Hetch Hetchy
Regional Water System
Services of the San Francisco Public Utilities Commission

Hetch Hetchy Capital Improvement Program
Project Labor Agreement
Quarterly Report

July 1, 2023, through September 30, 2023
(First Quarter FY 2023-2024)

SFPUC
Infrastructure Division
Workforce and Economic Program Services Bureau
525 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

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

Executive Summary

Contracting and Employment Highlights – Program to Date

- Twelve (12) construction contracts, with a combined value of $346 million, have been awarded.

- 617,160 total craft hours have been worked by 1,568 workers who earned $46.3 million in wages and benefits.

- The SFPUC Regional Service Territory consists of 251 ZIP Codes in seven counties outside of San Francisco. 597 Service Territory residents worked 234,499 hours (38.0%) and earned $17.9 million in wages and benefits.

- 188 San Francisco residents worked 93,685 hours (15.2%) and earned $6,016,228 on PLA-covered projects. Combined, San Francisco and Service Territory residents worked 328,184 hours, or 53.2% of all hours, exceeding the City's Local Hiring requirement of 30%.

- 174 pre-employment substance abuse tests have been administered to employees cleared to work on HCIP projects as of June 30, 2023. Three people were prevented from working due to a non-negative test result.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through September 30, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	288,976	$ 22,350,040	801
San Francisco	93,685	$ 6,016,228	188
Service Territory	234,499	$ 17,948,676	597
Grand Total	**617,160**	**$ 46,314,943**	**1,568**
Comb. SF and Serv.	**328,184**	**$ 23,964,903**	**785**

Contracting and Employment Highlights – During the Quarter

- No contracts were awarded during the quarter.
- 196 construction workers worked 32,363 hours and earned $2.9 million in wages and benefits.
- 15 San Francisco residents worked 858 hours and earned $63 thousand in wages and benefits.
- 101 SFPUC Service Territory residents worked 19,597 hours and earned $1.7 million in wages and benefits.
- 14 pre-employment substance abuse screenings were administered under the provisions of the PLA's Substance Abuse Policy.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Three Months Ending September 30, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	11,909	$ 1,087,335	80
San Francisco	858	$ 63,725	15
Service Territory	19,597	$ 1,700,640	101
Grand Total	**32,363**	**$ 2,851,700**	**196**
Comb. SF and Serv.	**20,454**	**$ 1,764,365**	**116**

Table 3. List of HCIP Construction Contracts

- Twelve (12) construction contracts, with a combined value of $345 million, have been awarded.

Sorted by Award Date (newest to oldest)

HSIP Construction Contracts Inception through September 30, 2023				
Contract	**Project**	**Award Date**	**Prime Contractor**	**Original**
HH-1011	O'Shaughnessy Dam Instream Flow Release Valve Replacement	6/13/2023	Sierra Mountain Construction, Inc	$ 5,960,000
HH-1006	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1B	8/23/2022	Mountain Cascade, Inc.	$ 11,801,808
HH-1007	Transmission Line 7/8 Upgrades	6/28/2022	Wilson Utility Construction Company	$ 23,980,141
HH-1005	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	3/8/2022	Sierra Mountain Construction, Inc	$ 10,799,504
HH-1002R	O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	6/8/2021	Mountain Cascade, Inc	$ 1,498,687
DB-121R2	Moccasin Powerhouse Generator Rehabilitation	5/11/2021	GE Renewable US LLC	$ 26,271,805
HH-1000R	Mountain Tunnel Improvements Project	10/13/2020	Michels Tunneling	$ 138,973,189
HH-1001	Moccasin Reservoir Perimeter Security Fence	5/12/2020	Mountain Methods, Inc	$ 1,364,290
DB-130	Bay Corridor Transmission and Distribution - Phase 3	4/28/2020	Beta Engineering California, LP	$ 56,668,701
DB-129.2	Bay Corridor Transmission & Distribution - Phase 2 (2019) South	3/10/2020	Anvil Builders Inc.	$ 29,280,870
DB-129.1	Bay Corridor Transmission & Distribution - Phase 2 (2019) North	2/11/2020	Mitchell Engineering	$ 24,058,409
DB-128R2	Bay Corridor Transmission and Distribution - Phase 1	4/25/2017	A&B Construction	$ 15,283,930
			12 Projects	**$ 345,941,334**

Summary Tables and Charts

Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 32,363 hours and earned $2,851,700 in wages and benefits.

