



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

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

**October 1, 2024, through December 31, 2024  
(Second 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  
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 for 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’s 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; 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:**

- Fifty-three (53) construction contracts with a combined value of \$1.8 billion have been awarded.
- 4,059,813 total craft hours have been worked by 8,487 workers who earned \$355 million in wages and benefits.
- 2,135 San Francisco residents worked 1,375,953 hours (33.9%) and earned \$110.3 million in wages and benefits, exceeding the City’s Local Hiring requirement (20% to 30% on SSIP projects).
- 2,440 residents of the SFPUC’s Regional Service Territory worked 859,582 hours (21.2%) and earned \$75 million in wages and benefits.

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

Region of Worker Residence	Inception Through Dec 31, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	1,824,278	\$ 169,717,904	4,101
San Francisco	1,375,953	\$ 110,296,293	2,135
Service Territory	859,582	\$ 75,008,481	2,440
<b>Grand Total</b>	<b>4,059,813</b>	<b>\$355,022,678</b>	<b>8,487</b>

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

- No SSIP contracts were awarded during the quarter.
- 1,231 construction workers worked 206,894 hours and earned \$23.1 million in wages and benefits.
- 305 San Francisco residents worked 60,024 hours and earned \$6.4 million in wages and benefits.
- 315 SFPUC Service Territory residents worked 48,328 hours and earned \$5.3 million in wages and benefits.

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

Region of Worker Residence	Quarter Ending Dec 31, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	98,542	\$ 11,310,638	614
San Francisco	60,024	\$ 6,421,856	305
Service Territory	48,328	\$ 5,332,872	315
<b>Grand Total</b>	<b>206,894</b>	<b>\$ 23,065,366</b>	<b>1,231</b>

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

SSIP Construction Contracts				
Inception through December 31, 2024				
Contract Number	Project	Award Date	Prime Contractor	Original Contract Award
WW-755	Sunnydale Pump Station Safety Improvements	9/24/2024	Anvil Builders, Inc	\$ 8,069,600
WW-747	Seacliff Avenue Pump Station & Force Main Upgrade and Seacliff 1 Pump Station Demolition	8/27/2024	Minerva Construction, Inc.	\$ 5,777,000
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	9/10/2018	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
<b>53 Projects</b>				<b>\$ 1,830,369,348</b>

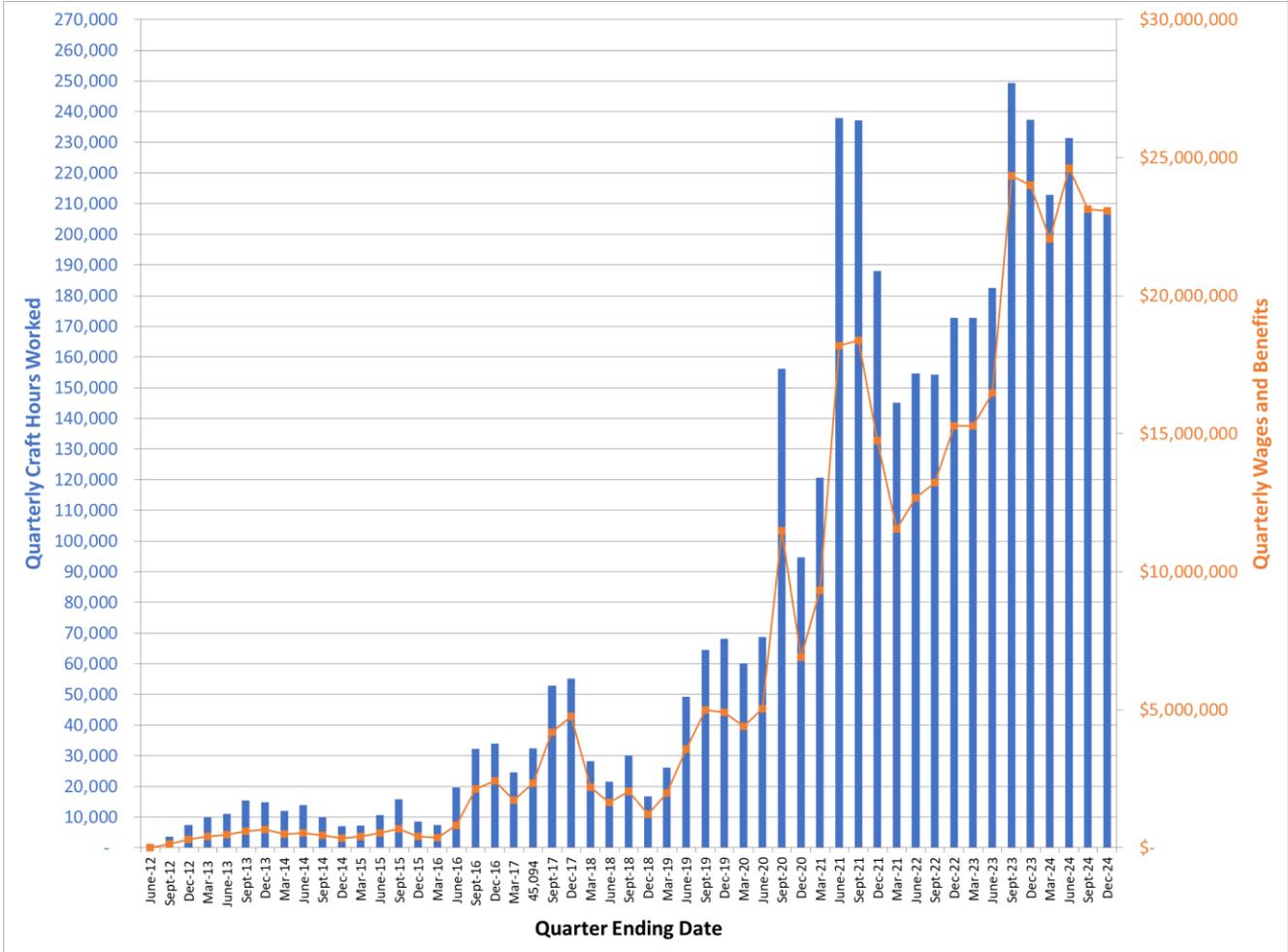
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## Summary Tables and Charts

