apprentices.
- WW-628 Southeast Water Pollution Control Plant New Headworks Facility’s apprentice utilization ratio is currently 16.3%, or 189,126 out of 1,158,267 total project hours.
- WW-647R WW-Southeast Water Pollution Control Plant Biosolids Digester Facilities Project, with nearly 1.4 million total hours worked, has an apprentice utilization rate of 13.2%.

Table 10. Apprentice Utilization by Project

Project Name	A	J	Grand Total	Appr. Utilization %
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades	16,810	59,615	76,424	22.0%
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	1,466	5,551	7,017	20.9%
WW-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Primary Influent Slide Gate System Improvements	329	1,356	1,684	19.5%
WW-651 - Griffith Pump Station Improvements	2,757	12,300	15,057	18.3%
WW-627R - Baker Beach Green Streets	4,685	21,517	26,202	17.9%
WW-702R - Jackson, Griffith, and Pierce Streets Combined Sewer Discharge Rehabilitation and Backflow Prevention	1,597	7,978	9,576	16.7%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	189,126	969,141	1,158,267	16.3%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	3,580	18,506	22,086	16.2%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	1,904	9,990	11,893	16.0%
WW-674R - Geary Boulevard Sewer and Water Improvements	6,372	33,872	40,243	15.8%
WW-645R - Westside Pump Station Reliability Improvements	11,242	62,054	73,296	15.3%
WW-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	11,358	63,667	75,025	15.1%
WW-685R - North Shore Pump Station Wet Weather Improvements	9,017	51,642	60,659	14.9%
WW-657R - Drumm & Jackson Streets Sewer Improvements	2,190	12,753	14,943	14.7%
WW-665 - Southeast Water Pollution Control Plant 042 Rehabilitation and Seismic Retrofit	4,091	24,780	28,871	14.2%
WW-696 - Cargo Way Flush Line	1,631	9,929	11,560	14.1%
WW-683R - Sansome, 5th, 6th (North), and Division Streets Combined Sewer Discharge Rehabilitation and Backflow Prevention	2,053	12,932	14,985	13.7%
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-691 Sunset Boulevard Greenway -- Phase II Irving Street to Ulloa Street	873	5,621	6,494	13.4%
WW-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	48	312	360	13.3%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facilities Project	182,593	1,196,513	1,379,106	13.2%
WW-662R - Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrades	3,812	27,424	31,236	12.2%
WW-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization Upgrades	10,929	79,535	90,465	12.1%
WW-711 - Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	8,212	61,366	69,579	11.8%
WW-723R - Channel Force Main Intertie	488	3,757	4,245	11.5%
WW-667 Mariposa Dry-Weather Pump Station	4,064	33,327	37,391	10.9%
WW-712 - New Montgomery, Jessie, Minna, and Mission Streets Brick Sewer Rehabilitation	1,259	10,649	11,908	10.6%
WW-614R2 - North Point Outfall Rehabilitation	2,750	33,170	35,920	7.7%
WW-731 - Various Locations Brick Sewer Improvements	1,687	22,293	23,980	7.0%
WW-610R - Visitacion Valley Green Nodes, Rutland Street Sewer, and Sunnydale Pavement Improvements	1,251	17,677	18,928	6.6%
WW-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Improvements	150	2,122	2,272	6.6%
WW-609R Holloway Green Street Stormwater Improvements	1,328	21,057	22,385	5.9%
WW-703 - Mission Street, 16th to Cesar Chavez, Brick Sewer Rehabilitation	748	12,428	13,175	5.7%
WW-736 - Castro and Mission Districts Sewer Improvements	359	6,690	7,049	5.1%
WW-659 - Greenhouse Demolition at 1150 Phelps Street	147	3,299	3,446	4.3%
WW-724 - Panhandle and Inner Sunset Large Sewer Rehabilitation	273	6,784	7,057	3.9%
WW-653 - Marin Street Sewer Replacement	395	12,380	12,774	3.1%
WW-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer Replacement	191	6,563	6,754	2.8%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquid Oxygen System Upgrades	133	7,585	7,718	1.7%
WW-687 - Force Main Rehabilitation at Embarcadero and Jackson	192	15,014	15,206	1.3%
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	14	4,009	4,023	0.3%
Grand Total	520,951	3,124,087	3,645,038	14.3%

San Francisco Public Utilities Commission
 Sewer System Improvement Program Project Labor Agreement Quarterly Report
 Fourth Quarter FY 2023-2024

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.

- 4,535 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of **1.16%**.
- During the quarter, 259 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

SSIP - Covered by PLA Substance Abuse Testing Summary	
Tests Administered to Individuals Cleared to Work Through 06/30/2024	
Project	Number Cleared
WW-647R - SEP Biosolids Digester Facilities Project	2,719
WW-682R - Southeast Community Center at 1550 Evans	876
WW-628 - SEP New Headworks Facility	554
WW-614R2 - North Point Outfall Rehabilitation	116
WW-645R - Westside Pump Station Reliability Improvements	60
WW-711 - Wawona Area Stormwater Improvement and Vicente Street Water Main Replacement	52
WW-627R - Baker Beach Green Streets	27
WW-570 - OSP and Westside Pump Station HVAC Upgrades	23
WW-657R -Drumm & Jackson Streets Sewer Improvements	15
WW-658 - As-Needed Sewer Cleaning and Inspection of Large Sewers	11
WW-731 - Various Locations Brick Sewer Improvements	11
WW-667 - Mariposa Dry Weather Pump Station	10
WW-648 - OSP Building 042 Primary Clarifier Improvements	9
WW-639 - OSP Digester GasUtilization Upgrades	8
WW-665 - SEP 042 Rehabilitation and Seismic Retrofit	8
WW-606R2 - OSP Door and Building 930 Exterior and Awning Improvements	7
WW-662R - SEP Power Feed and Primary Switchgear Upgrades	6
WW-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	6
WW-651 - Griffith Pump Station Improvements	5
WW-687 - Force Main Improvements at Embarcadero and Jackson	4
WW-610R - Visitacion Valley Green Nodes	3
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvement	3
WW-599R - SEP Cryogenic Oxygen Plant Demolition and Liquid Oxygen System Upgrades	2
Total Cleared	4,535

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 of San Francisco and within the SFPUC Regional 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 authorizing 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; mitigates against construction delays; assures steady supply of qualified labor; provides employment, career, and local business opportunities; and other benefits...”

On March 26, 2007, the SFPUC approved the negotiated agreement. The PLA requires construction contractors to utilize workers dispatched by signatory unions, and prohibits the unions and contractors from participating in strikes, lockouts, or other disruptions to the work. The PLA provides a procedure for adjudicating conflicting jurisdictional claims between the unions, provides for uniform hours of work, overtime, shifts and holidays, encourages the recruitment and training of low-income residents of the SFPUC service territory, and requires substance abuse testing for all covered workers. The first implementation of the PLA was on the WD-2504 Stanford Heights Reservoir Seismic Retrofit and Improvement project, which the SFPUC awarded to S.J. Amoroso Construction Company, LLC., on June 26, 2007, in the amount of \$17,899,960.

In 2008, the Commission approved Addendum No. 1 of the Agreement, which extended the Agreement to the Advanced Meter Infrastructure (AMI) project.

In May 2016, the Commission approved an Extension Agreement, which applied the terms of the PLA, as modified in the Extension Agreement, to Sewer System Improvement Program (SSIP) projects and the AWSS Pumping Station 2 project.

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

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