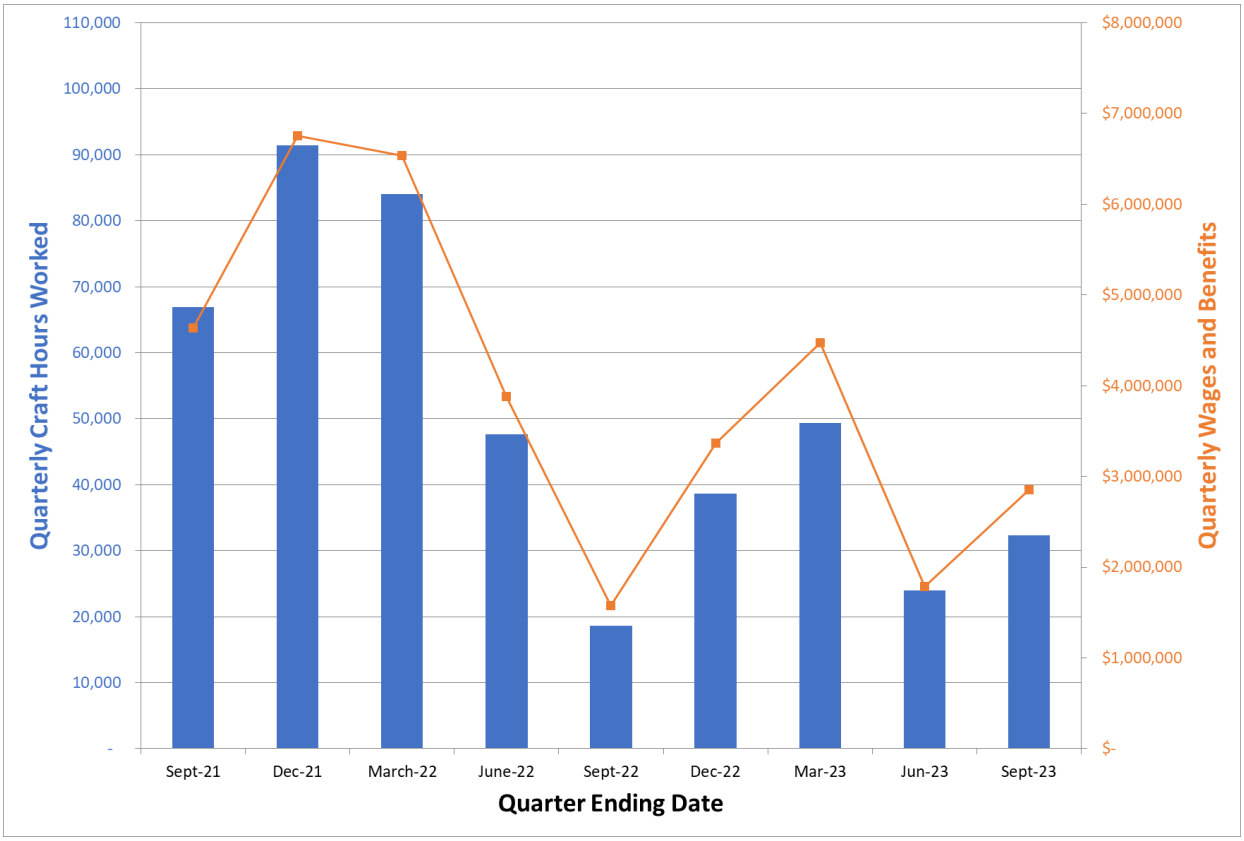

Table 4. Craft Utilization Table

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

- Contractors reported construction craft hours in 16 craft worker classifications.
- Laborers, Operating Engineers, Electrical Utility Linemen, Tunnel Workers, Pile Drivers and Electricians worked 94.0% of all hours, with 580 thousand combined hours worked.

Cumulative Employment by Craft				
Inception Through September 30, 2023				
Craft	**Total Hours**	**Total Wages**	**% Craft Hours of Total Hours**	**% Wages of Total Wages**
Laborer	328,979	$20,433,678	53.3%	44.1%
Operating Engineer	139,348	$12,215,928	22.6%	26.4%
Electrical Utility Lineman	52,629	$ 5,261,099	8.5%	11.4%
Tunnel Worker	44,219	$ 3,862,107	7.2%	8.3%
Pile Driver	9,331	$ 800,608	1.5%	1.7%
Electrician	5,922	$ 762,207	1.0%	1.6%
Top 6 Crafts Sub-Total	**580,427**	**$43,335,627**	**94.0%**	**93.6%**
Carpenter	5,517	$ 447,377	0.9%	1.0%
Iron Worker	5,207	$ 452,654	0.8%	1.0%
Cement Mason	4,754	$ 336,568	0.8%	0.7%
Roofer	2,489	$ 181,473	0.4%	0.4%
Painter	1,110	$ 61,329	0.2%	0.1%
Plumber	1,029	$ 83,116	0.2%	0.2%
Field Surveyor	237	$ 25,584	0.0%	0.1%
Building/Construction Inspector	104	$ 10,288	0.0%	0.0%
Remaining Apprenticeable Sub-Total	**20,447**	**$ 1,598,389**	**3.3%**	**3.5%**
Driver	14,312	$ 1,246,331	2.3%	2.7%
Teamster	1,974	$ 134,597	0.3%	0.3%
Total Non-Apprenticeable	**16,286**	**$ 1,380,928**	**2.6%**	**3.0%**
Grand Total	**617,160**	**$46,314,943**	**100.0%**	**100.0%**