### Craft Data

- During the quarter, construction workers worked 206,894 hours and earned \$23.1 million in wages and benefits.

**Chart 1. Craft Hours and Wages**



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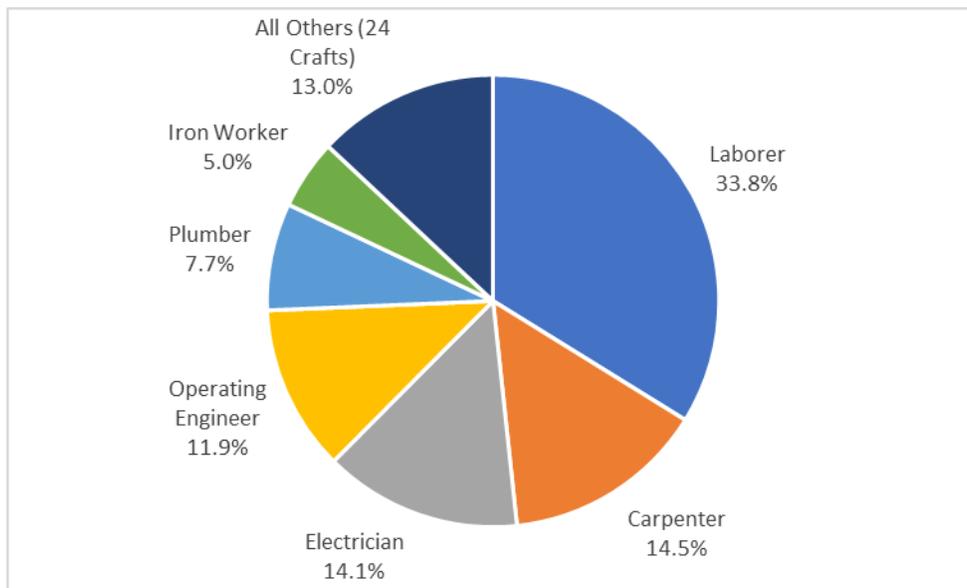
- 4,059,813 total craft hours have been worked by 8,487 workers who earned \$355 million in wages and benefits.
- Laborers, Carpenters, Electricians, Operating Engineers, Plumbers, and Iron Workers worked 86.9% of all hours, with nearly 3.4 million combined hours worked.

