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# Memo

**To** Board of Education

**From** Antwan Wilson, Superintendent  
Vernon Hal, Senior Business Officer  
Joe Dominguez, Deputy Chief, Facilities  
Jacqueline Minor, Legal Advisor

**Board Meeting Date** September 28, 2016

**Subject** **Project Labor Agreement between the District and signatory contractors and subcontractors and the Building and Construction Trades Council of Alameda County, AFL-CIO, and its affiliated Local Union Signatories**

**Action Requested** **Approval by the Board of Education of the Project Labor Agreement between the District and signatory contractors and subcontractors and the Building and Construction Trades Council of Alameda County, AFL-CIO, and its affiliated Local Union Signatories for the period from August 24, 2016 to June 30, 2021.**

**Background and Discussion** The District and the Building and Construction Trades Council (the "Council") originally entered a PLA in February 2004. The original PLA covered construction contracts funded by Measures A and B, except for certain projects under \$400,000. In 2008, the Board approved the Local Business Policy. In April 2010, the District and the Council agreed to a side letter that exempted from the PLA 5% of the total Measure B proceeds in order to assist in the District's development of more local and emerging contractors. In other words, 5% of the funds were exempt in support of the Local Business Policy.

The new PLA continues to contain the basic tenets of all PLAs – in exchange for a no strike provision and the use of high-speed arbitration to resolve construction disputes, the District agrees that certain construction work funded by District capital funds are subject to the PLA and union work rules.

The key provisions of the new PLA are:

1. **Projects: covered.** Those Projects funded by Fund 21-Measure B, Fund 35-County School Facilities Fund, Fund 25-Developer Fees,



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State Prop 39, and OUSD Measure J New Construction and Modernization Projects.

2. **Excluded Projects.** The District may exclude, at its discretion, up to 5% of all capital funds available to the District for its Projects during the term of this Agreement. It is expected that the application of this 5% exclusion will not disproportionately affect any one craft. There are other exclusions, such as work performed by District employees in B&G.
3. **No strikes,** sympathy strikes, work stoppages, picketing, hand billing or otherwise advising the public that a labor dispute exists, or slowdowns of any kind
4. Establishment of **Joint Administrative Committee** to administer the PLA.
5. **Local Hiring.** Parties agree to achieve the inclusion of OUSD graduates and Oakland Residents in the employment and apprenticeship opportunities created by work under the PLA. The goal is that for each construction contract, Residents of the District will perform up to 50 percent (50%) of all hours worked on all covered projects, on a craft-by-craft basis. Non-compliance is subject to review by the Joint Committee and grievance procedures under the PLA.
6. **Apprentices.** Apprentices will perform up to 20% of the total craft work hours and only Oakland residents, especially District graduates will be utilized as apprentices. Both parties will work with community-based organizations such as, Cypress Mandela Training Center and the West Oakland Jobs Resource Center to identify potential apprentices. For each Covered Project, a Contractor must hire at least one (1) Qualifying Apprentice for the first \$1 million of construction bid value. For each additional \$5 million (beyond the first \$1 million), a Contractor and/or its subcontractors must hire at least one (1) additional Qualifying Apprentice.
7. **Pre-Apprenticeship Programs.** Key components of the Pre-Apprenticeship program, as approved by the Board in Board Policy 7116, include: a) Establishment and funding a Summer Pre-apprenticeship Internship Program; b) Working in conjunction with the Council, co-sponsor two Building & Construction Trades Career Fairs during each school year; c) Establish a Workforce Development Fund. The Fund shall be audited annually as a part of the annual bond audit. 20% of the Fund may be used by the District for the costs of implementation and management of the Construction and Building Trades Pre-Apprenticeship Programs. No less than 80% of



the Fund shall be used to fund direct work based learning programs and apprenticeships for Oakland students; d) Establish an Industry Partnership Council specifically focused on the Building and Construction Trades to support the successful implementation of this program.

**Recommendation**

Approval by the Board of Education of the Project Labor Agreement between the District and signatory contractors and subcontractors and the Building and Construction Trades Council of Alameda County, AFL-CIO, and its affiliated Local Union Signatories

**Fiscal Impact**

Funding resource: N/A

**Attachment**

- Project Labor Agreements



## CONTRACT JUSTIFICATION FORM

**This Form Shall Be Submitted to the Board Office  
With *Every* Consent Agenda Contract.**

**Legislative File ID No.** 16-2090

**Department:** Superintendent

**Vendor Name:** Building and Construction Trades Council of Alameda County, AFL-CIO and its affiliated Local Union Sign

**Contract Term:** Start Date: 8-24-2016 End Date: 06-30-2021

**Annual Cost:** \$ N/A

**Approved by:** Superintendent

**Is Vendor a local Oakland business?** Yes  No

**Why was this Vendor selected?**

This vendor was selected to promote local hiring of OUSD graduates and Oakland residents in the employment apprenticeship opportunities created by work under the PLA.

**Summarize the services this Vendor will be providing.**

The vendor will direct work based learning programs and apprenticeships for Oakland students.

**Was this contract competitively bid?** Yes  No

If No, answer the following:

1) How did you determine the price is competitive?

2) Please check the competitive bid exception relied upon:

- Educational Materials**
- Special Services** contracts for financial, economic, accounting, legal or administrative services
- CUPCCAA exception** (Uniform Public Construction Cost Accounting Act)
- Professional Service Agreements** of less than \$87,800 (increases a small amount on January 1 of each year)
- Construction related Professional Services** such as Architects, DSA Inspectors, Environmental Consultants and Construction Managers (require a "fair, competitive selection process)
- Energy** conservation and alternative energy supply (e.g., solar, energy conservation, co-generation and alternate energy supply sources)
- Emergency** contracts [requires Board resolution declaring an emergency]
- Technology** contracts
  - electronic data-processing systems, supporting software and/or services (including copiers/printers) over the \$87,800 bid limit, must be competitively advertised, but any one of the three lowest responsible bidders may be selected
  - contracts for computers, software, telecommunications equipment, microwave equipment, and other related electronic equipment and apparatus, including E-Rate solicitations, may be procured through an RFP process instead of a competitive, lowest price bid process
  - Western States Contracting Alliance Contracts (WSCA)
  - California Multiple Award Schedule Contracts (CMAS) [contracts are often used for the purchase of information technology and software]
- "Piggyback" Contracts** with other governmental entities
- Perishable Food**
- Sole Source**
- Change Order for Material and Supplies** if the cost agreed upon in writing does not exceed ten percent of the original contract price
- Other, please provide specific exception**

**PROJECT LABOR AGREEMENT  
FOR THE  
OAKLAND UNIFIED SCHOOL DISTRICT**

**And**

**Building and Construction Trades Council of Alameda County, AFL-CIO ("Council")  
And Affiliated Local Union Signatories**

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**PREAMBLE**

This Agreement is made and entered into by and between the Oakland Unified School District ("OUSD" or "District") together with contractors and subcontractors who shall become signatory to this Agreement by signing the "Agreement To Be Bound" (Addendum "A"), ("Contractor/Employer(s)"), and the Building and Construction Trades Council of Alameda County, AFL-CIO ("Council") and its affiliated Local Unions signatory hereto ("Union(s)").

The purpose of this Agreement is to promote efficiency of construction operations for capital projects funded by OUSD, including but not limited to Fund 21-Measure B, Fund 35-County School Facilities Fund, Fund 25-Developer Fees, State Prop 39, and OUSD Measure J New Construction and Modernization Projects, by providing for the orderly and peaceful settlement of labor disputes and grievances without strikes, work stoppages or lockouts, thereby promoting the public interest in assuring the timely and economical completion of the Project.

The relevant skilled work force requirements described in Education Code section 17407.5 as that statute relates to the commitment that a skilled and trained workforce will be used to perform the Project(s), is deemed to have been established by any Contractor becoming a signatory to this Agreement.