Chart 2. Craft Utilization Pie Chart

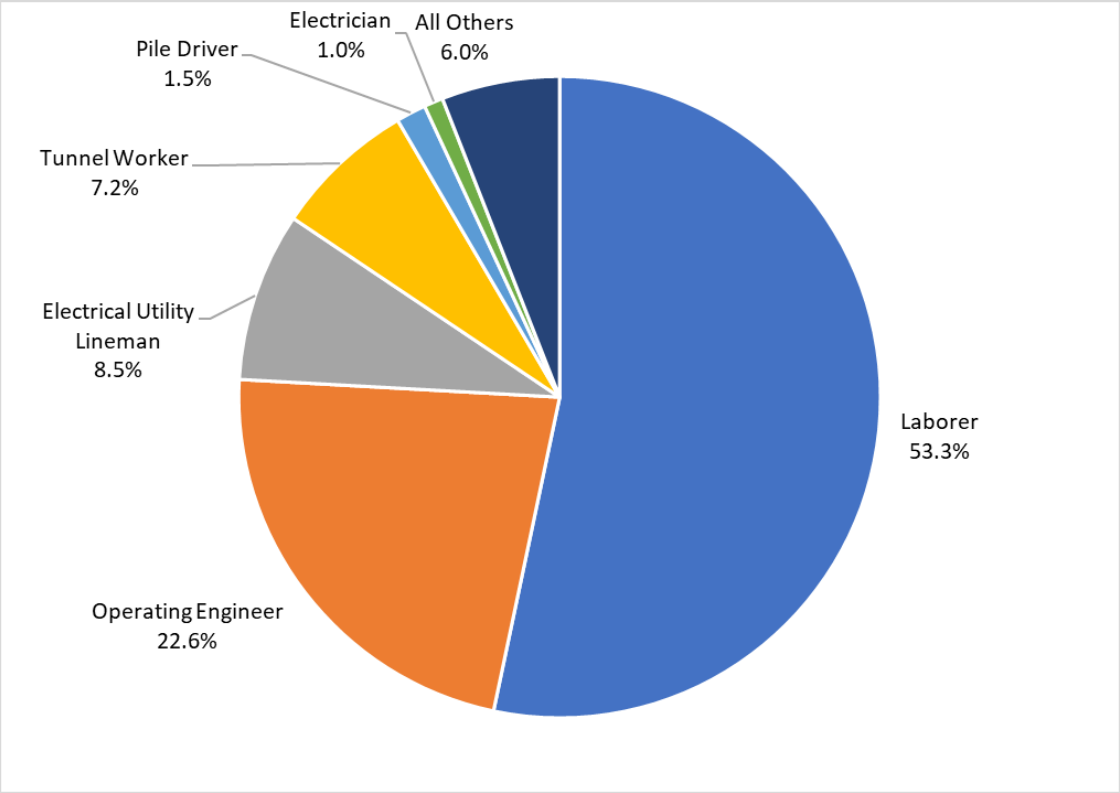

Table 5. Worker Residence by County

- When comparing the counties where workers are from, San Francisco residents worked 15.2% of all construction hours and earned over $6 million in wages and benefits, as reported in the City's online certified payroll reporting system, LCPtracker, Inc.

HCIP-PLA Employment by Top 20 Counties of Residence Through September 30, 2023			
County	**Total Craft Hours**	**Wages & Benefits**	**% Craft Hours**
Tuolumne County	107,727	$ 8,204,335	17.5%
San Francisco County	**93,685**	**$ 6,016,228**	**15.2%**
Alameda County	76,483	$ 5,635,530	12.4%
Contra Costa County	61,171	$ 4,021,090	9.9%
Stanislaus County	50,661	$ 4,051,001	8.2%
Calaveras County	25,442	$ 2,131,140	4.1%
San Joaquin County	23,746	$ 1,745,300	3.8%
San Mateo County	13,821	$ 1,021,239	2.2%
Merced County	11,111	$ 777,172	1.8%
Solano County	10,349	$ 850,706	1.7%
Santa Clara County	9,454	$ 879,797	1.5%
San Bernardino County	6,157	$ 551,509	1.0%
Lake County	5,346	$ 460,159	0.9%
Mariposa County	5,154	$ 324,099	0.8%
Butte County	5,153	$ 369,962	0.8%
Riverside County	4,606	$ 310,649	0.7%
Los Angeles County	4,245	$ 292,152	0.7%
Placer County	3,999	$ 443,415	0.6%
Sacramento County	3,978	$ 323,977	0.6%
Madera County	3,604	$ 278,521	0.6%
Top 20 CA Counties	**525,889**	**$ 38,687,979**	**85.2%**
All Other CA Counties	22,095	$ 1,766,227	3.6%
Out of State	69,175	$ 5,860,737	11.2%
Grand Total	**617,160**	**$ 46,314,943**	**100.0%**

Table 6. Worker Residence by Project

- HH-1001 Moccasin Reservoir Perimeter Security Fence has the highest local worker participation to date on HCIP, with Service Territory workers having worked 82.5% of the project's total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours						
	Outside	San Francisco	Service Territory	Grand Total	San Francisco	Service Territory	SF and Serv
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,012	-	4,784	5,796	0.0%	82.5%	82.5%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	2,593	-	5,389	7,982	0.0%	67.5%	67.5%
HH-1000R - Mountain Tunnel Improvements Project	98,108	270	153,136	251,514	0.1%	60.9%	61.0%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	29,325	25,372	16,814	71,510	35.5%	23.5%	59.0%
HH-1002R - O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	803	-	986	1,789	0.0%	55.1%	55.1%
HH-1007 - Transmission Line 7/8 Upgrades	11,397	-	13,467	24,863	0.0%	54.2%	54.2%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	54,188	32,145	23,334	109,668	29.3%	21.3%	50.6%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	23,871	12,774	4,835	41,480	30.8%	11.7%	42.5%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	67,680	23,124	11,755	102,559	22.5%	11.5%	34.0%
Grand Total	**288,976**	**93,685**	**234,499**	**617,160**	**15.2%**	**40.0%**	**55.1%**

Apprentice Data

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

Table 7. Apprentice Utilization by Craft

- On HCIP, 10.3% of the hours in apprenticeable trades have been worked by apprentices.
- Pile Drivers have utilized the most apprentices, with 34.7% of all hours being worked by apprentices.
- Apprentice Laborers have worked 11.8% of their craft's 328 thousand total hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Appretice Percentage of Craft Total (Apprentice/Total)
Pile Driver	3,236	6,095	9,331	34.7%
Painter	376	734	1,110	33.9%
Carpenter	1,519	3,999	5,517	27.5%
Cement Mason	1,299	3,455	4,754	27.3%
Iron Worker	836	4,372	5,207	16.0%
Laborer	38,765	290,214	328,979	11.8%
Tunnel Worker	3,855	40,364	44,219	8.7%
Operating Engineer	10,019	129,329	139,348	7.2%
Building/Construction Inspector	4	100	104	3.8%
Electrical Utility Lineman	1,983	50,646	52,629	3.8%
Electrician	93	5,829	5,922	1.6%
Field Surveyor	-	237	237	0.0%
Plumber	-	1,029	1,029	0.0%
Roofer	-	2,489	2,489	0.0%
Apprenticeable Subtotal	**61,982**	**538,891**	**600,874**	**10.3%**
Driver	-	14,312	14,312	0.0%
Teamster	-	1,974	1,974	0.0%
Grand Total	**61,982**	**555,177**	**617,160**	**10.0%**

Table 8. Apprentice Utilization by Project

The table below lists HCIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire HCIP is 10.0%.