**Table 4. Craft Utilization Table**

Cumulative Employment by Craft				
Inception Through Dec 31, 2024				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	1,372,215	\$ 85,391,409	33.8%	24.1%
Carpenter	587,800	\$ 53,004,251	14.5%	14.9%
Electrician	573,821	\$ 70,584,576	14.1%	19.9%
Operating Engineer	482,002	\$ 43,927,005	11.9%	12.4%
Plumber	311,551	\$ 40,890,564	7.7%	11.5%
Iron Worker	202,067	\$ 15,611,169	5.0%	4.4%
<b>Top 6 Crafts Sub-Total</b>	<b>3,529,455</b>	<b>309,408,974</b>	<b>86.9%</b>	<b>87.2%</b>
Painter	125,855	\$ 9,563,147	3.1%	2.7%
Cement Mason	113,852	\$ 8,832,742	2.8%	2.5%
Sheet Metal Worker	95,795	\$ 11,053,967	2.4%	3.1%
Field Surveyor	24,189	\$ 1,757,506	0.6%	0.5%
Pile Driver	21,528	\$ 2,261,911	0.5%	0.6%
Roofer	19,693	\$ 1,375,819	0.5%	0.4%
Plasterer	15,418	\$ 1,207,918	0.4%	0.3%
Boilermaker	9,465	\$ 848,391	0.2%	0.2%
Tunnel Worker	8,461	\$ 606,780	0.2%	0.2%
Asbestos Worker	7,388	\$ 625,583	0.2%	0.2%
Elevator Constructor	4,661	\$ 538,887	0.1%	0.2%
Building/Construction Inspector	3,836	\$ 295,056	0.1%	0.1%
Drywall Installer/Lather	3,538	\$ 264,645	0.1%	0.1%
Glazier	3,115	\$ 255,461	0.1%	0.1%
Bricklayer	1,496	\$ 122,013	0.0%	0.0%
Electrical Utility Lineman	1,478	\$ 162,671	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%
<b>Remaining Apprenticable Sub-Total</b>	<b>460,643</b>	<b>39,836,616</b>	<b>11.4%</b>	<b>11.2%</b>
Teamster	34,743	\$ 2,799,376	0.9%	0.8%
Driver	34,711	\$ 2,850,057	0.9%	0.8%
Diver	261	\$ 127,655	0.0%	0.0%
<b>Total Non-Apprenticeable</b>	<b>69,715</b>	<b>\$ 5,777,087</b>	<b>1.7%</b>	<b>1.6%</b>
<b>Grand Total</b>	<b>4,059,813</b>	<b>\$ 355,022,678</b>	<b>100.0%</b>	<b>100.0%</b>

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**Chart 2. Craft Utilization Pie Chart**