**RECITALS**

WHEREAS, the timely and successful completion of the Project is of the utmost importance to the District; and

WHEREAS, large numbers of workers of various skills will be required in the performance of the construction work, including those to be represented by the Union(s) signatory to this Agreement employed by Contractor/Employer(s) who are also signatories to this Agreement; and

WHEREAS, it is recognized that on a project of this magnitude with multiple contractors and bargaining units on the job site at the same time over an extended period of time, the potential for work disruption is substantial without an overriding commitment to maintain continuity of work; and

WHEREAS, the interests of the general public, District, the Union(s) and Contractor/Employer(s) would be best served if the construction work proceeded in an orderly manner without disruption because of strikes, sympathy strikes, work stoppages, picketing, lockouts, slowdowns or other interferences with work; and

WHEREAS, the Contractor/Employer(s) and the Union(s) desire to mutually establish and stabilize wages, hours and working conditions for the workers employed on the Project by the Contractor/Employer(s), and further, to encourage close cooperation among the Contractor/Employer(s) and the Union(s) so that a satisfactory, continuous and harmonious relationship will exist among the parties to this Agreement; and

WHEREAS, the parties agree that one of the primary purposes of this Agreement is to avoid the tensions that might arise on the Project if union and non-union workers of different employers were to work side by side on the Project thereby leading to labor disputes that could delay completion of the Project; and

WHEREAS, this Agreement is not intended to replace, interfere with, abrogate, diminish or modify existing local or national collective bargaining agreements in effect during the duration of the Project, insofar as a legally binding agreement exists between the Contractor/Employer(s) and the affected Union(s), except to the extent that the provisions of this Agreement are inconsistent with said collective bargaining agreements, in which event, the provisions of this Agreement shall prevail; and

WHEREAS, the contract(s) for construction work on the Project will be awarded in accordance with the applicable provisions of the California Public Contract Code and the District's Local Business Utilization policy; and

WHEREAS, the District desires to provide construction training and employment opportunities for OUSD graduates and residents of Oakland through apprentice and pre-apprentice programs; and

WHEREAS, the parties to this Agreement pledge their full good faith and trust to work towards a mutually satisfactory completion of the Project;

NOW, THEREFORE, IT IS AGREED BETWEEN AND AMONG THE PARTIES HERETO, AS FOLLOWS:

## **ARTICLE 1**

### **DEFINITIONS**

- 1.1 "District" means the Oakland Unified School District.
- 1.2 "Agreement" means this Project Labor Agreement and all Addenda attached hereto.
- 1.3 "Agreement To Be Bound" means the document, as set forth in Addendum A hereto, that formally binds the Contractor/Employer(s) to comply with all the terms and conditions of this Agreement and that operates as a pre-condition to performing work on the Project.

- 1.4 "Apprentice" means an individual registered and participating as an apprentice in a Joint Labor/Management Apprenticeship Program approved by the State of California, Department of Industrial Relations, Division of Apprenticeship Standards.
- 1.5 "Completion" of work on a project means that point at which the District has determined that the work to construct the project is in all respects 100% complete and that all contract drawings, warranties, certificates, manuals and data have been submitted and training completed in accordance with the contract documents. Division of State Architect approval is not required for a determining that a project is complete.
- 1.6 "Construction Contract" means the public works or improvement contract(s), including design-bid-build, design-build, lease-leaseback or other contracts under which construction of the Project is done, which will be awarded by the District and which are necessary to complete the Project, including subcontracts at any tier.
- 1.6 "Contractor/Employer(s)" means any individual, firm, partnership or corporation, or combination thereof, including joint ventures, and their successors and assigns, that is an independent business enterprise and enters into a contract with the District or any of its contractors or subcontractors at any tier, with respect to the construction of any part of the Project under contract terms and conditions approved by the District and which incorporate this Agreement.
- 1.7 "Coordinator" means a designated Agent(s) of the district with authority to act pursuant to this Agreement.
- 1.7 "Council" means the Building and Construction Trades Council of Alameda County, AFL-CIO.
- 1.8 "Master Labor Agreement" ("MLA") means the Master Collective Bargaining Agreement of each craft Union(s) signatory to this Agreement, incorporated herein by reference, of which a copy of the most current version, including any amendments shall be made available the District upon request.
- 1.9 "Project" means a work of improvement for the construction of projects described in section 2.3.
- 1.10 "Sole Operator" means a licensed contractor with no employees and exempted by the Contractor's State License Board from the requirement to carry workers' compensation insurance. (*See: California Business and Professions Code section 7125.*)
- 1.11 "Trust Fund(s)" means an agreement for an established vacation, pension or other form of deferred compensation plan, apprenticeship, health benefit, and worker protection and assistance funds established by an applicable Master Labor Agreement.
- 1.12 "Union(s)" means the Building and Construction Trades Council of Alameda County, AFL-CIO and any affiliated Labor Organization signatory to this Agreement, acting on their own behalf and on behalf of their respective affiliates and member



organizations, whose names are subscribed hereto and who have through their officers executed this Agreement.

1.13 "Oakland Resident" means any individual who at any time during the Projects' construction can certify through a utility bill, or other similar means acceptable to the parties to this Agreement, that the individual resided within the boundaries of the Oakland Unified School District on the date of such certification and the effective date of this Agreement.

1.14 "District Graduate" is a person who attended school in Oakland, has a high school diploma or equivalent credential, and currently resides within the boundaries of the Oakland Unified School District.

## **ARTICLE 2**

### **SCOPE OF AGREEMENT**

2.1 Scope: The District will apply this Agreement as a contract specification to the award of all construction contracts as specifically defined herein under this Article 2 of this Agreement.

2.2 Parties: The Agreement shall apply and is limited to all Contractor/Employer(s) performing or subcontracting work on the Project (including subcontractors at any tier), the District, the Council and the Union(s) signatory to this Agreement, acting on their own behalf and on behalf of their respective affiliates and member organizations, whose names are subscribed hereto and who have through their officers executed this Agreement.

2.3 Project Description: All District public work construction projects ("Project(s)") contracted by the District funds. The District may exclude, at its discretion, up to 5% of all capital funds available to the District for its Projects during the term of this Agreement. It is expected that the application of this 5% exclusion will not disproportionately affect any one craft. This exclusion will be reviewed by the Parties on an annual basis as requested by either Party or during an agenzized JAC meeting.

2.4 Covered Work: This Agreement covers, all site preparation, surveying, construction, alteration, demolition, installation, painting, improvement or repair of buildings, structures and other works, and related activities for the Project, including geotechnical and exploratory drilling conducted after bid, temporary HVAC, landscaping and temporary fencing, installation of modular office systems when associated with a covered project, and that is within the craft jurisdiction of one of the Union(s) and which is directly or indirectly part of the Project, including, without limitation to the following examples, pipelines (including those in linear corridors built to serve the project), pumps, pump stations and start-up., .On-site work includes work done for the Project in temporary yards, dedicated sites, or areas adjacent to the Project, and at any on-site or off-site batch plant constructed solely to supply materials to the Project. This scope of work includes all on-site soils and

materials testing and inspection, where such testing and inspection is a classification in which a prevailing wage determination has been published.

- 2.4.1 This Agreement shall apply to any start-up, calibration, commissioning, performance testing, repair, operational revisions to systems and/or subsystems performed on covered work after Project Completion, unless the covered work it is performed by District employees.
- 2.4.2 This Agreement covers all on-site fabrication work over which the District, or its contractor(s) or subcontractor(s) possess the right of control (including work done for the Project in any temporary yard or area established for the Project.). Additionally, it is agreed hereby that this Agreement covers any off-site work, including fabrication work necessary for the Project defined herein, that is covered by a current MLA or local addenda to a National Agreement of the applicable Union(s) that is in effect as of the execution date of this Agreement.
- 2.4.3 The furnishing of supplies, equipment or materials which are stockpiled for later use shall not be covered by this Agreement. However, construction trucking work, such as the delivery of ready-mix, asphalt, aggregate, sand or other fill material which are incorporated into the construction process as well as the off-hauling of debris and excess fill, material and/or mud, shall be covered by the terms and conditions of this Agreement.
- 2.4.5 It is agreed that the District shall require all Contractors of whatever tier who have been awarded contracts for work covered by this Agreement, to accept and be bound by the terms and conditions of this Project Agreement by executing the **Letter of Assent (Attachment A)** prior to commencing work. The District shall assure compliance with this Agreement by the Contractors. It is further agreed that, where there is a conflict, the terms and conditions of this Project Agreement shall supersede and override terms and conditions of any and all other national, area, or local collective bargaining agreements, except that work covered by this Agreement within the following craft jurisdictions shall be performed under the terms of their National Agreements as follows: the NTL Articles of Agreement, the National Stack/Chimney Agreement, the National Cooling Tower Agreement, and the National Agreement of Elevator Constructors, and any instrument calibration work and loop checking shall be performed under the terms of the UA/IBEW Joint National Agreement for Instrument and Control Technicians, with the exception that Articles V, VI and XI of this Agreement shall apply to such work. It is understood that this, together with the MLAs, is a self-contained, stand alone, Agreement and that by virtue of having become bound to this Project Agreement, neither the District nor the Contractors will be obligated to sign any other local, area, or national agreement.
- 2.5 The on-site installation or application of all items shall be performed by the craft having jurisdiction over such work as set forth under the provisions of this Agreement; provided, however, it is recognized that installation of specialty items which may be furnished by the owner of the Project or a contractor shall be performed by construction persons employed under this Agreement who may be directed by other personnel in a supervisory role.