- HH-1002R O'Shaughnessy Dam Fall Protection Improvements and Spillway Access has the highest apprentice utilization ratio, with 32.3% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
HH-1002R - O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	579	1,210	1,789	32.3%
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,393	4,403	5,796	24.0%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	1,075	6,907	7,982	13.5%
HH-1007 - Transmission Line 7/8 Upgrades	3,133	21,731	24,863	12.6%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	13,383	96,285	109,668	12.2%
HH-1000R - Mountain Tunnel Improvements Project	24,711	226,803	251,514	9.8%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	9,139	93,420	102,559	8.9%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	3,167	38,313	41,480	7.6%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	5,405	66,105	71,510	7.6%
Grand Total	**61,982**	**555,177**	**617,160**	**10.0%**

Substance Abuse Prevention

The PLA requires pre-employment alcohol and drug testing for all covered employees. The policy also allows testing where the contractor has reasonable cause to believe that the employee has used drugs or alcohol, and mandates testing where a contractor concludes that an employee was under the influence of drugs or alcohol at the time of an accident.

Table 9. Workers' Pre-Employment Clearance Data

- 174 pre-employment tests have been on HCIP with a total non-negative screening rate of **1.7%.**
- During the quarter, 14 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

HCIP - Covered by PLA Substance Abuse Testing Summary Tests Administered to Individuals Cleared to Work Through 09/30/2023	
Project	**Number Cleared**
HH-1000R - Mountain Tunnel Improvement Project	121
HH-1007 - Transmission Line 7/8 Upgrades	31
DB-129.1 - Bay Corridor Transmission and Distribution – Phase 2 (2019) North	13
HH-1001 - Moccasin Reservoir Perimeter Security Fence	9
Total Cleared	**174**

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 SFPUC to develop plans for a Project Labor Agreement 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 Project Labor Agreement 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 PUC Small firm Advisory Committee to provide for the certification of small construction contractors located outside San Francisco and within the SFPUC service territory for work on SFPUC construction projects, including those covered by the WSIP PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 to authorize SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program. 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; militates 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 (JAC) 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 JAC.

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 work assignments to the respective unions based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures identified in the PLA, 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., has been compiled to produce the information in this report.

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October 1, 2023, through December 31, 2023
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- Thirteen (13) construction contracts, with a combined value of $355.8 million, have been awarded.

- 674,934 total craft hours have been worked by 1,708 workers who earned $51.8 million in wages and benefits.

- The SFPUC Regional Service Territory consists of 251 ZIP Codes in seven counties outside of San Francisco. 658 Service Territory residents worked 260,612 hours (38.6%) and earned $20.3 million in wages and benefits.

- 192 San Francisco residents worked 94,262 hours (14.0%) and earned $6.1 on PLA-covered projects. Combined, San Francisco and Service Territory residents worked 354,874 hours, or 52.6% of all hours, exceeding the City's Local Hiring requirement of 30%.

- 197 pre-employment substance abuse tests have been administered to employees cleared to work on HCIP projects as of December 31, 2023. Three people were prevented from working due to a non-negative test result.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through December 31, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	320,060	$ 25,440,734	877
San Francisco	94,262	$ 6,062,950	192
Service Territory	260,612	$ 20,297,037	658
Grand Total	**674,934**	**$ 51,800,721**	**1,708**
Comb. SF and Serv.	**354,874**	**$ 26,359,988**	**850**

Contracting and Employment Highlights – During the Quarter

- No contracts were awarded during the quarter.
- 296 construction workers worked 57,774 hours and earned $5.5 million in wages and benefits.
- 10 San Francisco residents worked 578 hours and earned over $46 thousand in wages and benefits.
- 147 SFPUC Service Territory residents worked 26,113 hours and earned $2.4 million in wages and benefits.
- 23 pre-employment substance abuse screenings were administered under the provisions of the PLA's Substance Abuse Policy.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Three Months Ending December 31, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	31,084	$ 3,090,694	139
San Francisco	578	$ 46,723	10
Service Territory	26,113	$ 2,348,361	147
Grand Total	**57,774**	**$ 5,485,778**	**296**
Comb. SF and Serv.	**26,690**	**$ 2,395,084**	**157**

Table 3. List of HCIP Construction Contracts

- Thirteen (13) construction contracts, with a combined value of $355.8 million, have been awarded.

Sorted by Award Date (newest to oldest)