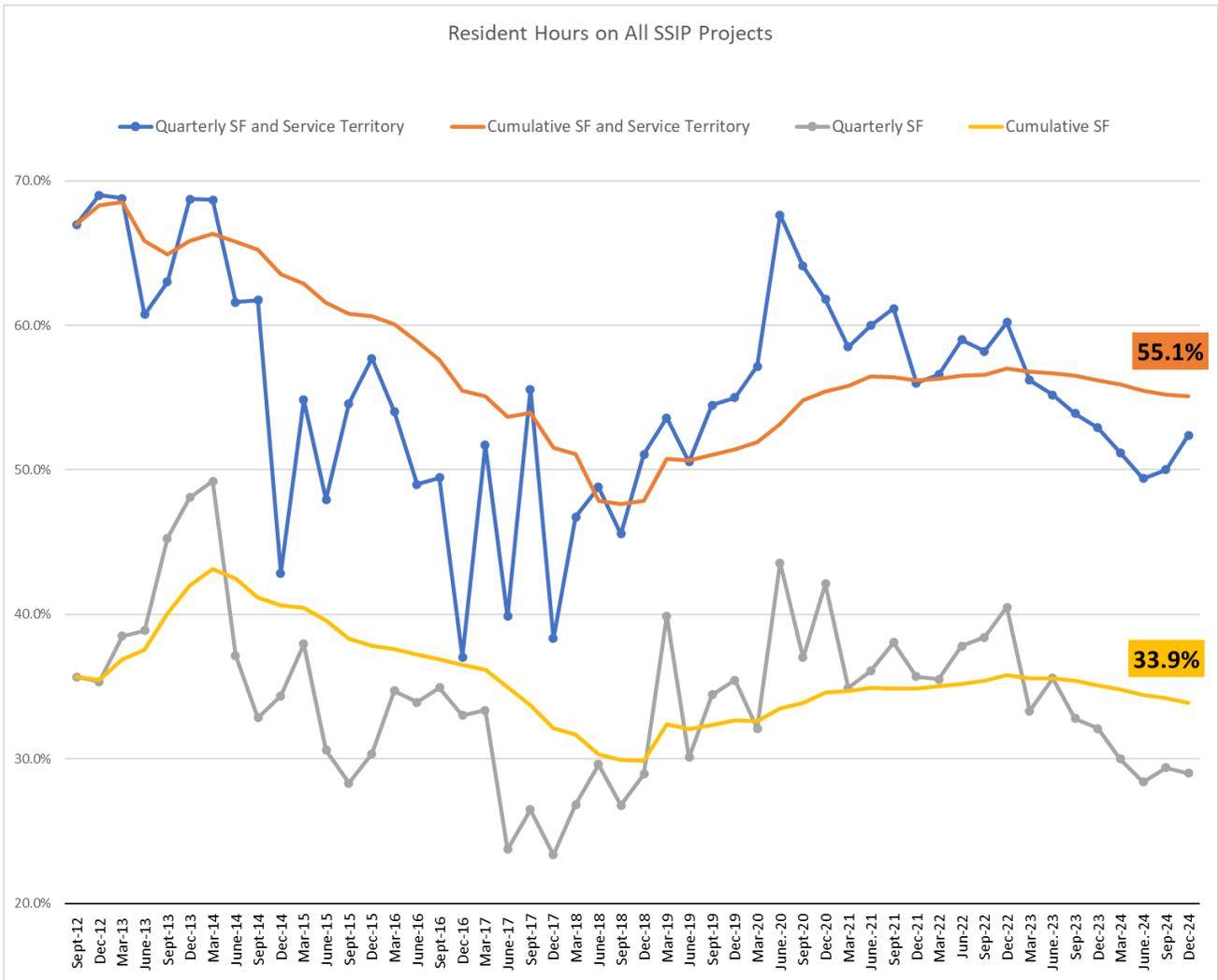


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**Worker Residence Data**

- Combined, San Francisco and SFPUC Regional Service Territory residents worked 55.1% of all construction craft hours on SSIP to date.
- San Francisco residents alone have worked 33.9% of all construction craft hours on SSIP to date.

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



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- When comparing the counties where workers are from, San Francisco’s 2,135 workers worked 33.9% of all the construction hours and have earned \$110.3 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

**Table 5. Worker Residence by County**

<b>SSIP-PLA Employment by Top 20 Counties of Residence Inception Through Dec 31, 2024</b>				
<b>County</b>	<b>Total Craft Hours</b>	<b>Wages &amp; Benefits</b>	<b>% Craft Hours</b>	<b>Worker Count (Not Unique*)</b>
San Francisco County	1,375,953	\$ 110,296,293	33.9%	2,135
Contra Costa County	618,958	\$ 56,255,470	15.2%	1,344
Alameda County	409,611	\$ 33,746,238	10.1%	1,349
San Mateo County	344,572	\$ 33,159,799	8.5%	702
Solano County	244,533	\$ 22,248,905	6.0%	595
San Joaquin County	157,755	\$ 13,441,301	3.9%	481
Santa Clara County	137,357	\$ 11,348,178	3.4%	471
Sonoma County	115,336	\$ 13,013,955	2.8%	187
Sacramento County	97,857	\$ 8,817,548	2.4%	275
Stanislaus County	53,864	\$ 4,626,718	1.3%	199
Marin County	47,406	\$ 5,612,271	1.2%	68
Merced County	38,036	\$ 3,589,504	0.9%	56
Placer County	28,547	\$ 2,539,040	0.7%	54
Madera County	27,221	\$ 2,719,526	0.7%	22
Butte County	23,078	\$ 2,225,502	0.6%	30
Riverside County	22,868	\$ 1,987,527	0.6%	51
Lake County	21,955	\$ 2,823,215	0.5%	17
Yolo County	21,900	\$ 2,199,615	0.5%	49
Napa County	20,997	\$ 1,802,298	0.5%	65
Los Angeles County	19,320	\$ 1,682,341	0.5%	50
<b>Top 20 CA Counties by Hr</b>	<b>3,827,124</b>	<b>\$ 334,135,243</b>	<b>94.3%</b>	<b>8,200</b>
All Other CA Counties	150,549	\$ 13,394,416	3.7%	362
Out of State	\$ 82,140	\$ 7,493,019	2.0%	156
<b>Grand Total</b>	<b>4,059,813</b>	<b>\$ 355,022,678</b>	<b>100.0%</b>	<b>8,487</b>