- 2.6 After installation by the Contractor(s) and upon the issuance of a notice of final completion or formal acceptance of a portion of the project or a building system by the District, it is understood, the District reserves the right to perform start-up, operation, repair, maintenance or revision of equipment or systems with employees of the District. If required, the service representative may make a final check and may direct on site craftworkers, covered by this agreement, to make any necessary repairs to protect the terms of a manufacturer's guarantee or warranty prior to start-up of a piece of equipment.
- 2.7 It is expressly agreed and understood by the parties hereto that the District shall have the right to purchase material and equipment from any source, except where limited by this Agreement, and the craftspersons will handle and install such material and equipment.
- 2.8 Exclusions. The following shall be excluded from the scope of this Agreement:
- 2.8.1 The Agreement is not intended to, and shall not affect or govern the award of public works contracts by the District which are not included in the Project.
- 2.8.2 The Agreement shall not apply to a Contractor/Employer(s)' non-construction craft employees, including but not limited to executives, managerial employees, engineering employees and supervisors above the level of General Foreman (except those covered by existing MLAs), staff engineers or other professional engineers, administrative and management. This Agreement shall not apply to Professional Services so long as the work performed is not subject to Prevailing Wage classifications.
- 2.8.3 This Agreement shall not apply to any work performed on or near or leading to the site of work covered by this Agreement that is undertaken by state, county, city or other governmental bodies or their contractors; or by public or private utilities or their contractors.
- 2.8.4 Off-site maintenance of leased equipment and on-site supervision of such work;
- 2.8.5 The District shall not be required to comply with this Agreement for any work performed with its own forces as permitted by the Public Contract Code and Education Code.
- 2.9 Award of Contracts: It is understood and agreed that the District shall have the absolute right to select any qualified bidder for the award of contracts under this Agreement, and in accord with the District's Local Business Policy. The bidder need only be willing, ready and able to execute and comply with this Agreement.

### ARTICLE 3

#### EFFECT OF AGREEMENT

- 3.1 By executing the Agreement, the Union(s) and District agree to be bound by each and all of the provisions of the Agreement.
- 3.2 By accepting the award of a construction contract for the Project, whether as contractor or subcontractor, the Contractor/Employer(s) agrees to be bound by each and every provision of the Agreement and agrees that it will evidence its acceptance prior to the commencement of work by executing the **Agreement To Be Bound** in the form attached hereto as **Addendum A**.
- 3.3 At the time that any Contractor/Employer(s) enters into a subcontract with any subcontractor providing for the performance of a construction contract, the Contractor/Employer(s) shall provide a copy of this Agreement to said subcontractor and shall require the subcontractor as a part of accepting an award of a construction subcontract to agree in writing to be bound by each and every provision of this Agreement prior to the commencement of work. The obligations of a Contractor/Employer(s) may not be evaded by subcontracting.
- 3.4 Each Contractor/Employer(s) shall give written notice to the Union(s) of any subcontract involving the performance of work covered by this Agreement within either seven (7) days of entering such subcontract or before such Contractor/Employer(s) commences work on the Project, whichever occurs first. Such notice shall specify the name, address, phone number, and the California State License Board license number of the Contractor/Employer(s). Written notice at a Pre-Job Conference shall be deemed written notice under this provision for those Contractor/Employer(s) listed and present at the Pre-Job only.
- 3.5 The provisions of this Agreement, including MLA's, shall apply to the work covered by this Agreement, notwithstanding the provisions of any other local, area and/or national agreements which may conflict with or differ from the terms of this Agreement. Where a subject covered by the provisions of this Agreement is also covered by a MLA, the provisions of this Agreement shall prevail. Where a subject is covered by the provisions of a MLA and is not covered by this Agreement, the provisions of the MLA shall prevail.
- 3.6 (a) With regard to any Contractor/Employer(s) that is independently signed to any MLA, this Project Labor Agreement shall in no way supersede or prevent the enforcement of any subcontracting clause contained in such MLA, except as specifically set forth in subsection (b) of this Section 3.6. Any such subcontracting clause in an MLA shall remain and be fully enforceable between each craft union and its signatory employers, and no provision of this Project Labor Agreement shall be interpreted and/or applied in any manner that would give this Project Labor Agreement precedence over subcontracting obligations and restrictions that exist between craft unions and their respective signatory employers under an MLA, except as specifically set forth in subsection (b) of this Section 3.6.

- (b) If a craft union (hereafter "Aggrieved Union") believes that an assignment of work on this Project has been made improperly by a contractor or subcontractor, even if that assignment was as a result of another craft union's successful enforcement of the subcontracting clause in its MLA, as permitted by subsection (a) of this Section 3.6, the Aggrieved Union may submit a claim under the jurisdictional resolution process contained in Article 6 of this PLA, and the decision rendered as part of that process shall be enforceable to require the contractor or subcontractor that made the work assignment to assign that work prospectively to the Aggrieved Union. An award made to a craft union under the subcontracting clause of its MLA, as permitted pursuant to Section 3.6 (a) of this Article, shall be valid and fully enforceable by that craft union unless it conflicts with a jurisdictional award made pursuant to this Agreement. If the award made under the MLA conflicts with the jurisdictional award, the award of any damages under the former shall be null and void ab initio.

#### **ARTICLE 4**

##### **RELATIONSHIP BETWEEN PARTIES**

- 4.1 This Agreement shall only be binding on the signatory parties hereto, their successors and assigns, and shall not apply to parents, affiliates, subsidiaries, or other ventures of any such party.
- 4.2 Each Contractor/Employer(s) shall alone be liable and responsible for its own individual acts and conduct and for any breach or alleged breach of this Agreement. Any alleged breach of this Agreement by a Contractor/Employer(s) or any dispute between the Union(s) and the Contractor/Employer(s) respecting compliance with the terms of this Agreement, shall not affect the rights, liabilities, obligations and duties between the signatory Union(s) and each other Contractor/Employer(s), party to this Agreement.
- 4.3 It is mutually agreed by the parties that any liability of a Union(s) shall be several and not joint. Any alleged breach of this Agreement by a signatory Union(s) shall not affect the rights, liabilities, obligations and duties between the Contractor/Employer(s) and the other Union(s) party to this Agreement.
- 4.4 It is recognized by the parties to this Agreement that the Contractor/Employer(s) are acting only on behalf of said Contractor/Employer(s), and said Contractor/Employer(s) have no authority, either expressed, implied, actual, apparent or ostensible, to speak for or bind the District.

#### **ARTICLE 5**

##### **NO STRIKES - NO LOCKOUTS**

- 5.1 The Union(s), District and Contractor/Employer(s) covered by the Agreement agree that for the duration of the Project:
- 5.1.1 There shall be no strikes, sympathy strikes, work stoppages, picketing, hand billing or otherwise advising the public that a labor dispute exists, or

slowdowns of any kind, for any reason, by the Union(s) or employees employed on the Project, at the job site of the Project because of a dispute on the Project or on any other District construction projects otherwise exempted or excepted under Article 2 from this Agreement.

5.1.2 As to employees employed on the Project, there shall be no lockout of any kind by a Contractor/Employer(s) covered by the Agreement.

5.1.3 If a master collective bargaining agreement expires before the Contractor/Employer(s) completes the performance of the Construction Contract and the Union(s) or Contractor/Employer(s) gives notice of demands for a new or modified master collective bargaining agreement, the Union(s) agrees that it will not strike on work covered under this Agreement and the Union(s) and the Contractor/Employer(s) agree that the expired master collective bargaining agreement shall continue in full force and effect for work covered under this Agreement until a new or modified master collective bargaining agreement is reached. If the new or modified master collective bargaining agreement provides that any terms of the master collective bargaining agreement shall be retroactive, the Contractor/Employer(s) agrees to comply with any retroactive terms of the new or modified master collective bargaining agreement which are applicable to employees who were employed on the projects during the interim, with retroactive payment due within seven (7) days of the effective date of the modified Master Agreement.

5.1.4 Withholding employees for failure of a Contractor/Employer(s) to tender timely Trust Fund(s) contributions as required in accordance with Article 16 and/or for failure to timely meet its weekly payroll is not a violation of this Article 5; however, the Union(s) shall give the affected Contractor/Employer(s) and the District written notice seventy two (72) hours prior to the withholding of employees when repeated failure to tender Trust Fund(s) contributions has occurred. There shall be forty-eight (48) hours' notice when repeated failure to meet weekly payroll has occurred, or when paychecks are determined to be nonnegotiable by a financial institution normally recognized to honor such paychecks. For purposes of this section, repeated failure means failure to meet payroll obligations on at least 2 separate occasions. Union(s) shall stop withholding employees within 24 hours of Contractor/Employer curing its contribution or paycheck violations.

