



San Francisco  
**Water Power Sewer**  
Services of the San Francisco Public Utilities Commission

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**Water Enterprise Capital Improvement Program  
Project Labor Agreement  
Quarterly Report**

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

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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  
Water Enterprise Capital Improvement Program Project Labor Agreement  
Quarterly Report – First Quarter FY 2024-2025

**Table of Contents**

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

## Executive Summary

### Contracting and Employment Highlights – Program to Date

- Twenty (20) construction contracts, with a combined value of \$655.6 million, have been awarded.
- 266,421 total craft hours have been worked by 1,809 workers who earned \$20.9 million in wages and benefits.
- 304 San Francisco residents worked 65,251 hours and earned \$5 million in wages and benefits on WECIP projects representing 24.5% of covered hours.
- 663 residents of the SFPUC’s Regional Service Territory worked 90,640 hours (34.0%) and earned \$7.1 million in wages and benefits.
- 237 pre-employment substance abuse tests have been administered to employees cleared to work on WECIP projects as of March 31, 2024.

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

Region of Worker Residence	Inception Through September 30, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	110,531	\$ 8,785,488	860
San Francisco	65,251	\$ 4,963,171	304
Service Territory	90,640	\$ 7,137,702	663
<b>Grand Total</b>	<b>266,421</b>	<b>\$ 20,886,361</b>	<b>1,809</b>
<b>Comb. SF and Serv.</b>	<b>155,890</b>	<b>\$ 12,100,873</b>	<b>967</b>

San Francisco Public Utilities Commission  
 Water Enterprise Capital Improvement Program Project Labor Agreement  
 Quarterly Report – First Quarter FY 2024-2025

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

- No contracts were awarded during the quarter.
- 348 construction workers worked 41,790 hours and earned \$3,513,105 in wages and benefits.
- 73 San Francisco residents worked 8,475 hours and earned \$730,553 in wages and benefits.
- 109 SFPUC Service Territory residents worked 15,594 hours and earned \$1,285,623 in wages and benefits.

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

Region of Worker Residence	Three Months Ending September 30, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	17,721	\$ 1,496,929	166
San Francisco	8,475	\$ 730,553	73
Service Territory	15,594	\$ 1,285,623	109
<b>Grand Total</b>	<b>41,790</b>	<b>\$ 3,513,105</b>	<b>348</b>
<b>Comb. SF and Serv.</b>	<b>24,069</b>	<b>\$ 2,016,176</b>	<b>182</b>

San Francisco Public Utilities Commission  
Water Enterprise Capital Improvement Program Project Labor Agreement  
Quarterly Report – First Quarter FY 2024-2025