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

- San Francisco residents worked 1,375,953 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 464,058 hours.
- Apprentices living in 94124 have worked more than a quarter (29.9%) of all San Francisco’s 336,736 apprentice hours.

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

ZIP Code	Neighborhoods	A	J	Grand Total	Worker Count (Not Unique)
94124	Bayview Hunters Point	100,713	268,179	368,893	557
94112	Outer Mission, Crocker-Amazon, Oceanview, Westwood Park	39,166	168,629	207,795	290
94110	Mission, Bernal Heights	27,718	105,162	132,880	261
94134	Visitacion Valley, Portola	30,040	65,126	95,166	175
94132	Lake Merced, Merced Heights, San Francisco State	18,290	61,373	79,663	74
94116	Sunset District, West Portal, Forest Hill	17,367	40,478	57,844	91
94115	Pac Heights, Lower Pac Heights, Western Addition, Fillmore, Japantown	21,619	34,623	56,242	58
94122	Inner Sunset, Outer Sunset	17,719	36,054	53,772	96
94121	Outer Richmond	9,869	28,792	38,660	62
94103	SOMA	4,583	30,452	35,035	74
94102	Hayes Valley, Civic Center, Tenderloin	6,789	26,599	33,387	51
94114	Castro, Noe Valley	2,710	22,360	25,069	34
94131	Forest Knolls, Twin Peaks, Diamond Heights, Glen Park	3,005	21,857	24,861	54
94117	Haight-Ashbury, Lower Haight, Cole Valley, NOPA	6,510	18,126	24,636	37
94109	Cathedral Hill, Tenderloin, Nob Hill, Russian Hill, Fort Mason	4,945	19,200	24,145	40
94107	SOMA, Dog Patch, Protrero Hill	6,334	16,696	23,030	61
94133	Chinatown, Telegraph Hill, North Beach, Fisherman’s Wharf	2,524	16,345	18,869	26
94118	Inner Richmond	2,462	14,812	17,273	43
94130	Treasure Island	4,948	10,074	15,022	20
94127	Balboa Terrace, St. Francis Wood, West Portal	4,442	8,158	12,599	24
94123	Marina, Cow Hollow		9,844	9,844	10
94158	Mission Bay	178	4,570	4,747	4
94104	Financial District	607	3,508	4,115	3
94108	Chinatown, Union Square	1,948	932	2,880	13
94105	SOMA, Embarcadero	1,228	1,370	2,598	7
94129	P.O Box	521	1,685	2,206	2
94188	P.O Box	332	1,675	2,007	13
94142	Tenderloin		1,937	1,937	2
94120	SOMA	176	291	467	3
94119	P.O Box		167	167	1
94140	P.O Box		147	147	1
<b>Grand Total</b>		<b>336,736</b>	<b>1,039,217</b>	<b>1,375,953</b>	<b>2,135</b>

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- Laborers living in San Francisco have worked almost half (42.1%) of San Francisco’s 1,375,953 total construction hours.
- San Francisco apprentice Laborers have worked about one of every three hours (30.6%) of the 336,736 hours worked by San Francisco apprentices.