Should a Contractor/Employer(s) performing work on this Project be delinquent in the payment of Trust Fund(s) contributions required under this Agreement, the Union(s) may request that the general Contractor/Employer(s) issue joint checks payable to the Contractor/Employer(s) and the appropriate employee benefit Trust Fund(s), on behalf of the employee(s) until such delinquencies are satisfied. Any Trust Fund(s) claiming that a Contractor/Employer(s) is delinquent in its fringe benefit contributions to the Trust Fund(s) will provide written notice of the alleged delinquency to the affected Contractor/Employer(s), with copies to the General Contractor/Employer(s) and the District. The notice will indicate the amount of delinquency asserted and the period that the delinquency covers. It is agreed, however, with respect to Contractor/Employer(s) delinquent in

trust or benefit contribution payments, that nothing in this Agreement shall affect remedies available under the MLAs. If the General Contractor/Employer(s) is delinquent in the payment of Trust Fund(s) contributions for covered work performed on this project, the General Contractor/Employer(s) agrees that the affected Trust Fund(s) may place the District on notice of such delinquencies and the General Contractor/Employer(s) further agrees that the District may withhold payment, in whole or in part, until the delinquency is satisfied. If the delinquency remains unsatisfied for more than 30-days, District shall be authorized to issue joint checks to the General Contractor/Employer(s) and the Trust Fund(s), on behalf of the affected employee(s). This withhold and/or joint check issuance shall be the only remedy available to either the Union(s) or Trust Fund(s) under this Agreement. The aggrieved Union(s) or Trust Fund(s) herein agree not file a stop payment notice pursuant to Civil Code section 8100 et seq., unless the District fails to withhold payment or issue joint checks as specified herein, provided, however, that the District shall have 30 additional days from the delinquency withhold to process the joint check warrants.

5.1.5 If the District contends that any Union has violated this Article, it will notify in writing (including email) the Secretary-Treasurer/Business Manager/Senior Executive of the Council and the Senior Executive of the Union, setting forth the facts alleged to violate the Article, prior to instituting the expedited arbitration procedure set forth below. The Council will immediately use his/her best efforts to cause the cessation of any violation of this Article, including the release of any improperly filed stop payment notice. The leadership of the Union will immediately notify the membership of its obligations under this Article.

5.2 Expedited Arbitration: Any party to this Agreement shall institute the following procedure, prior to initiating any other action at law or equity, when a breach of this Article is alleged to have occurred:

5.2.1 A party invoking this procedure shall notify Bob Hirsch, as the permanent Arbitrator, or, Barry Winograd, as the alternate Arbitrator under this procedure. In the event that the permanent Arbitrator is unavailable at any time, the alternate will be contacted. If neither is available, then a selection shall be made from the list of Arbitrators in Article 11.2.2, Step 5. Notice to the Arbitrator shall be by the most expeditious means available, with notices by facsimile, email or telephone to the District and the party alleged to be in violation, and to the Council and involved local Union(s) if a Union(s) is alleged to be in violation.

5.2.2 Upon receipt of said notice, the District will contact the designated Arbitrator named above or his alternate who will attempt to convene a hearing within twenty-four (24) hours if it is contended that the violation still exists.

- 5.2.3 The Arbitrator shall notify the parties by facsimile, email or telephone of the place and time for the hearing. Said hearing shall be completed in one session, which, with appropriate recesses at the Arbitrator's discretion, shall not exceed twenty-four (24) hours unless otherwise agreed upon by all parties. A failure of any party to attend said hearings shall not delay the hearing of evidence or the issuance of an award by the Arbitrator.
- 5.2.4 The sole issue at the hearing shall be whether or not a violation of Article 5, Section 5.1 of the Agreement has occurred. The Arbitrator shall have no authority to consider any matter of justification, explanation or mitigation of such violation or to award damages, which issue is reserved for court proceedings, if any. The award shall be issued in writing within three (3) hours after the close of the hearing, and may be issued without a written opinion. If any party desires a written opinion, one shall be issued within fifteen (15) days, but its issuance shall not delay compliance with or enforcement of the award. The Arbitrator may order cessation of the violation of this Article and other appropriate relief and such award shall be served on all parties by hand or certified mail upon issuance. Should a party found in violation of this Article fail to comply with an Arbitrator's award to cease the violation, the party in violation shall pay to the affected party as liquidated damages the sum of ten thousand dollars (\$10,000.00) per shift for which it failed to comply, or portion thereof, until such violation is ceased. The Arbitrator shall retain jurisdiction to resolve any disputes regarding the liquidated damages claimed under this section.
- 5.2.5 Such award may be enforced by any Court of competent jurisdiction upon the filing of this Agreement and all other relevant documents referred to above in the following manner. Written notice of the filing of such enforcement proceedings shall be given to the other party. In the proceeding to obtain a temporary order enforcing the Arbitrator's award as issued under Section 5.2.4 of this Article, all parties waive the right to a hearing and agree that such proceedings may be ex parte. Such agreement does not waive any party's right to participate in a hearing for a final order or enforcement. The Court's order or orders enforcing the Arbitrator's award shall be served on all parties by hand or delivered by certified mail.
- 5.2.6 Any rights created by statute or law governing arbitration proceedings inconsistent with the above procedure, or which interfere with compliance, are waived by the parties.
- 5.2.7 The fees and expenses of the Arbitrator shall be divided equally between the party instituting the arbitration proceedings provided in this Article and the party alleged to be in breach of its obligation under this Article.

## **ARTICLE 6**

### **WORK ASSIGNMENTS AND JURISDICTIONAL DISPUTES**

- 6.1 The assignment of Covered Work will be solely the responsibility of the Contractor/Employer(s) performing the work involved; and such work assignments



will be in accordance with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (the "Plan") or any successor Plan.

6.2 All jurisdictional disputes on this Project between or among the Union(s) and the Contractor/Employer(s), parties to this Agreement, shall be settled and adjusted according to the present Plan established by the Building and Construction Trades Department, or any other plan or method of procedure that may be adopted in the future by the Building and Construction Trades Department. Decisions rendered shall be final, binding and conclusive on the Contractor/Employer(s) and Union(s) parties to this Agreement.

6.2.1 If a dispute arising under this Article involves the Northern California Carpenters Regional Council or any of its subordinate bodies, an Arbitrator shall be chosen by the procedures specified in Article V, Section 5, of the Plan from a list composed of John Kagel, Thomas Angelo, Robert Hirsch, and Thomas Pagan, and the Arbitrator's hearing on the dispute shall be held at the offices of the California State Building and Construction Trades Council in Sacramento, California, within 14 days of the selection of the Arbitrator. All other procedures shall be as specified in the Plan.

6.3 All jurisdictional disputes shall be resolved without the occurrence of any strike, work stoppage, or slow-down of any nature, and the Contractor/Employer(s)' assignment shall be adhered to until the dispute is resolved. Individuals violating this Section shall be subject to immediate discharge.

6.4 Each Contractor/Employer(s) shall conduct a Pre-Job Conference with the Council prior to commencing Covered Work. The Primary Employer and the District will be advised in advance of all such conferences and may participate if they wish. Pre-job conferences for different Contractor/Employer(s) may be held together.

## **ARTICLE 7**

### **PRE-JOB CONFERENCES**

7.1 Prior to the commencement of any Project Work, the Prime Employer shall notify the Council of the need to convene a preconstruction conference. Such conference shall be held in a timely manner a minimum of seven (7) days prior to the commencement of each and every construction phase or construction contract for the Project. The preconstruction conference shall be conducted by the Council and held at a location selected by the Council. Such preconstruction conference shall be attended by a representative each from the participating Contractor(s) and Union(s) and the Prime Employer.

7.2 All Contractor(s) at all tiers that are required to participate in the preconstruction conference shall be prepared to make Craft assignments of work and to discuss in detail all issues that may impact or are relevant to the particular construction work being performed and shall include, but not be limited to, the information as set forth below.

- (a) A listing of each Contractor(s)'s scope of work, including the estimated start and completion dates;
- (b) A listing of all sub-contractors performing work under the direction of each Contractor(s) participating in the preconstruction conference;
- (c) The estimated number of craft workers required to perform the work;
- (d) A copy of the signed Letter of Assent for each Contractor(s);
- (e) A listing of all Sole Operators performing work on the Project and subject to Article 13.2 of this Agreement.

7.3 Review Meetings - In order to ensure the terms of this Agreement are being fulfilled and all concerns pertaining to the Prime Contractor(s), the Union(s), and the Contractor(s) are addressed, the Prime Contractor(s), General Contractor(s) and Secretary-Treasurer of the Council or designated representatives thereof shall meet on a periodic basis during the term of construction.

## **ARTICLE 8**

### **MANAGEMENT RIGHTS**

8.1 Consistent with the MLAs, the Contractor/Employer(s) shall retain full and exclusive authority for the management of their operations, including the right to direct their work force in their sole discretion. No rules, customs or practices shall be permitted or observed which limit or restrict production, or limit or restrict the working efforts of employees except that lawful manning provisions in the MLA shall be recognized.