HSIP Construction Contracts Inception through December 31, 2023				
Contract	**Project**	**Award Date**	**Prime Contractor**	**Original**
DB-135	O'Shaughnessy Dam New Bulkhead System	6/13/2023	Alltech Engineering Corp	$ 9,857,000
HH-1011	O'Shaughnessy Dam Instream Flow Release Valve Replacement	6/13/2023	Sierra Mountain Construction, Inc	$ 5,960,000
HH-1006	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1B	8/23/2022	Mountain Cascade, Inc.	$ 11,801,808
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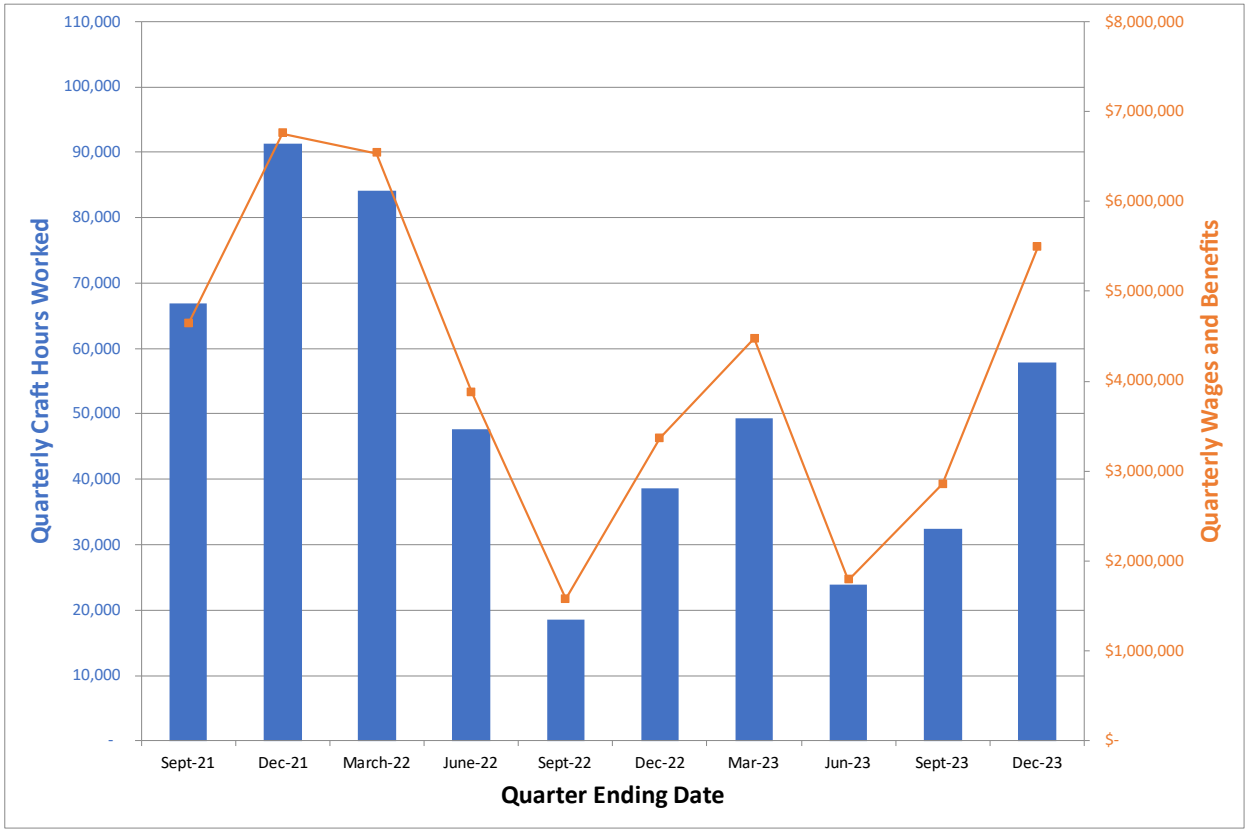
Summary Tables and Charts

Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 57,774 hours and earned $5,485,778 in wages and benefits.



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

- Contractors reported construction craft hours in 17 craft worker classifications.
- Laborers, Operating Engineers, Electrical Utility Linemen, Tunnel Workers, Carpenters and Pile Drivers worked 93.8% of all hours, with 633,055 combined hours worked.

Cumulative Employment by Craft Inception Through December 31, 2023				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	336,204	$20,909,104	49.8%	40.4%
Operating Engineer	150,711	$13,373,746	22.3%	25.8%
Electrical Utility Lineman	66,643	$ 6,894,592	9.9%	13.3%
Tunnel Worker	59,007	$ 5,222,643	8.7%	10.1%
Carpenter	11,160	$ 992,450	1.7%	1.9%
Pile Driver	9,331	$ 800,608	1.4%	1.5%
Top 6 Crafts Sub-Total	**633,055**	**$48,193,143**	**93.8%**	**93.0%**
Electrician	6,790	$ 826,358	1.0%	1.6%
Iron Worker	6,041	$ 526,778	0.9%	1.0%
Cement Mason	4,754	$ 336,568	0.7%	0.6%
Roofer	2,910	$ 214,317	0.4%	0.4%
Stator Rewinder	1,824	$ 78,084	0.3%	0.2%
Plumber	1,368	$ 107,927	0.2%	0.2%
Painter	1,335	$ 77,404	0.2%	0.1%
Field Surveyor	381	$ 45,256	0.1%	0.1%
Building/Construction Inspector	143	$ 12,420	0.0%	0.0%
Remaining Apprenticeable Sub-Total	**25,544**	**$ 2,225,112**	**3.8%**	**4.3%**
Driver	14,351	$ 1,247,151	2.1%	2.4%
Teamster	1,984	$ 135,316	0.3%	0.3%
Total Non-Apprenticeable	**16,334**	**$ 1,382,467**	**2.4%**	**2.7%**
Grand Total	**674,934**	**$51,800,721**	**100.0%**	**100.0%**

Chart 2. Craft Utilization Pie Chart

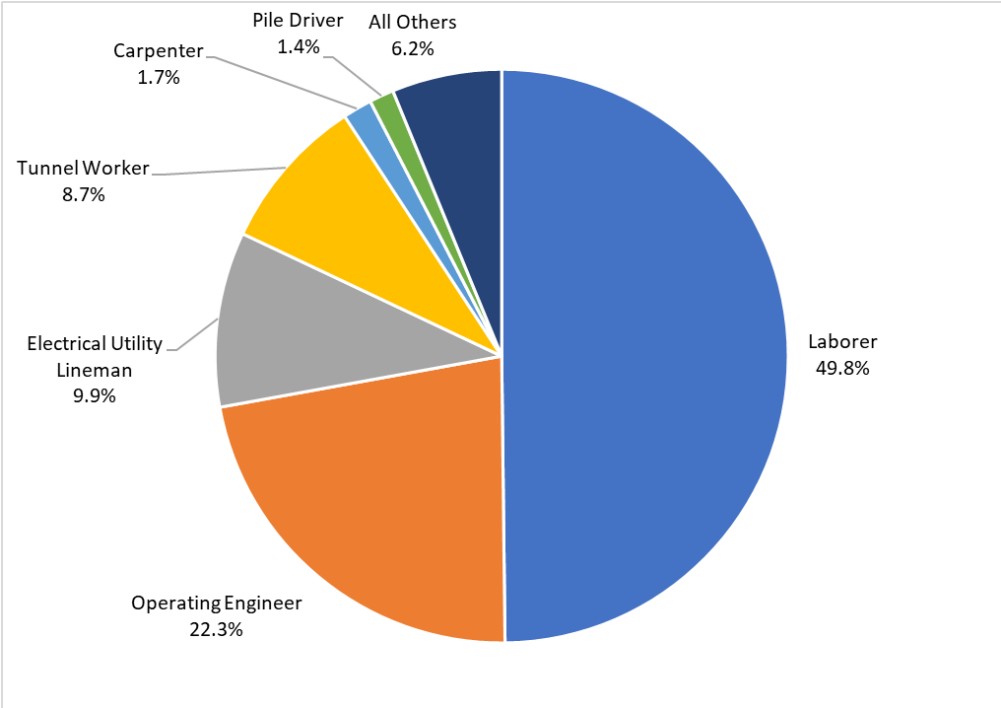

Table 5. Worker Residence by County

- When comparing the counties where workers are from, San Francisco residents worked 14.0% of all construction hours and earned over $6 million in wages and benefits, as reported in the City's online certified payroll reporting system, LCPtracker, Inc.