**Table 7. Worker Residence by Craft**

	Laborer	Carpenter	Electrician	Operating Engineer	Plumber	Iron Worker	All Others (24 Crafts)	SSIP All Hours Grand Total
<b>Total Hours</b>	1,372,215	587,800	573,821	482,002	311,551	202,067	530,358	<b>4,059,813</b>
<b>Craft Total % of SSIP Total</b>	33.8%	14.5%	14.1%	11.9%	7.7%	5.0%	13.1%	
<b>SF Hours</b>	579,334	190,364	184,754	144,771	112,478	51,196	113,056	<b>1,375,953</b>
<b>SF Craft % of Total SF Hours</b>	42.1%	13.8%	13.4%	10.5%	8.2%	3.7%	8.2%	
<b>Regional Service Territory Hours</b>	268,423	113,694	109,444	110,839	55,467	55,482	146,233	<b>859,582</b>
<b>% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs</b>	31.2%	13.2%	12.7%	12.9%	6.5%	6.5%	17.0%	
<hr/>								
	Laborer	Carpenter	Electrician	Plumber	Iron Worker	Painter	All Others (19 Crafts)	SSIP Apprentices Grand Total
<b>Total Hours</b>	127,025	113,736	93,442	82,065	41,709	29,123	101,888	<b>588,988</b>
<b>Craft Total % of SSIP Total</b>	21.6%	19.3%	15.9%	13.9%	7.1%	4.9%	17.3%	
<b>SF Hours</b>	103,059	56,759	55,730	44,187	22,317	8,800	45,884	<b>336,736</b>
<b>SF Craft % of Total SF Hours</b>	30.6%	16.9%	16.6%	13.1%	6.6%	2.6%	13.6%	
<b>Regional Service Territory Hours</b>	5,707	21,222	11,762	18,176	7,903	5,483	35,573	<b>105,825</b>
<b>% Rgnl Serv Trt Hrs of Total Rgnl Srv Trt Hrs</b>	5.4%	20.1%	11.1%	17.2%	7.5%	5.2%	33.6%	

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- The overall participation rate of San Francisco workers on SSIP projects is currently 33.9%.
- 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 Plant Replacement	2,225	8,580	705	11,509	19.3%	74.5%	6.1%
WW-738 - East SOMA Sewer Improvement	751	1,659	277	2,687	28.0%	61.8%	10.3%
WW-683R - Sansome, 5th, 6th (North), and Division Streets Combined Sewer Discharge Rehabilitation	5,647	8,906	432	14,985	37.7%	59.4%	2.9%
WW-572R Westside Pump Station Discharge Pipe Manifold	3,378	5,410	495	9,282	36.4%	58.3%	5.3%
WW-736 - Castro and Mission Districts Sewer Improvements	3,016	6,487	2,065	11,567	26.1%	56.1%	17.8%
WW-743 - Geary Boulevard Sewer and Water Improvements Phase 2	848	978	17	1,843	46.0%	53.1%	0.9%
WW-691 Sunset Boulevard Greenway -- Phase II Irving Street to Ulloa Street	1,398	3,357	1,740	6,494	21.5%	51.7%	26.8%
WW-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer Replacement	4,076	7,849	3,485	15,410	26.5%	50.9%	22.6%
WW-702R - Jackson, Griffith, and Pierce Streets Combined Sewer Discharge Rehabilitation and Bypass	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 Building 930 Exterior and Awning	2,307	3,044	1,667	7,017	32.9%	43.4%	23.7%
WW-703 - Mission Street, 16th to Cesar Chavez, Brick Sewer Rehabilitation	5,216	5,681	2,278	13,175	39.6%	43.1%	17.3%
WW-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Primary Inflow	1,738	1,480	462	3,679	47.2%	40.2%	12.6%
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 Jackson	5,852	6,033	3,321	15,206	38.5%	39.7%	21.8%
WW-712 - New Montgomery, Jessie, Minna, and Mission Streets Brick Sewer Rehabilitation	6,508	4,716	684	11,908	54.7%	39.6%	5.7%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Facility Upgrade	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-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Improvements	1,171	893	251	2,314	50.6%	38.6%	10.8%
WW-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization Upgrades	42,191	38,310	19,029	99,531	42.4%	38.5%	19.1%
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-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 Rehabilitation	3,842	2,563	653	7,057	54.4%	36.3%	9.2%
WW-737 - Baker St. Combined Sewer Discharge Baffle Improvements & Backflow Valve Repair	192	128	40	360	53.3%	35.6%	11.1%
WW-723R - Channel Force Main Intertie	3,704	3,231	2,260	9,194	40.3%	35.1%	24.6%
WW-610R - Visitation Valley Green Nodes, Rutland Street Sewer, and Sunnydale Pavement Improvements	7,060	6,518	5,350	18,928	37.3%	34.4%	28.3%
WW-665 - Southeast Water Pollution Control Plant 042 Rehabilitation and Seismic Retrofit	14,167	9,691	5,012	28,871	49.1%	33.6%	17.4%
WW-742 - Southeast Water Pollution Control Plant 040/041/043 Health & Safety Improvements	24	12		36	66.7%	33.3%	0.0%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	551,763	402,866	261,216	1,215,845	45.4%	33.1%	21.5%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Upgrades	5,239	3,929	2,726	11,893	44.0%	33.0%	22.9%
WW-662R - Southeast Water Pollution Control Plant Power Feed and Primary Switchgear Upgrade	13,956	11,034	9,028	34,018	41.0%	32.4%	26.5%
WW-667 Mariposa Dry-Weather Pump Station	21,004	12,063	4,324	37,391	56.2%	32.3%	11.6%
WW-685R - North Shore Pump Station Wet Weather Improvements	34,308	21,643	11,501	67,452	50.9%	32.1%	17.1%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facilities Project	763,745	537,826	388,728	1,690,299	45.2%	31.8%	23.0%
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-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgrades	39,958	20,167	14,900	75,025	53.3%	26.9%	19.9%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Improvements	9,505	5,777	6,803	22,086	43.0%	26.2%	30.8%
WW-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition and Liquidation	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	39,669	18,940	17,325	75,934	52.2%	24.9%	22.8%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrade	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 Sewers	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%
<b>Grand Total</b>	<b>1,824,278</b>	<b>1,375,953</b>	<b>859,582</b>	<b>4,059,813</b>	<b>44.9%</b>	<b>33.9%</b>	<b>21.2%</b>