## **ARTICLE 9**

### **WORK RULES**

9.1 Work rules shall apply as set forth in the applicable MLA.

## **ARTICLE 10**

### **JOINT ADMINISTRATIVE COMMITTEE**

10.1 The parties to this Agreement shall establish a four (4) person Joint Administrative Committee. This Committee shall be comprised of two (2) representatives selected by the District and two (2) representatives selected by the Council. The District and the Council shall designate alternates who shall serve in the absence of designated representatives for any purpose contemplated by this Agreement. The Joint Administrative Committee shall meet quarterly, or at the request of either Party to this Agreement to review the implementation of the Agreement and the progress of the Projects. It shall be the responsibility of the Coordinator to convene and facilitate the quarterly meetings and any other meetings requested by the Parties.

10.2 The Joint Administrative Committee shall appoint a Joint Administrative Subcommittee consisting of one District representative and one Union(s) representative for the purpose of convening to confer in an attempt to resolve a

grievance that has been filed consistent with Article 11. Any question regarding the meaning, interpretation, or application of the provisions of this Agreement shall be referred directly to the Joint Administrative Subcommittee for resolution. The Joint Administrative Subcommittee shall meet as required to resolve grievances by majority vote with such resolutions to be final and binding on all signatories of the Agreement. A failure of any party or parties to attend said hearing shall not delay the hearing of evidence or issuance of an award by the Joint Administrative Subcommittee, if such award is made by a majority vote, and the hearing shall proceed ex parte. If the subcommittee is unable to resolve the grievance, the grievance may be referred in accordance with Step 4 of Article 11.

## **ARTICLE 11**

### **GRIEVANCE PROCEDURE**

- 11.1 All disputes concerning the interpretation and/or application of this Agreement which do not fall within the Article 5, No Strikes - No Lockouts procedure or Article 6, Work Assignments and Jurisdictional Disputes shall be governed by the following grievance and arbitration procedure.

Employee Grievances: All disputes involving discipline and/or discharge of employees working on the Project shall be resolved through the grievance and arbitration provision contained in the MLA for the craft of the affected employee. No employee working on the Project shall be disciplined or dismissed without just cause.

- 11.2 Grievances between the parties regarding interpretation and/or application of this Agreement shall be pursued according to the following provisions:

11.2.1 A grievance shall be considered null and void if not brought to the attention of the party against whom the grievance is filed within ten (10) working days after the grievance is alleged to have occurred but in no event more than thirty (30) days after the charging party became aware of the event giving rise to the dispute.

11.2.2 Grievances between the parties regarding provisions of this Agreement shall be settled or otherwise resolved according to the following Steps and provisions:

Step 1: A representative of the grievant and the party against whom the grievance is filed shall meet and attempt to resolve the grievance.

Step 2: In the event the matter remains unresolved in Step 1 above, within five (5) working days, the grievance shall be reduced to writing and may then be referred by the grieving party to the other party for discussion and resolution.

Step 3: In the event that the representatives are unable to resolve the dispute within the five (5) working days after its referral to Step 2, either involved party may submit the dispute within five (5) working days to the Joint Administrative Subcommittee established in Section 10.2. The Joint Administrative Subcommittee shall meet within five (5)

working days after such referral (or such longer time as is mutually agreed upon by the representatives on the Joint Administrative Subcommittee) to confer in an attempt to resolve the grievance. If a Union(s) is party to the grievance, regardless of which party has initiated the grievance proceeding, prior to the meeting of the Joint Administrative Subcommittee, the Union(s) shall notify its International Union Representative(s), which shall advise both parties if it intends on participating in the meeting. The participation by the International Union Representative in this Step 3 meeting shall not delay the time set herein for the meeting, unless otherwise mutually agreed by the parties. If the dispute is not resolved by the Joint Administrative Subcommittee, it may be referred within five (5) working days by either party to Step 4.

At the time a grievance is submitted under this Agreement or any MLA, the Union(s) may request that the District withhold and retain an amount from what is due and owing to the Contractor/Employer(s) against whom the grievance is filed, sufficient to cover the damages alleged in the grievance, should the Union(s) prevail.

The amount shall be retained by the District until such time as the underlying grievance giving rise to the retention is withdrawn, settled, or otherwise resolved, and the retained amount shall be paid to whomever the parties to the grievance shall decide, or to whomever an Arbitrator shall so order.

Step 4: In the event the matter remains unresolved in Step 3, either Party may request, within five (5) working days, that the dispute be submitted to arbitration. The time limits set out in this procedure may, upon mutual agreement, be extended. Any request for arbitration, request for extension of time limits, and agreement to extend such time limits shall be in writing.

Step 5: The Parties agree that the Arbitrator who will hear the grievance shall be selected from the following: William Riker, Robert Hirsch, and Barry Winograd. The parties shall flip a coin to determine who shall strike the first name and shall then alternately strike names from the list and the last remaining name shall be the neutral third party Arbitrator who shall resolve the dispute in a final and binding manner. Should a Party to the procedure fail or refuse to participate in the hearing, if the Arbitrator determines that proper notice of the hearing has been given, said hearing shall proceed to a default award. The Arbitrator's award shall be final and binding on all Parties to the arbitration. The costs of the arbitration, including the Arbitrator's fee and expenses, shall be borne equally by the Parties. The Arbitrator's decision shall be confined to the question(s) posed by the grievance and the Arbitrator shall not have authority to modify amend, alter, add to, or subtract from, any provisions of this Agreement.

- 11.3 Grievances between a Union(s) and a Union(s)' signatory Contractor/Employer(s) involving interpretation or application of the MLA shall be governed by the grievance procedures contained in the MLA.

## **ARTICLE 12**

### **UNION RECOGNITION AND REPRESENTATION**

- 12.1 The Contractor/Employer(s) recognize the Union(s) signatory hereto as the sole and exclusive collective bargaining representatives for all craft employees on the Project.
- 12.2 The Contractor/Employer(s) shall require all employees who work on a Construction Contract on or before eight days of consecutive or cumulative employment on the Project to comply with the applicable Union(s)' security provisions, and to maintain compliance for the period of time they are performing work on the Project, which requirement shall be satisfied by the tendering of periodic dues and fees uniformly required to the extent allowed by law. Further, there is nothing in this Agreement that would prevent non-union employees from joining the Union(s).
- 12.3 Authorized representatives of the Union(s) shall have access to the site at all times. Such representatives shall comply with reasonable visitor safety and security rules established for the Project.

## **ARTICLE 13**

### **REFERRAL PROCESS**

13. The Union(s) shall be the primary source of all craft labor employed on the Project. However, in the event that an Oakland Certified Local Business Contractor has its own core workforce, or a non-Local Contractor/Employer has Oakland Residents on its own core workforce, (collectively "Core Employees") the following provisions shall apply, consistent with the MLA hiring hall provisions:

A. Contractor/Employers with Oakland Resident employees may request by name, and the Union(s) shall honor, referral of persons who have applied to the local union for Project work and who demonstrate the following qualifications:

- 13.1.1 possess any license and/or certifications required by state or federal law for the Project work to be performed;
- 13.1.2 have worked a total of at least one thousand five hundred (1500) hours in the construction craft during the prior three (3) years;
- 13.1.4 were on the Contractors' active payroll for at least sixty (60) out of one hundred forty (140) days the Contractor was actively performing work prior to the contract award;

13.1.5 have the ability to perform safely the basic functions of the applicable trade;  
and

13.1.6 be an Oakland Resident at least six months prior to the award of the contract  
for which they are being dispatched.

B. Oakland Certified Small Local Contractors may request by name, and the Union(s) shall honor, referral of persons who have applied to the local union for Project work and who demonstrate the following qualifications:

13.1.6 possess any license and/or certifications required by state or federal law for  
the Project work to be performed;

13.1.7 have worked a total of at least five hundred (500) hours in the construction  
craft during the prior three (3) years;

13.1.8 were on the Contractors' active payroll for at least forty-five (45) out of the  
one hundred forty (140) calendar days prior to the contract award.; and

13.1.9 have the ability to perform safely the basic functions of the applicable trade.