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

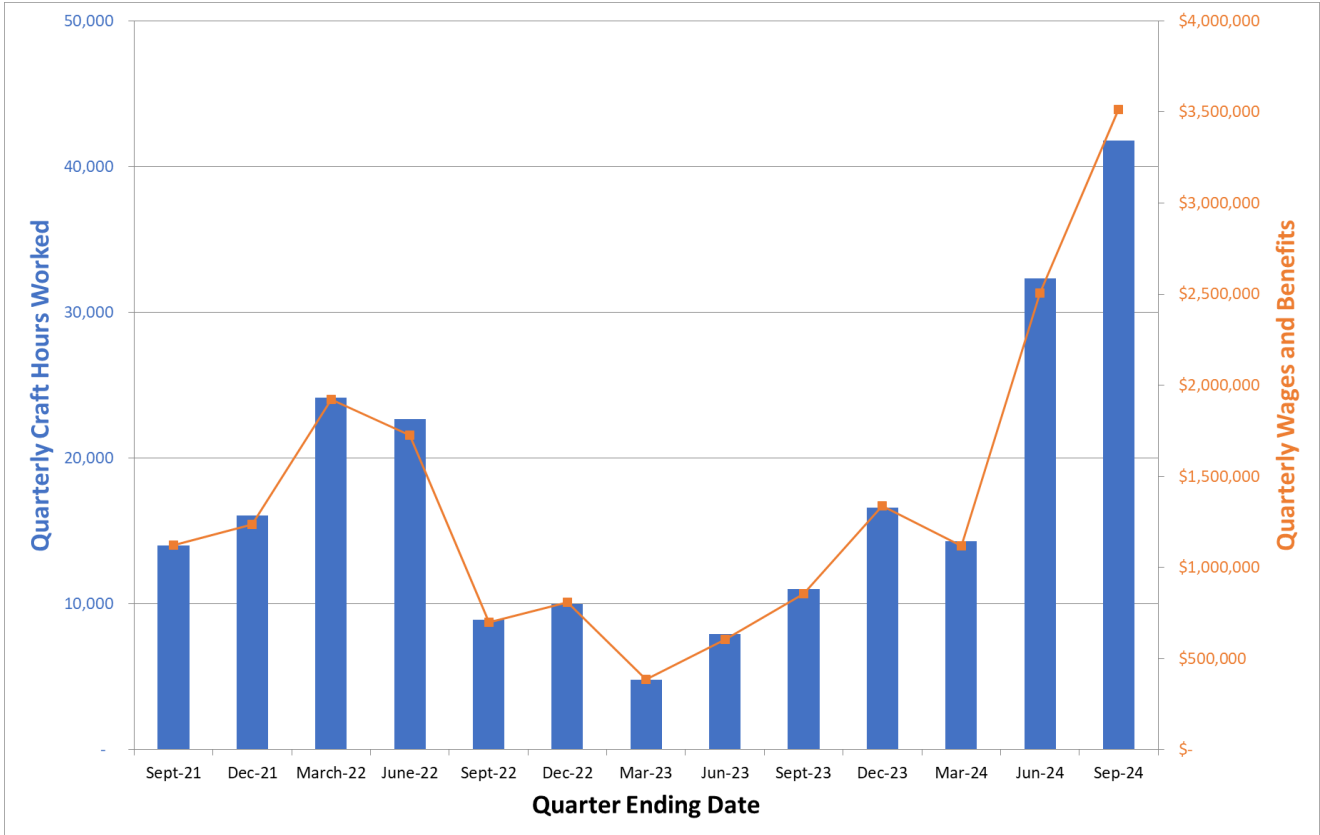
Sorted by Award Date (newest to oldest)

WECIP Construction Contracts				
Inception through September 30, 2024				
Contract	Project	Award Date	Prime Contractor	Original
WD-2903	Site Remediation at 520 John Muir Drive Phase 2	5/28/2024	Anvil Builders, Inc.	\$ 2,186,888
WD-2897	Sunol Valley Water Treatment Plant Ozonation	5/14/2024	J.F. Shea Construction, Inc.	\$ 234,782,000
WD-2895	San Francisco Zoo Recycled Water	2/13/2024	Basset Engineering	\$ 2,175,723
WD-2893	Sunol Valley Chemical Facility Improvements	2/13/2024	Anvil Builders Inc.	\$ 9,348,500
WD-2862	San Antonio Pump Station Motor Control Center Replacement and Seismic Retrofit	12/12/2023	Big Valley Electric	\$ 8,869,322
WD-2902	San Andreas Reservoir Road Improvements	11/14/2023	Anvil Builders Inc.	\$ 10,491,406
WD-2840	Southern Skyline Boulevard Ridge Trail Extension	9/26/2023	Gordon N. Ball, Inc.	\$ 20,523,445
WD-2889	As Needed Water Service Line Replacements	1/24/2023	JMB Construction, Inc.	\$ 26,663,850
WD-2845	Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2	10/24/2022	EXARO Technologies Corporation	\$ 3,274,441
WD-2887	Harry Tracy Water Treatment Plant – Filters No. 1 to 6 Underdrain Replacement	7/12/2022	Anvil Builders Inc.	\$ 9,264,300
WD-2879R	City Distribution Division Campus at 2000 Marin	6/28/2022	Clark Construction Group	\$ 260,450,682
WD-2871	Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	11/9/2021	Cal State Constructors	\$ 1,769,014
WD-2880R	Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	8/10/2021	Galleria Inc., DBA Trico Construction	\$ 1,328,039
WD-2717	College Hill Reservoir Outlet Structure and Pipeline	6/8/2021	Ranger Pipelines	\$ 12,180,497
WD-2865	Sunol Regional Wilderness Park Water System	2/9/2021	Cratus, Inc	\$ 2,395,280
WD-2870(I)	Millbrae Warehouse Loading Dock Repair	1/27/2021	Ronan Construction	\$ 570,745
WD-2858R	Sunol Valley Water Treatment Plant Water Quality Modular Office	10/13/2020	Alta Group, Inc.	\$ 1,096,200
WD-2861	Auxiliary Water Supply System Clarendon Supply 2019	9/8/2020	Mitchell Engineering	\$ 2,685,720
WD-2794B	Sunol Long Term Improvements - Alameda Creek Watershed Center	12/10/2019	S.J. Amoroso Construction Company, Inc.	\$ 27,577,000
WD-2687R	AWSS Pumping Station No. 2 Improvements	9/12/2017	Rubecon Builders, Inc.	\$ 17,949,125
<b>20 Projects</b>				<b>\$ 655,582,177</b>