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**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, 14.8% of all craft hours in apprenticeable trades have been worked by apprentices.
- Drywall Installer/Lathers have utilized the most apprentices, with 48.0% of all hours being worked by apprentices.
- Apprentice Laborers have worked 9.3% of the Laborers’ 1,372,215 total hours.

**Table 9. Apprentice Utilization by Craft**

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Drywall Installer/Lather	1,700	1,838	3,538	48.0%
Field Surveyor	11,384	12,805	24,189	47.1%
Metal Roofing Systems Installer	72	93	165	43.6%
Elevator Constructor	1,956	2,705	4,661	42.0%
Glazier	1,082	2,033	3,115	34.7%
Sheet Metal Worker	27,426	68,369	95,795	28.6%
Asbestos Worker	2,087	5,301	7,388	28.2%
Plasterer	4,085	11,333	15,418	26.5%
Plumber	82,065	229,486	311,551	26.3%
Roofer	4,736	14,957	19,693	24.0%
Painter	29,123	96,732	125,855	23.1%
Iron Worker	41,709	160,358	202,067	20.6%
Carpenter	113,736	474,064	587,800	19.3%
Electrician	93,442	480,379	573,821	16.3%
Pile Driver	3,154	18,375	21,528	14.6%
Tile Finisher	8	48	56	14.3%
Cement Mason	15,121	98,730	113,852	13.3%
Tile Setter	6	46	52	11.7%
Electrical Utility Lineman	156	1,322	1,478	10.6%
Building/Construction Inspector	393	3,443	3,836	10.2%
Laborer	127,025	1,245,190	1,372,215	9.3%
Tunnel Worker	581	7,880	8,461	6.9%
Boilermaker	557	8,909	9,465	5.9%
Operating Engineer	27,378	454,624	482,002	5.7%
Bricklayer	8	1,488	1,496	0.5%
Brick Tender		479	479	0.0%
Sprinklerfitters		126	126	0.0%
<b>Apprenticeable Subtotal</b>	<b>588,988</b>	<b>3,401,110</b>	<b>3,990,098</b>	<b>14.8%</b>
Teamster		34,743	34,743	0.0%
Driver		34,711	34,711	0.0%
Diver		261	261	0.0%
<b>Grand Total</b>	<b>588,988</b>	<b>3,470,825</b>	<b>4,059,813</b>	<b>14.5%</b>

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- WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfection Upgrades has the second highest apprentice utilization ratio, with 22.0% of all hours worked by apprentices.
- WW-628 Southeast Water Pollution Control Plant New Headworks Facility project’s apprentice utilization ratio is currently 16.2%, or 197,187 out of 1,215,845 total project hours.
- WW-647R Southeast Water Pollution Control Plant Biosolids Digester Facilities Project, with 1,690,299 total hours worked, has an apprentice utilization rate of 14.2%.