13.2 A Sole Operator, as defined in this Agreement under section 1.10, self-performing work on a covered Project shall not be required to request dispatch from the union hall with jurisdiction over the Sole Operator's work. However, if the Sole Operator hires any additional employees subsequent to starting work on a covered Project, the Sole Operator will be treated as the core employee and any subsequent employee(s) will be dispatched from the hiring hall. Before hiring an employee(s) on the Project, the Sole Operator must request permission from the JAC through the Coordinator and provide evidence of compliance with CLSB and Workers Compensation requirements. For purposes of this Agreement, Trucking Sole Operators will be treated as the core employee, but must nevertheless be dispatched from the hiring hall, will be exempt from trust fund obligations but must pay representational fees. All Sole Operators, including truckers, must sign this Agreement's Letter of Assent prior to starting work on a covered Project

13.3 The Union will first refer to such Local or Non-local Contractor/Employer(s) one employee from the hiring hall out-of-work list for each affected craft and will then refer one of the Core Employees who meet the listed qualifications. This referral process shall be repeated until such Contractor/Employer's crew requirements are met or until such Contractor has hired five (5) Core workers, whichever occurs first. Thereafter, all additional employees in the affected trade or craft shall be hired exclusively from the hiring hall out-of-work list(s). Employees shall be laid off in the same one-for-one manner in the inverse order of their hiring. For the duration of the Contractors' work the ratio shall be maintained and when the Contractors' workforce is reduced, Employees shall be laid off in the same ratio of core employees to hiring hall referrals as was applied in the initial hiring. Contractors signatory to a Local, Regional, and/or National collective bargaining agreement(s) with Signatory Union(s) hereto shall be bound to use the hiring hall provisions contained in the relevant MLA of the affected Union(s), and nothing in the referral provisions of this Agreement shall be construed to supersede the local hiring hall provisions of the MLAs as they relate to such Contractors.

- 13.4 All Contractors shall be bound by and utilize the registration facilities and referral systems established or authorized by the Signatory Union(s) so long as such procedures are in compliance with applicable federal, state or local law. The Contractor shall have the right to determine the competency of all employees and may reject any referral for any reason, provided that the Contractor complies with Article 22, Non-Discrimination, and in accordance with the applicable MLA.
- 13.5 In accordance with the Master Labor Agreement and in the event that referral facilities maintained by the Union(s) are unable, despite good faith efforts, to fill the request of a Contractor for employees within a forty-eight (48) hour period after such request is made by the Contractor, Saturdays, Sundays and Holidays excluded, the Contractor shall be free to obtain work persons from any source ("Alternative Employees"). Upon hiring Alternative Employees, the Contractor shall immediately notify the appropriate Union(s) of the name and address of the Alternative Employees hired, which Alternative Employees shall be bound by the provisions of this Article and the Union(s)' hiring hall rules.
- 13.6** The Union(s) will exert their utmost efforts to recruit sufficient numbers of skilled craft persons to fulfill the requirements of the Contractors. The parties to this Agreement support the development of increased numbers of skilled construction workers from the Residents of Oakland / District to meet the needs of the Project and the requirements of the industry generally. Accordingly, contingent upon request by the Contractor, the Unions agree to encourage the referral and utilization of Residents as journeyman and apprentices on the Project and the entrance of Residents into apprenticeships and training programs, as long as such Residents possess the requisite skills and qualifications.

## **ARTICLE 14**

### **LOCAL HIRING**

- 14.1 The Parties agree to achieve the inclusion of OUSD graduates and Oakland Residents in the employment and apprenticeship opportunities created by the Covered Work, which will be known as the Local Hiring Program (LHP). With day-to-day support from the District, the Joint Administrative Committee (JAC) formed pursuant to the provisions of Article 8 shall monitor the progress of the LHP and will serve as the central forum for representatives of all affected parties to exchange information and ideas and to advise the District staff and consultants concerning the implementation and enforcement of the LHP.
- 14.2 The parties agree to a goal that for each construction contract, Residents of the District will perform up to 50 percent (50%) of all hours worked on all covered projects, on a craft-by-craft basis, if such workers are available, capable and willing to work on the projects, together with the apprentice goals established in Article 15, below.
- 14.3 The Contractors shall make good faith efforts to reach these goals, as described in Article 14.4 below and to reach these goals in accordance with the hiring hall procedures listed in the MLAs and the procedures identified in Article 15.4. The

District and the Unions shall make good faith efforts to assist the Contractor in reaching this goal. In cases of alleged noncompliance, the issue may be initially referred to the JAC for resolution. If the JAC can make no resolution, the issue may then be referred to the grievance procedure described in Article 11 for a final and binding determination. For purposes of resolution of any dispute arising under this Section or Article, the District shall be considered a party-in-interest with full right of participation in the arbitration proceeding.

- 14.4 In accordance to the MLA dispatch procedures, the Contractors must take, and require their subcontractors to take, the following good faith steps to demonstrate that they have made every effort to reach the Local Hiring Goals:
- 14.4.1 The Contractors shall attend the scheduled pre-job meetings identified in Article 7. At this meeting, the Contractor must submit written workforce projections and projected man-hours on a craft-by-craft basis, consistent with the Contractor's bid proposal. In the event the pre-job meeting is waived, the Contractor must submit written workforce projections to the Coordinator within five (5) days.
  - 14.4.2 Within one week of the issuance of the Notice to Proceed, the Contractors shall meet with the District to review and approve the Contractor's compliance plan for reaching the Local Hiring and apprentice Goals, using the required compliance plan form provided by the District.
  - 14.4.3 The Contractors shall submit copies of hiring hall dispatch requests and responses to the Coordinator within ten (10) days of Coordinator's request at any point during the execution of the Project.
  - 14.4.4 The Contractors shall immediately contact the District if a union hiring hall dispatcher, upon request of the Contractor, is unable to dispatch local Residents.
  - 14.4.5 The Contractors shall use the "Name Call," "Rehire" or other available hiring hall procedures to reach goals and shall provide documentation of such requests to the Coordinator upon request per subsection.
  - 14.4.6 The Contractors shall use community based organizations from the list approved by the District and the Council as a resource for local labor resources, if a union cannot provide local Residents as requested.
  - 14.4.7 The Contractors shall sponsor local Residents as defined herein for apprenticeship, when possible.
  - 14.4.8 The Contractors shall maintain records for each Resident of Oakland/District who was referred but not hired along with an explanation why the worker was not hired. Upon request, such records shall be made available for review by the District, Coordinator, and JAC for the duration of the Covered Projects.
  - 14.4.9 The Contractors shall document participation in any local employment training programs and submit documentation of such to the Coordinator within ten (10) days if requested by Coordinator.



- 14.4.10 In the event that Local Unions are unable to fill any request for local employees within forty-eight (48) hours after such request is made by the Contractor (Saturdays, Sundays, and holidays excepted), the Contractor may employ local residents from any other available source, including District apprentice program graduates and community-based pre-apprentice organizations located within the District. However they must be dispatched through the union halls through the dispatch procedures outlined in the MLAs.
- 14.5 To the extent possible, the parties agree to implement the Local Hiring Program while complying with the District's Local Business programs for the covered project. To the extent that the District determines, in its sole discretion, that there is a conflict between the Local Hiring Program established in this Agreement and the District's Local Business Program, the conflict shall be resolved in favor of the Local Hiring Program on the construction work covered by this Agreement.
- 14.6 For the purposes of reaching the goal established in this Article, a Contractor may qualify for full credit toward the goal by employing OUSD Graduates and Oakland Residents for other work the Contractor is performing in any of the nine Bay Area counties of: Alameda, Contra Costa, San Francisco, San Mateo, Santa Clara, Marin, Solano, Napa and Sonoma. Credit will only be given for work performed during the life of the Covered Project. In order to receive such credit, the Contractor must submit certified payrolls as documentation to the Coordinator. No credit for off-site work will be allowed until the Contractor has received approval from the District.

## **ARTICLE 15**

### **APPRENTICES**

- 15.1. The District and Unions recognize the need to maintain continuing support of programs designed to develop adequate numbers of competent workers in the construction industry. The District and the Unions agree to provide financial and other assistance to enhance and sustain such programs through appropriate sources. The Contractor(s) will employ apprentices in the respective crafts, which are performing work on the Covered Project, and within the jurisdiction of the craft in which those apprentices are working.
- 15.2. Subject to any restrictions contained in law, the Parties agree to a goal that apprentices will perform up to twenty percent (20%) of the total craft work hours. The Unions agrees to cooperate with the Contractor in furnishing apprentices as requested and in accordance to the dispatch procedures of the MLAs.
- 15.3. The parties agree to a goal that only Oakland residents, especially District graduates shall be utilized as apprentices. The Contractor shall make good faith efforts to reach this goal through the utilization of MLA hiring hall and apprentice procedures and, when apprentices are not available; Contractors shall work with community-based organizations such as, but not limited to, the Cypress Mandela Training Center and the West Oakland Jobs Resource Center to identify potential apprentices.