HCIP-PLA Employment by Top 20 Counties of Residence Through December 31, 2023			
County	**Total Craft Hours**	**Wages & Benefits**	**% Craft Hours**
Tuolumne County	121,435	$ 9,448,564	18.0%
San Francisco County	**94,262**	**$ 6,062,950**	**14.0%**
Alameda County	77,810	$ 5,746,679	11.5%
Contra Costa County	63,533	$ 4,208,777	9.4%
Stanislaus County	58,706	$ 4,805,827	8.7%
Calaveras County	28,642	$ 2,456,957	4.2%
San Joaquin County	25,696	$ 1,906,746	3.8%
San Mateo County	13,979	$ 1,036,072	2.1%
Merced County	13,561	$ 1,025,630	2.0%
Solano County	10,470	$ 858,451	1.6%
Santa Clara County	9,957	$ 925,225	1.5%
Sacramento County	6,544	$ 528,828	1.0%
San Bernardino County	6,493	$ 580,975	1.0%
Mariposa County	5,450	$ 339,362	0.8%
Lake County	5,363	$ 462,464	0.8%
Butte County	5,153	$ 369,962	0.8%
Los Angeles County	4,885	$ 346,724	0.7%
Riverside County	4,616	$ 311,877	0.7%
Placer County	4,179	$ 460,685	0.6%
Yuba County	4,153	$ 365,760	0.6%
Top 20 CA Counties	**564,885**	**$ 42,248,516**	**83.7%**
All Other CA Counties	26,446	$ 2,145,076	3.9%
Out of State	83,603	$ 7,407,129	12.4%
Grand Total	**674,934**	**$ 51,800,721**	**100.0%**

Table 6. Worker Residence by Project

- HH-1011 - O'Shaughnessy Dam Instream Flow Release Valve Replacement has the highest local worker participation to date on HCIP, with Service Territory workers having worked 96.7% of the project's total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours						
	Outside	San Francisco	Service Territory	Grand Total	San Francisco	Service Territory	SF and Serv
HH-1011 - O'Shaughnessy Dam Instream Flow Release Valve Replacement	10	-	293	303	0.0%	96.7%	96.7%
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,012	-	4,784	5,796	0.0%	82.5%	82.5%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	2,669	-	6,455	9,124	0.0%	70.7%	70.7%
HH-1000R - Mountain Tunnel Improvements Project	106,089	276	172,704	279,069	0.1%	61.9%	62.0%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	29,325	25,372	16,814	71,510	35.5%	23.5%	59.0%
HH-1002R - O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	803	-	986	1,789	0.0%	55.1%	55.1%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	54,188	32,145	23,334	109,668	29.3%	21.3%	50.6%
HH-1006 - San Joaquin Pipelines Valve and Safe Entry Phase 1B	1,597	29	1,525	3,150	0.9%	48.4%	49.3%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	23,871	12,774	4,835	41,480	30.8%	11.7%	42.5%
HH-1007 - Transmission Line 7/8 Upgrades	25,627	26	15,812	41,465	0.1%	38.1%	38.2%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	68,047	23,640	12,066	103,753	22.8%	11.6%	34.4%
DB-121R2 - Moccasin Powerhouse Generator Rehabilitation	6,643	-	1,005	7,647	0.0%	13.1%	13.1%
DB-135 - O'Shaughnessy Dam New Bulkhead System	181	-	-	181	0.0%	0.0%	0.0%
Grand Total	**320,060**	**94,262**	**260,612**	**674,934**	**14.0%**	**36.2%**	**50.1%**

Apprentice Data

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

Table 7. Apprentice Utilization by Craft

- On HCIP, 10.5% of the hours in apprenticeable trades have been worked by apprentices.
- Painters have utilized the most apprentices, with 37.0% of all hours being worked by apprentices.
- Apprentice Laborers have worked 12.0% of their craft's 336,204 total hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Appretice Percentage of Craft Total (Apprentice/Total)
Painter	494	841	1,335	37.0%
Pile Driver	3,236	6,095	9,331	34.7%
Cement Mason	1,299	3,455	4,754	27.3%
Carpenter	2,287	8,873	11,160	20.5%
Iron Worker	959	5,082	6,041	15.9%
Laborer	40,504	295,700	336,204	12.0%
Tunnel Worker	4,565	54,442	59,007	7.7%
Operating Engineer	11,142	139,569	150,711	7.4%
Electrical Utility Lineman	4,197	62,446	66,643	6.3%
Electrician	386	6,404	6,790	5.7%
Building/Construction Inspector	4	139	143	2.8%
Field Surveyor	-	381	381	0.0%
Plumber	-	1,368	1,368	0.0%
Roofer	-	2,910	2,910	0.0%
Stator Rewinder	-	1,824	1,824	0.0%
Apprenticeable Subtotal	**69,072**	**589,528**	**658,600**	**10.5%**
Driver	-	14,351	14,351	0.0%
Teamster	-	1,984	1,984	0.0%
Grand Total	**69,072**	**605,862**	**674,934**	**10.2%**

Table 8. Apprentice Utilization by Project

The table below lists HCIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire HCIP is 10.2%.