**Table 10. Apprentice Utilization by Project**

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
WW-742 - Southeast Water Pollution Control Plant 040/041/043 Health & Safety Improv	8	28	36	22.2%
WW-613 Southeast Water Pollution Control Plant (SEP) Building 521/522 and Disinfectio	16,810	59,615	76,424	22.0%
WW-556 Southeast Water Pollution Control Plant Chemical System Relocation and Faci	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 an	1,466	5,551	7,017	20.9%
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-669 - Oceanside Water Pollution Control Plant Building 011 Grit Classifier and Prim	618	3,061	3,679	16.8%
WW-702R - Jackson, Griffith, and Pierce Streets Combined Sewer Discharge Rehabilitati	1,597	7,978	9,576	16.7%
WW-628 - Southeast Water Pollution Control Plant New Headworks Facility	197,187	1,018,657	1,215,845	16.2%
WW-632 - Southeast Water Pollution Control Plant Existing Digester Gas Handling Imprc	3,580	18,506	22,086	16.2%
WW-723R - Channel Force Main Intertie	1,488	7,707	9,194	16.2%
WW-570 - Oceanside Water Pollution Control Plant and Westside Pump Station HVAC Up	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-626 Southeast Water Pollution Control Plant Primary and Secondary Clarifier Upgr	11,358	63,667	75,025	15.1%
WW-645R - Westside Pump Station Reliability Improvements	11,288	64,646	75,934	14.9%
WW-657R - Drumm & Jackson Streets Sewer Improvements	2,190	12,753	14,943	14.7%
WW-647R - Southeast Water Pollution Control Plant Biosolids Digester Facilities Project	239,949	1,450,351	1,690,299	14.2%
WW-665 - Southeast Water Pollution Control Plant 042 Rehabilitation and Seismic Retr	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 R	2,053	12,932	14,985	13.7%
WW-541 Southeast Water Pollution Control Plant Oxygen Generation Plant Replacem	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-685R - North Shore Pump Station Wet Weather Improvements	9,153	58,299	67,452	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 R	48	312	360	13.3%
WW-743 - Geary Boulevard Sewer and Water Improvements Phase 2	242	1,601	1,843	13.1%
WW-662R - Southeast Water Pollution Control Plant Power Feed and Primary Switchgea	4,155	29,863	34,018	12.2%
WW-711 - Wawona Area Stormwater Improvement and Vicente Street Water Main Repl	8,212	61,366	69,579	11.8%
WW-639 - Oceanside Water Pollution Control Plant Digester Gas Utilization Upgrades	10,991	88,539	99,531	11.0%
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 Rehabilitat	1,259	10,649	11,908	10.6%
WW-738 - East SOMA Sewer Improvement	273	2,414	2,687	10.1%
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 Sunnysdale Pavem	1,251	17,677	18,928	6.6%
WW-648 - Oceanside Water Pollution Control Plant Building 042 Primary Clarifier Impro	150	2,164	2,314	6.5%
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	519	11,048	11,567	4.5%
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-599R - Southeast Water Pollution Control Plant Cryogenic Oxygen Plant Demolition	133	7,585	7,718	1.7%
WW-719A - Folsom Area Stormwater Improvements - SOMA and Mission Districts Sewer	253	15,157	15,410	1.6%
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%
<b>Grand Total</b>	<b>588,988</b>	<b>3,470,825</b>	<b>4,059,813</b>	<b>14.5%</b>

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### 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.

- 5,135 pre-employment tests have been administered on SSIP, with a total non-negative screening rate of **1.02%**.
- During the quarter, 367 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

Table 11. Workers’ Pre-Employment Clearance Data

<b>SSIP - Covered by PLA Substance Abuse Testing Summary</b>	
Tests Administered to Individuals Cleared to Work Through 12/31/2024	
Project	Number Cleared
WW-647R - SEP Biosolids Digester Facilities Project	3,311
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 Gas Utilization 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-738 - East SOMA Sewer Improvement	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
WW-743 - Geary Boulevard Sewer and Water Improvements Phase 2	2
<b>Total Cleared</b>	<b>5,135</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.