## Summary Tables and Charts

**Chart 1. Craft Hours and Wages**

- During the quarter, construction workers worked 41,790 hours and earned \$3,513,105 in wages and benefits.



San Francisco Public Utilities Commission  
Water Enterprise Capital Improvement Program Project Labor Agreement  
Quarterly Report – First Quarter FY 2024-2025

**Table 4. Craft Utilization Table**

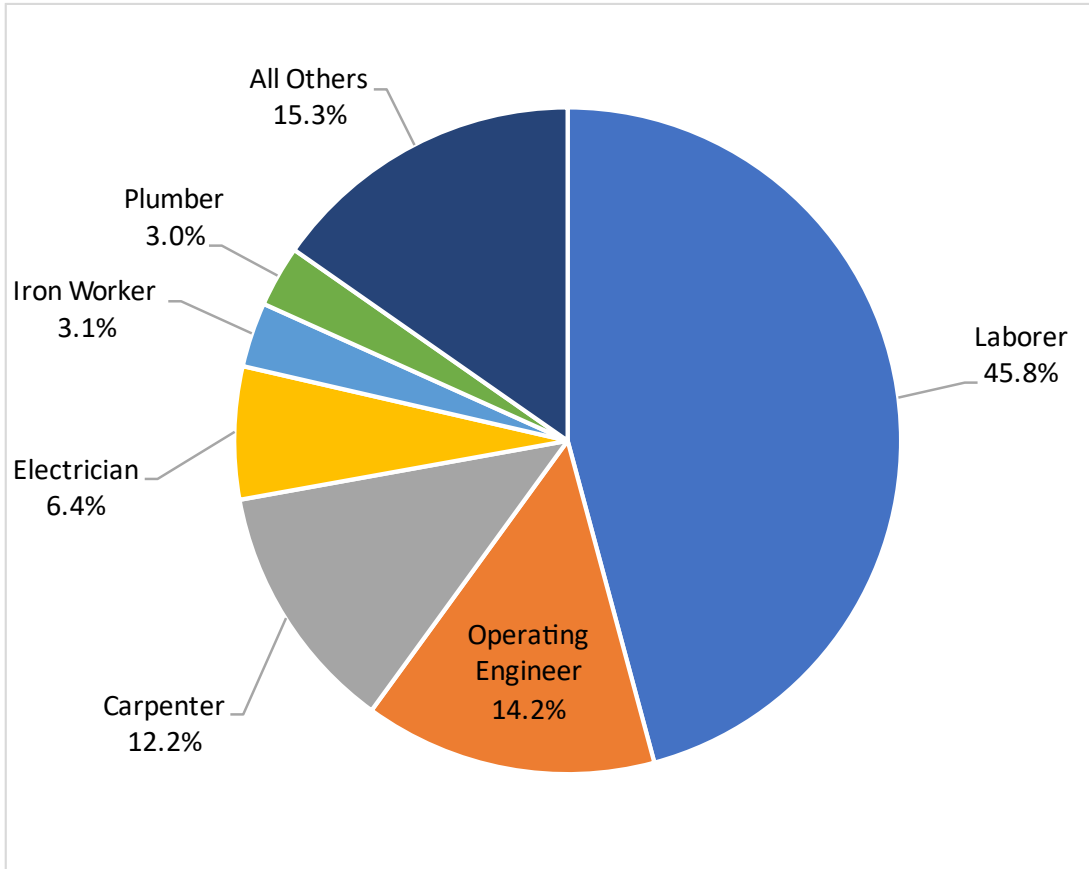
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the WECIP program’s overall totals.