- HH-1002R O'Shaughnessy Dam Fall Protection Improvements and Spillway Access has the highest apprentice utilization ratio, with 32.3% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
HH-1002R - O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	579	1,210	1,789	32.3%
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,393	4,403	5,796	24.0%
HH-1006 - San Joaquin Pipelines Valve and Safe Entry Phase 1B	618	2,533	3,150	19.6%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	1,365	7,759	9,124	15.0%
HH-1007 - Transmission Line 7/8 Upgrades	5,698	35,768	41,465	13.7%
DB-121R2 - Moccasin Powerhouse Generator Rehabilitation	969	6,679	7,647	12.7%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	13,383	96,285	109,668	12.2%
HH-1000R - Mountain Tunnel Improvements Project	27,296	251,773	279,069	9.8%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	9,176	94,577	103,753	8.8%
HH-1011 - O'Shaughnessy Dam Instream Flow Release Valve Replacement	27	277	303	8.7%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	3,167	38,313	41,480	7.6%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	5,405	66,105	71,510	7.6%
DB-135 - O'Shaughnessy Dam New Bulkhead System	-	181	181	0.0%
Grand Total	**69,072**	**605,862**	**674,934**	**10.2%**

Substance Abuse Prevention

The PLA requires pre-employment alcohol and drug testing for all covered employees. The policy also allows testing where the contractor has reasonable cause to believe that the employee has used drugs or alcohol, and mandates testing where a contractor concludes that an employee was under the influence of drugs or alcohol at the time of an accident.

Table 9. Workers' Pre-Employment Clearance Data

- 197 pre-employment tests have been on HCIP with a total non-negative screening rate of **1.5%.**
- During the quarter, 23 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

HCIP - Covered by PLA Substance Abuse Testing Summary
Tests Administered to Individuals Cleared to Work Through 12/31/2023

Project	Number Cleared
HH-1000R - Mountain Tunnel Improvement Project	144
HH-1007 - Transmission Line 7/8 Upgrades	31
DB-129.1 - Bay Corridor Transmission and Distribution – Phase 2 (2019) North	13
HH-1001 - Moccasin Reservoir Perimeter Security Fence	9
Total Cleared	**197**

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 SFPUC to develop plans for a Project Labor Agreement 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 Project Labor Agreement 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 PUC Small firm Advisory Committee to provide for the certification of small construction contractors located outside San Francisco and within the SFPUC service territory for work on SFPUC construction projects, including those covered by the WSIP PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 to authorize SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program. 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; militates 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 (JAC) 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 JAC.

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 work assignments to the respective unions based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures identified in the PLA, 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., has been compiled to produce the information in this report.

Hetch Hetchy
Regional Water System
Services of the San Francisco Public Utilities Commission

Hetch Hetchy Capital Improvement Program
Project Labor Agreement
Quarterly Report

January 1, 2024, through March 31, 2024
(Third Quarter FY 2023-2024)

SFPUC
Infrastructure Division
Workforce and Economic Program Services Bureau
525 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

Table of Contents

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

Executive Summary

Contracting and Employment Highlights – Program to Date

- Sixteen (16) construction contracts, with a combined value of $379.9 million, have been awarded.

- 738,508 total craft hours have been worked by 1,857 workers who earned $57.3 million in wages and benefits.

- The SFPUC Regional Service Territory consists of 251 ZIP Codes in seven counties outside of San Francisco. 740 Service Territory residents worked 294,744 hours (39.9%) and earned $23.3 million in wages and benefits.

- 198 San Francisco residents worked 95,817 hours (13.0%) and earned $6.2 million on PLA-covered projects. Combined, San Francisco and Service Territory residents worked 390,561 hours, or 52.9% of all hours, exceeding the City's Local Hiring requirement of 30%.

- 210 pre-employment substance abuse tests have been administered to employees cleared to work on HCIP projects as of March 31, 2024. Three people were prevented from working due to a non-negative test result.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through March 31, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	347,947	$ 27,846,381	940
San Francisco	95,817	$ 6,189,974	198
Service Territory	294,744	$ 23,298,577	740
Grand Total	**738,508**	**$ 57,334,932**	**1,857**
Comb. SF and Serv.	**390,561**	**$ 29,488,551**	**938**

Contracting and Employment Highlights – During the Quarter

- Three contracts were awarded during the quarter.
  - HH-1009 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 3 – Tesla Surge Tower was awarded to Mountain Cascade, Inc., for $11,051,305.
  - HH-1010 - Moccasin Wastewater Treatment Plant Replacement was awarded to Sierra Mountain Construction, Inc., for $7,507,640.
  - HH-1012 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 2A was awarded to Sierra Mountain Construction, Inc., for $5,602,000.

- 349 construction workers worked 63,574 hours and earned $5.5 million in wages and benefits.

- 18 San Francisco residents worked 1,555 hours and earned over $127 thousand in wages and benefits.

- 183 SFPUC Service Territory residents worked 34,132 hours and earned $3 million in wages and benefits.

- 10 pre-employment substance abuse screenings were administered under the provisions of the PLA's Substance Abuse Policy.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Three Months Ending March 31, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	27,887	$ 2,405,647	148
San Francisco	1,555	$ 127,024	18
Service Territory	34,132	$ 3,001,540	183
Grand Total	**63,574**	**$ 5,534,211**	**349**
Comb. SF and Serv.	**35,687**	**$ 3,128,564**	**201**

Table 3. List of HCIP Construction Contracts

- Sixteen (16) construction contracts, with a combined value of $379.9 million, have been awarded.

