



Oakland Unified School District

Project Labor Agreement Progress Report

June 2011

PLA Goals

- Project Stability
- Alternative Dispute Resolution Process
- Availability of a Skilled Workforce
- Local Hiring
- District Student Pre-Apprenticeship Training

Local Hiring Program Goals

- 50% of all hours to be worked by Oakland residents on a craft by craft basis, if the workers are available, capable and willing.
- 20% of all hours to be worked by apprentices, if the apprentices are available, capable and willing.
- **100% of all apprentice hours to be worked by Oakland residents**, if the workers are available, capable and willing.
- Maximum utilization of OUSD graduates

Current Overall Status of Local Hiring (Current Projects)

- 32% of all hours being worked by Oakland residents
- 15% of all hours being worked by apprentices
- 47% of all apprentice hours are being worked by Oakland residents

All information received as of 6/3/11

Compliance

- In 2010, DSI presented the PLA requirement to participating contractors at the pre-bid meeting for a total of 25 projects
- DSI reviewed the PLA requirements at the pre-con meetings with the successful general contractors
- DSI scheduled and participated in over 25 pre-job meetings with approximately 350 contractors
- DSI collected 100% of the Letters of Assent
- On a weekly basis, DSI reports on the Local Hire Participation to the General Contractor and to the District

Grievances

- From February 2010 through February 2011, DSI received a total of 15 grievance
- Five of those were resolved at the Step 1 of the grievance process
- Ten of those escalated to the Step 2 grievance process before the Joint Administrative Committee (JAC)
- One JAC ruling was challenge before a U.S. District Court. The Judge ruled in favor of the JAC decision
- No grievances have been refereed to arbitration as of this date

Next Steps

- Currently working with project managers not to issue Notice To Proceed (NTP) until contractors have provided DSI with compliance plans
- Negotiate compliance plans with contractors who are already working on District projects
- Modify the PLA Oakland students/graduates section for clarity
- Working in coordination with the Oakland Housing Authority to identify Oakland Residents for direct hire