- Contractors reported construction craft hours in 26 craft worker classifications.
- Laborers, Operating Engineers, Carpenters, Electricians, Iron Workers, and Plumbers worked 84.7% of all hours, with 225,735 combined hours worked.

<b>Cumulative Employment by Craft</b>				
<b>Inception Through September 30, 2024</b>				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	122,086	\$ 7,865,886	45.8%	37.7%
Operating Engineer	37,830	\$ 3,517,694	14.2%	16.8%
Carpenter	32,403	\$ 2,860,683	12.2%	13.7%
Electrician	17,144	\$ 1,864,514	6.4%	8.9%
Iron Worker	8,363	\$ 637,784	3.1%	3.1%
Plumber	7,909	\$ 791,321	3.0%	3.8%
<b>Top 6 Crafts Sub-Total</b>	<b>225,735</b>	<b>\$ 17,537,884</b>	<b>84.7%</b>	<b>84.0%</b>
Painter	7,478	\$ 645,307	2.8%	3.1%
Roofer	7,018	\$ 433,414	2.6%	2.1%
Cement Mason	5,351	\$ 414,290	2.0%	2.0%
Sheet Metal Worker	4,886	\$ 478,043	1.8%	2.3%
Glazier	3,573	\$ 317,281	1.3%	1.5%
Drywall Installer/Lather	2,740	\$ 235,814	1.0%	1.1%
Building/Construction Inspector	1,695	\$ 139,931	0.6%	0.7%
Tile Setter	1,449	\$ 116,172	0.5%	0.6%
Tile Finisher	1,026	\$ 53,725	0.4%	0.3%
Pile Driver	799	\$ 76,538	0.3%	0.4%
Terrazzo Finisher	541	\$ 24,853	0.2%	0.1%
Asbestos Worker	242	\$ 23,723	0.1%	0.1%
Field Surveyor	126	\$ 8,585	0.0%	0.0%
Carpet Layer	100	\$ 7,990	0.0%	0.0%
Bricklayer	32	\$ 2,890	0.0%	0.0%
Marble Mason	15	\$ 1,338	0.0%	0.0%
Marble Finisher	13	\$ 776	0.0%	0.0%
Terrazzo Worker	7	\$ 371	0.0%	0.0%
<b>Remaining Apprenticable Sub-Total</b>	<b>37,089</b>	<b>\$ 2,981,038</b>	<b>13.9%</b>	<b>14.3%</b>
Driver	3,533	\$ 361,422	1.3%	1.7%
Teamster	64	\$ 6,017	0.0%	0.0%
<b>Total Non-Apprenticeable</b>	<b>3,597</b>	<b>\$ 367,439</b>	<b>1.4%</b>	<b>1.8%</b>
<b>Grand Total</b>	<b>266,421</b>	<b>\$ 20,886,361</b>	<b>100.0%</b>	<b>100.0%</b>

San Francisco Public Utilities Commission  
Water Enterprise Capital Improvement Program Project Labor Agreement  
Quarterly Report – First Quarter FY 2024-2025

**Chart 2. Craft Utilization Pie Chart**





San Francisco Public Utilities Commission  
Water Enterprise Capital Improvement Program Project Labor Agreement  
Quarterly Report – First Quarter FY 2024-2025

**Table 5. Worker Residence by County**

- When comparing the counties where workers are from, San Francisco’s residents worked 24.5% of all the construction hours and earned almost \$5 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