- a. For the purposes of meeting the goals established in Section 15.2 and 15.3, a Contractor may qualify for up to one-half (1/2) of the goal by employing Oakland resident apprentices, especially District graduates on non-Covered work the Contractor is performing at the same time it is working on Covered Project. In order to receive such credit, the Contractor must submit request for off-site credit along with supportive documentation such as but not limited to certified payroll reports to the Coordinator. No credit for other work will be allowed until the Contractor has received written approval from the Coordinator.
  - b. For the purposes of meeting the goal established in Section 15.2, District apprentices hired to perform Covered Project who have graduated and become journeypersons may continue to be counted towards the goal for the duration of the Covered Project or until such time as they are laid-off in the normal course of worker reductions at the end of the contractor's scope of work, whichever is sooner. In order to receive such credit, the Contractor must submit request for graduated apprentice credit along with supportive documentation such as but not limited to certified payroll reports to the Coordinator.
- 15.4. For each Covered Project, a Contractor and/or its subcontractors must hire at least one (1) Qualifying Apprentice (as described in 15.6a) for the first one million dollars (\$1 million) of construction bid value. For each additional five million dollars (\$5 million) of construction bid value (beyond the first \$1 million), a Contractor and/or its subcontractors must hire at least one (1) additional Qualifying Apprentice.
- a. A Contractor shall make a good faith effort to maximize the Covered Project hours for the Qualifying Apprentices and shall report those hours to the JAC through the Coordinator, which will evaluate those good faith efforts. A Contractor cannot hire more than one (1) Qualifying Apprentices exclusively for a single trade to satisfy the hiring goals in this section unless approved by the JAC.
  - b. A Contractor shall make all requests for apprentices in writing. The Contractor shall report the number of Qualifying Apprentices, date of hire and hours worked to the Coordinator as well as any information about the Contractor's hiring efforts. The Coordinator will evaluate such information to determine whether the Contractor has acted in good faith to comply with this section.
  - c. In accordance with the dispatch procedures of the MLAs, each Signatory Union will be responsible for dispatching/referring District residents as Qualifying Apprentices to a Contractor on a priority basis if they are available, capable and willing to work on Covered Project. If apprentice(s) are not available, a Contractor shall be free to obtain Qualifying Apprentices from the District.
  - d. The Coordinator will track all Contractor requests for District Qualifying Apprentices and the Union responses to such requests. Copies of the written

requests shall be provided to the Coordinator within ten (10) days of request by the Coordinator.

- 15.5. The parties to this agreement shall exercise, to the extent of their authority, their best efforts to recruit District graduates as apprenticeship program applicants. In coordination with the District, the Unions will conduct outreach activities to recruit and refer qualified District graduates to apprenticeship programs. In addition, The Unions agree, for the life of this Agreement, to the annual enrollment of no less than twenty-five (25) District graduates, at least ten (10) of whom will enter the List Trades. The responsibility of the District, working with the Unions and applicable community based organizations, is to maintain, provide and track a list of such graduates. These District graduates will become part of a pool of Qualifying Apprentices for the Contractor/Employers to draw from for hiring on Covered Project. The requirements of this Section are in addition to any other goals and requirements discussed in this Article.
- 15.6. For purposes of monitoring and compliance with respect to the enrolment requirements of Section 15.5, the District and the Unions agree to the following process:
- a. The District shall maintain and make available to the Unions a database of OUSD students enrolled in District sponsored construction related academies and District graduates of those academies. The District graduates must have graduated from MC3 approved pre-apprenticeship programs. Those would include, but may not be limited to, Cypress Mandela and Rising Sun,. These District students/graduates shall be referred to as "Qualifying Apprentices" for the purposes of assuring there is an adequate pool of Qualifying Apprentices for the Contractor/Employers to draw from on each Covered Project.
  - b. On an annual basis, in January, the Council shall submit a Plan for implementation (Plan) for approval by the JAC. The Plan will include projections/schedules for new apprentice intakes. It may also include the Union's commitment to job fairs, financial or human support in tutoring of District residents for math exam preparation, opportunities for District residents to enroll in union pre-apprenticeship programs, support of and participation in District high school construction academies, etc.
  - c. The Council will submit a bi-annual report to JAC on the status of recruitment, placement and retention of District apprentices, including details of outreach in the District. The reports should be made in person and with a representative of the applicable JATC present for participation in questions and discussion.
  - d. If the Council is found to be in apparent non-compliance with Article 15.5, the District may request that the Council to present to the JAC as to why the goals are not being met..

- e. If the Union fails to meet the goals of the revised Plan, the Coordinator may recommend to the JAC that the Union be referred to the grievance procedure outlined in Article 11.
  - f. At any time before referral arbitration, the Union will have the opportunity to make a satisfactory settlement agreement with the District.
- 15.7. Sanctions may be imposed for failure to meet, or demonstrate "good faith" effort to meet, any of the goals in this Article. In cases of alleged noncompliance, the issue may be referred to the JAC for resolution. If a majority of the JAC can make no resolution, the issue may then be referred to the grievance procedure of Article 11 (Grievance Procedure) for submission to an arbitrator for a final and binding determination. For purposes of resolution of any dispute arising under this Section, the District and the Coordinator shall be considered a party-in-interest with full right of participation in the arbitration proceeding.

## **ARTICLE 16**

### **PRE-APPRENTICESHIP PROGRAMS**

16.1 District and Unions are fully committed to workforce development, promoting local hiring and growing a pipeline of future employees who are Oakland residents to work on District capital projects funded with Oakland voter approved bonds. In order to achieve these goals the Parties hereby establishes the Construction and Building Trades Pre-Apprenticeship Program.

The Construction and Building Trades Pre-Apprenticeship Program is:

- a. A pathway similar to the Oakland College & Career Readiness For All Fund, *aka* Measure N, in that it will create career based learning and real-world work experiences for Oakland students;
  - 1. Will offer intensive, individualized support to create conditions for all students to succeed; and
  - 2. Will ensure that students who are interested in construction and building trades have the skills and knowledge necessary for Union apprenticeship programs.

The specific goals of the Construction and Building Trades Pre-Apprenticeship Program are: to increase high school graduation rates, decrease the high school dropout rate, increase high school students' readiness to succeed in college and career and to create a local workforce to work on District capital projects.

16.2 In order to implement the Construction and Building Trades Pre-Apprenticeship Program, the District shall:

16.2.1 Establish and fund a Summer Pre-apprenticeship Internship Program and a 3-year School Year Pre-Apprenticeship Program. The goal is to create summer pre-apprenticeships for at least thirty students at workforce development in the Building Trades.

The District will actively seek to develop at least one such program that focuses on gender equity in the building trades. The District anticipates that there may be more than one program or pathway that will meet the needs of Oakland students. Annually, for the 2017-18, 2018-19 and 2019-20, the Superintendent shall allocate \$60,000 from Measure J for the Summer Pre-apprenticeship Internship program.

16.2.2 The District shall, with the support of the Alameda County Building Trades Council, co-sponsor two Building & Construction Trades Career Fairs during each school year that provide exposure to Oakland students and families. The purpose of the career fair is to inform students and their families about career opportunities in the building trades and to inform student pathway selection and summer pre-apprenticeship programs in the building trades. The first career fair shall occur in the Fall of 2016 with the intent of exposing middle school and high school students to the trades.

16.2.3 Establish a Workforce Development Fund. The District will require that all contractors working under the Project Labor Agreement ("PLA") contribute \$.20 per work-hour performed under the PLA to a Workforce and Apprenticeship Development Fund administered by the District with the advice of the Joint Administration Committee of the PLA. The District shall establish an account for receipt and distribution of the funds. The Fund shall be audited annually as a part of the annual bond audit. 20% of the Fund may be used by the District for the costs of implementation and management of the Construction and Building Trades Pre-Apprenticeship Programs. No less than 80% of the Fund shall be used to fund direct work based learning programs and apprenticeships for Oakland students.

16.2.4. In collaboration with the Council, establish an Industry Partnership Council specifically focused on the Building and Construction Trades to support the successful implementation of this program including but not limited to:

- Establishing clear commitments for developing student pre-apprenticeships.
- Setting clear targets and goals for work based learning experiences, apprenticeships, and student outcomes.
- Identification of key industry standards necessary to achieve mastery in key industry standards
- Providing feedback on developed curriculum
- Providing feedback on the developed curriculum to support implementation including practical cases relevant for occupational expertise.
- Reflect yearly on the overall goals and targets that we set the previous year and track long term trends for student entry into the workforce.

## **ARTICLE 17**

### **WAGE SCALES AND FRINGE BENEFITS**

17.1 All Contractor/Employer(s) agree to pay contributions to the established vacation, pension and other form of deferred compensation plan, apprenticeship, health benefit funds, and all other contributions established by the applicable MLA for each hour worked on the Project in the amounts designated in the MLAs of the appropriate Union(s) and paid in accordance with the MLA. The Contractor/Employer(s) shall not be required to pay contributions to any other trust funds or other contributions that are not contained in the published prevailing wage determination to satisfy their obligation under this Article, except that those Contractor/Employer(s) who are

signatory to the MLAs with the respective trades shall continue to pay all trust fund or other contributions as outlined in such MLA's.