<b>WECIP-PLA Employment by Top 10 Counties of Residence Through September 30, 2024</b>			
<b>County</b>	<b>Total Craft Hours</b>	<b>Wages &amp; Benefits</b>	<b>% Craft Hours</b>
<b>San Francisco County</b>	<b>65,251</b>	<b>\$ 4,963,171</b>	<b>24.5%</b>
Alameda County	42,487	\$ 3,306,483	15.9%
Contra Costa County	34,023	\$ 2,638,537	12.8%
Santa Clara County	25,560	\$ 2,004,866	9.6%
San Mateo County	24,899	\$ 2,005,390	9.3%
Solano County	17,234	\$ 1,402,283	6.5%
San Joaquin County	13,246	\$ 987,499	5.0%
Sonoma County	10,472	\$ 995,305	3.9%
Santa Cruz County	5,719	\$ 445,786	2.1%
Marin County	5,436	\$ 342,660	2.0%
<b>Top 10 CA Counties</b>	<b>244,327</b>	<b>\$ 19,091,980</b>	<b>91.7%</b>
All Other CA Counties	19,468	\$ 1,567,209	7.3%
Out of State	2,625	\$ 227,171	1.0%
<b>Grand Total</b>	<b>266,421</b>	<b>\$ 20,886,361</b>	<b>100.0%</b>

San Francisco Public Utilities Commission  
Water Enterprise Capital Improvement Program Project Labor Agreement  
Quarterly Report – First Quarter FY 2024-2025

**Table 6. Worker Residence by Project**

- WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco has the highest local worker participation to date on WECIP, with San Francisco and SFPUC Regional Service Territory workers having worked 80.3% of the project’s total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	San Francisco	Service Territory	SF and Serv
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	961	1,668	2,251	4,880	34.2%	46.1%	80.3%
WD-2865 - Sunol Regional Wilderness Park Water System	1,353	2,461	2,456	6,269	39.3%	39.2%	78.4%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	1,595	2,671	1,700	5,966	44.8%	28.5%	73.3%
WD-2902 - San Andreas Reservoir Road Improvements	8,562	4,429	10,084	23,076	19.2%	43.7%	62.9%
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	16,578	13,963	12,598	43,139	32.4%	29.2%	61.6%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	20,359	19,903	10,462	50,723	39.2%	20.6%	59.9%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair	501	558	180	1,239	45.0%	14.5%	59.6%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	25,113	3,274	32,056	60,442	5.4%	53.0%	58.5%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	758	614	448	1,820	33.7%	24.6%	58.3%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacement	5,389	3,266	3,526	12,180	26.8%	28.9%	55.8%
WD-2889 - As Needed Water Service Line Replacements	11,870	9,828	3,790	25,488	38.6%	14.9%	53.4%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Replacement	1,377	870	251	2,497	34.8%	10.1%	44.9%
WD-2840 - Southern Skyline Blvd. Ridge Trail Extension	14,368	1,148	10,354	25,870	4.4%	40.0%	44.5%
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	687	260	223	1,169	22.2%	19.0%	41.2%
WD-2845 - Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2	1,062	342	262	1,665	20.5%	15.7%	36.2%
<b>Grand Total</b>	<b>110,531</b>	<b>65,251</b>	<b>90,640</b>	<b>266,421</b>	<b>24.5%</b>	<b>34.0%</b>	<b>58.5%</b>

San Francisco Public Utilities Commission  
Water Enterprise Capital Improvement Program Project Labor Agreement  
Quarterly Report – First Quarter FY 2024-2025

**Apprentice Data**

The California Division of Apprenticeship Standards (DAS) consults with employers to develop a skilled workforce with viable career pathways to increase productivity and strengthen California’s economy. DAS minimum ratios requires apprentices be utilized in the ratios applicable to each craft, generally one apprentice hour to every five journeymen hours at the end of the project. However, an employer can and is encouraged to employ an apprentice as the second person on the job whenever possible and allowed by the apprenticeship program standards.

**Table 7. Apprentice Utilization by Craft**

- On WECIP, 13.8% of all craft hours in apprenticeable trades have been worked by apprentices.
- Field Surveyor have utilized the most apprentices, with 45% of all hours being worked by apprentices.
- Apprentice Laborers have worked 10.9% of the Laborers’ 122,086 total craft hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Field Surveyor	57	69	126	45.0%
Roofer	2,945	4,074	7,018	42.0%
Pile Driver	238	562	799	29.7%
Drywall Installer/Lather	786	1,954	2,740	28.7%
Carpet Layer	24	76	100	24.0%
Tile Finisher	234	792	1,026	22.8%
Iron Worker	1,773	6,590	8,363	21.2%
Electrician	3,577	13,568	17,144	20.9%
Plumber	1,577	6,333	7,909	19.9%
Sheet Metal Worker	877	4,009	4,886	18.0%
Carpenter	5,513	26,890	32,403	17.0%
Painter	1,045	6,433	7,478	14.0%
Laborer	13,291	108,795	122,086	10.9%
Operating Engineer	3,915	33,915	37,830	10.3%
Tile Setter	139	1,310	1,449	9.6%
Cement Mason	162	5,190	5,351	3.0%
Glazier	56	3,517	3,573	1.6%
Building/Construction Inspector	25	1,670	1,695	1.4%
Asbestos Worker	-	242	242	0.0%
Bricklayer	-	32	32	0.0%
Marble Finisher	-	13	13	0.0%
Marble Mason	-	15	15	0.0%
Terrazzo Finisher	-	541	541	0.0%
Terrazzo Worker	-	7	7	0.0%
<b>Apprenticeable Subtotal</b>	<b>36,231</b>	<b>226,593</b>	<b>262,824</b>	<b>13.8%</b>
Driver	-	3,533	3,533	0.0%
Teamster	-	64	64	0.0%
<b>Grand Total</b>	<b>36,231</b>	<b>230,190</b>	<b>266,421</b>	<b>13.6%</b>

San Francisco Public Utilities Commission  
Water Enterprise Capital Improvement Program Project Labor Agreement  
Quarterly Report – First Quarter FY 2024-2025

**Table 8. Apprentice Utilization by Project**

The table below lists WECIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire WECIP is 13.6%.

- WD-2687R Auxiliary Water Supply System Pumping Station No.2 Improvements has the highest apprentice utilization ratio, with 24.2% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	10,428	32,711	43,139	24.2%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	8,363	52,080	60,442	13.8%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	818	5,148	5,966	13.7%
WD-2902 - San Andreas Reservoir Road Improvements	3,138	19,938	23,076	13.6%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	6,712	44,011	50,723	13.2%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	236	1,584	1,820	13.0%
WD-2865 - Sunol Regional Wilderness Park Water System	770	5,499	6,269	12.3%
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Amr	125	1,044	1,169	10.7%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacem	1,202	10,978	12,180	9.9%
WD-2840 - Southern Skyline Blvd. Ridge Trail Extension	2,477	23,393	25,870	9.6%
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	349	4,531	4,880	7.2%
WD-2889 - As Needed Water Service Line Replacements	1,605	23,883	25,488	6.3%
WD-2845 - Cathodic Protection for Transmission Pipelines at Various Locations, Phas	10	1,655	1,665	0.6%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair		1,239	1,239	0.0%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Replacement		2,497	2,497	0.0%
<b>Grand Total</b>	<b>36,231</b>	<b>230,190</b>	<b>266,421</b>	<b>13.6%</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.

**Table 9. Workers’ Pre-Employment Clearance Data**

- 237 pre-employment tests have been administered on WECIP with a total non-negative screening rate of **3%**.

<b>WECIP - Covered by PLA Substance Abuse Testing Summary</b> Tests Administered to Individuals Cleared to Work Through 03/31/2024	
Project	Number Cleared
WD-2794B - Sunol Long Term Improvements Alameda Creek Watershed Center	111
WD-2717 - College Hill Reservoir Outlet Structure And Pipeline	53
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	46
WD-2687R - AWSS Pumping Station No.2 Improvement	20
<b>Total Cleared</b>	<b>230</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 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.