Wages, Hours, Terms and Conditions of Employment: The wages, hours and other terms and conditions of employment on the Project shall be governed by the MLAs of the respective Union(s), copies of which shall be made available upon request to the District to the extent such MLA is not inconsistent with this Agreement.

- 17.2 Holidays: Holidays shall be established as set forth in the applicable MLA.

## **ARTICLE 18**

### **HEALTH AND SAFETY**

- 18.1 The employees covered by the terms of this Agreement shall at all times, while in the employ of the Contractor/Employer(s), be bound by the reasonable safety rules and regulations as established by the District and Contractor/Employer(s) and in accordance with OSHA/Cal-OSHA. These rules and regulations will be published and posted at conspicuous places throughout the Project.
- 18.2 In accordance with the requirements of OSHA/Cal-OSHA, it shall be the exclusive responsibility of each Contractor/Employer(s) on the Project to assure safe working conditions for its employees and compliance by them with any safety rules contained herein or established by the Contractor/Employer(s).
- 18.3 A convenient supply of cold and potable drinking water shall be provided by the Contractor/Employer(s).
- 18.4 The Contractor/Employer(s) and Union(s) agree that the work site shall be a drug free workplace. Parties agree to recognize and use the Substance Abuse Prevention Program contained in each applicable Union(s)' MLA.

## **ARTICLE 19**

### **HELMETS TO HARDHATS**

- 19.1 The parties recognize a desire to facilitate the entry into the Building and Construction Trade Union(s) of Veterans who are interested in careers in the building and construction industry. The parties agree to utilize the services of the Center for Military Recruitment, Assessment and Veteran's Employment (hereinafter "Center") and the Center's "Helmets to Hardhats" program to serve as a resource for preliminary orientation, assessment of construction aptitude, referral to apprenticeship programs or hiring halls, counseling and mentoring, support network, employment opportunities and other needs as identified by the parties.
- 19.2 The Union(s) and Contractor/Employer(s) agree to coordinate with the Center to participate in an integrated database of Veterans interested in working on this Project and of apprenticeship and employment opportunities for this Project. To the extent permitted by law, the Union(s) will give credit to such Veterans for bona fide, provable past experience.

## **ARTICLE 20**

### **MISCELLANEOUS PROVISIONS**

- 20.1 Counterparts. This Agreement may be executed in counterparts, such that original signatures may appear on separate pages, and when bound together all necessary signatures shall constitute an original. Signature pages transmitted separately to other parties to this Agreement shall be deemed equivalent to original signatures.
- 20.2 Warranty of Authority. Each of the persons signing this Agreement represents and warrants that such person has been duly authorized to sign this Agreement on behalf of the party indicated, and each of the parties by signing this Agreement warrants and represents that such party is legally authorized and entitled to enter into this Agreement.
- 20.3 Non-Discrimination. The Contractor/Employer(s) and Union(s) agree to comply with all anti-discrimination provisions of federal, state and local law, to protect employees and applicants for employment on the Project.

## **ARTICLE 21**

### **GENERAL SAVINGS CLAUSE**

- 21.1 It is not the intention of the parties to violate any laws governing the subject matter of this Agreement. If any Article or provision of this Agreement shall be declared invalid, inoperative, or unenforceable by any competent authority of the executive, legislative, judicial or administrative branch of the federal, state or local government, the parties shall suspend the operation of each such Article or provision during the period of invalidity. Such suspension shall not affect the operation of any other provision covered in this Agreement to which the law or regulation is not applicable. Further, the District and Council agree that if and when any or all provisions of this Agreement are finally held or determined to be illegal or void by a Court of competent jurisdiction, the parties will promptly enter into negotiations concerning the substance affected by such decision for the purpose of achieving conformity with the requirements of an applicable law and the intent of the parties hereto.

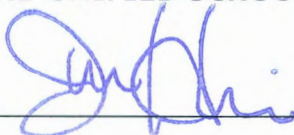
## **ARTICLE 22**

### **DURATION OF AGREEMENT**

This Agreement shall become effective on the day the District ratifies this Agreement and shall continue in full force and effect for a period of five years. The parties may mutually agree in writing to amend, extend or terminate this Agreement at any time.

**ACCEPTED AND AGREED** on the date indicated below:

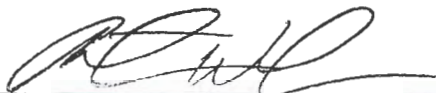
**OAKLAND UNIFIED SCHOOL DISTRICT**



James Harris, President, Board of Education

9/29/16

Date



Antwan Wilson, Superintendent

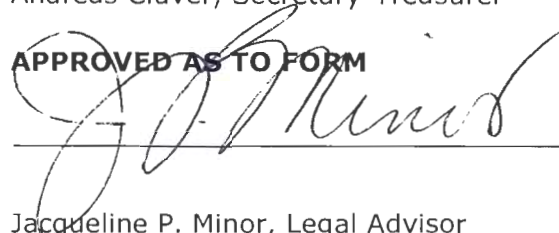
9/29/16

Date

**BUILDING AND CONSTRUCTION TRADES COUNCIL  
OF ALAMEDA COUNTY, AFL-CIO**

Andreas Cluver, Secretary-Treasurer

**APPROVED AS TO FORM**



Jacqueline P. Minor, Legal Advisor

9/28/16

**SIGNATORY UNION(S)**

Asbestos Workers, Local 16

By: \_\_\_\_\_

Boilermakers, Local 549

By: \_\_\_\_\_

Bricklayers & Allied Craftsmen, Local 3

By: \_\_\_\_\_

Cement Masons, Local 300

By: \_\_\_\_\_



Electrical Workers, Local 595

By: \_\_\_\_\_

Elevator Constructors, Local 8

By: \_\_\_\_\_

Iron Workers, Local 378

By: \_\_\_\_\_

Laborers, Local 67

By: \_\_\_\_\_

Laborers, Local 304

By: \_\_\_\_\_

Operating Engineers, Local 3

By: \_\_\_\_\_

Plasterers, Local 66

By: \_\_\_\_\_

Roofers, Local 81

By: \_\_\_\_\_

Sheet Metal Workers, Local 104

By: \_\_\_\_\_

Sign Display, Local 510

By: \_\_\_\_\_

Sprinkler Fitters, Local 483

By: \_\_\_\_\_

Teamsters, Local 853

By: \_\_\_\_\_

United Association of Journeymen and  
Apprentices Fitting Industry, Underground  
Utility & Landscape, Local 355

By: \_\_\_\_\_

United Association of Steamfitters,  
Pipefitters, Plumbers, & Gas Fitters,  
Local 342

By: \_\_\_\_\_

Northern California Carpenters  
Regional Council (on behalf of Carpenters,  
Local 713, Carpenters, Local 2236, Lathers,  
Local 68L, Millwrights, Local 102,  
Pile Drivers, Local 34)

By: \_\_\_\_\_

District Council No. 16 Northern  
California International Union of  
Painters & Allied Trades (on behalf of  
Auto & Marine Painters, Local 1176,  
Carpet & Linoleum Layers, Local 12,  
Glaziers, Architectural Metal  
& Glassworkers, Local 169,  
Painters & Tapers, Local 3)

By: \_\_\_\_\_

**ADDENDUM A**

**AGREEMENT TO BE BOUND**

The undersigned party confirms that it agrees and assents to comply with and to be bound by the Project, [NAME OF PROJECT LABOR AGREEMENT] as such Agreement may, from time to time, be amended by the parties or interpreted pursuant to its terms.

By executing this Agreement To Be Bound, the undersigned party subscribes to, adopts and agrees to be bound by the written terms of the legally established trust agreements, as set forth in Article 17.1, specifying the detailed basis upon which contributions are to be made into, and benefits made out of, such Trust Fund(s) and ratifies and accepts the trustees appointed by the parties to such Trust Fund(s). The undersigned party agrees to execute a separate Subscription Agreement(s) when such Trust Fund(s) requires such document(s).

Such assent and obligation to comply with and to be bound by this Agreement shall extend to all work covered by said Agreement undertaken by the undersigned party for the [NAME OF PROJECT]. The undersigned party shall require all of its subcontractors, of whatever tier, to become similarly bound for all their work within the scope of this Agreement by signing an identical Agreement To Be Bound.

This letter shall constitute a subscription agreement, to the extent of the terms of the letter.

Dated: \_\_\_\_\_ Project: \_\_\_\_\_

_____ Signature of Authorized Officer	_____ Authorized Officer & Title
_____ Name of Contractor/Employer(s)	_____ Contractor/Employer(s) Address
_____ CSLB #	_____ Area Code Phone
_____ _____	_____ _____

E-mail and/or Fax

Motor Carrier (CA) Permit Number