Sorted by Award Date (newest to oldest)

HSIP Construction Contracts				
Contract	**Project**	**Award Date**	**Prime Contractor**	**Original**
HH-1012	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 2A	2/27/2024	Sierra Mountain Construction, Inc	$ 5,602,000
HH-1010	Moccasin Wastewater Treatment Plant Replacement	2/27/2024	Sierra Mountain Construction, Inc	$ 7,507,640
HH-1009	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 3 – Tesla Surge Tower	1/9/2024	Mountain Cascade, Inc	$ 11,051,305
DB-135	O'Shaughnessy Dam New Bulkhead System	6/13/2023	Alltech Engineering Corp	$ 9,857,000
HH-1011	O'Shaughnessy Dam Instream Flow Release Valve Replacement	6/13/2023	Sierra Mountain Construction, Inc	$ 5,960,000
HH-1006	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1B	8/23/2022	Mountain Cascade, Inc.	$ 11,801,808
HH-1007	Transmission Line 7/8 Upgrades	6/28/2022	Wilson Utility Construction Company	$ 23,980,141
HH-1005	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	3/8/2022	Sierra Mountain Construction, Inc	$ 10,799,504
HH-1002R	O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	6/8/2021	Mountain Cascade, Inc	$ 1,498,687
DB-121R2	Moccasin Powerhouse Generator Rehabilitation	5/11/2021	GE Renewable US LLC	$ 26,271,805
HH-1000R	Mountain Tunnel Improvements Project	10/13/2020	Michels Tunneling	$ 138,973,189
HH-1001	Moccasin Reservoir Perimeter Security Fence	5/12/2020	Mountain Methods, Inc	$ 1,364,290
DB-130	Bay Corridor Transmission and Distribution - Phase 3	4/28/2020	Beta Engineering California, LP	$ 56,668,701
DB-129.2	Bay Corridor Transmission & Distribution - Phase 2 (2019) South	3/10/2020	Anvil Builders Inc.	$ 29,280,870
DB-129.1	Bay Corridor Transmission & Distribution - Phase 2 (2019) North	2/11/2020	Mitchell Engineering	$ 24,058,409
DB-128R2	Bay Corridor Transmission and Distribution - Phase 1	4/25/2017	A&B Construction	$ 15,283,930
			16 Projects	**$ 379,959,279**

Summary Tables and Charts

Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 63,574 hours and earned $5,534,211 in wages and benefits.

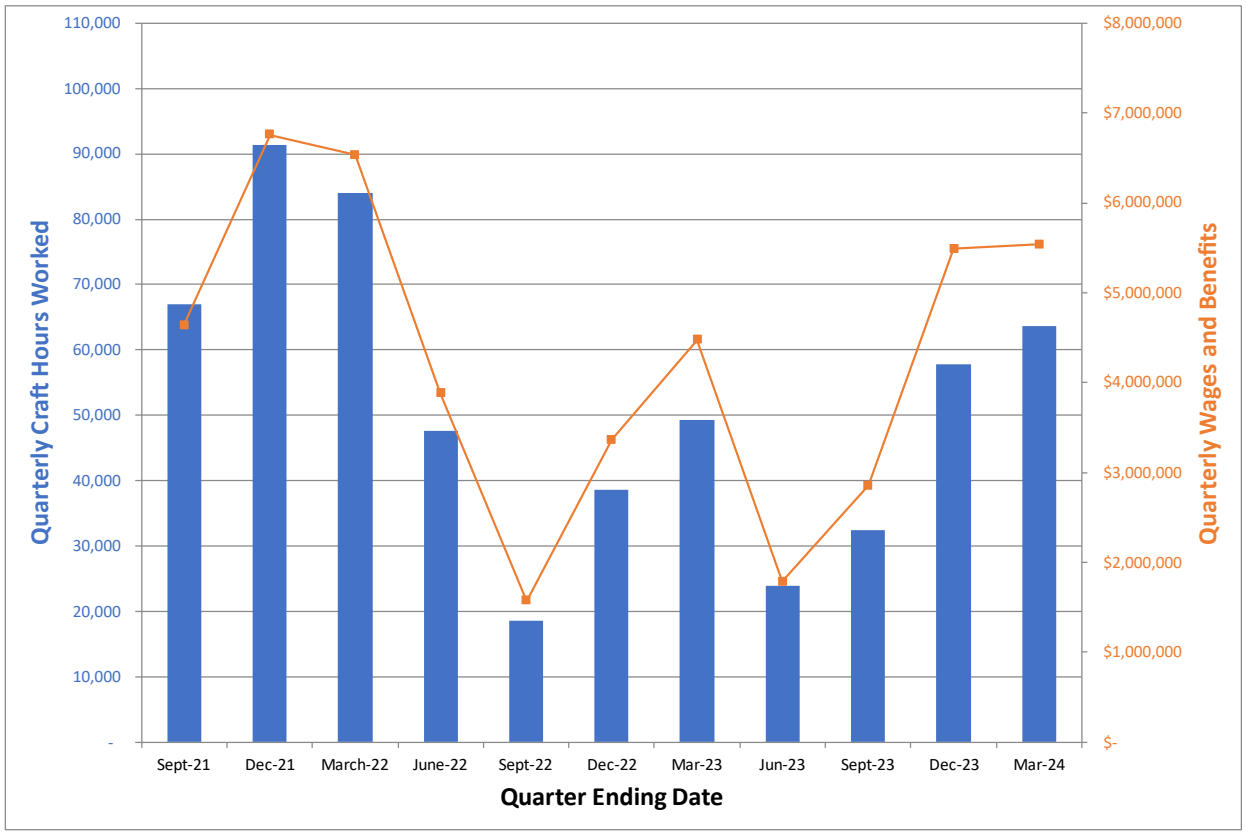

Table 4. Craft Utilization Table

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

- Contractors reported construction craft hours in 17 craft worker classifications.
- Laborers, Operating Engineers, Tunnel Workers, Electrical Utility Linemen, Carpenters and Electricians worked 92.8% of all hours, with 685,131 combined hours worked.

Cumulative Employment by Craft Inception Through March 31, 2024				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	352,803	$22,044,424	47.8%	38.4%
Operating Engineer	165,016	$14,879,761	22.3%	26.0%
Tunnel Worker	73,540	$ 6,623,863	10.0%	11.6%
Electrical Utility Lineman	67,844	$ 7,041,163	9.2%	12.3%
Carpenter	16,408	$ 1,492,782	2.2%	2.6%
Electrician	9,520	$ 1,059,082	1.3%	1.8%
Top 6 Crafts Sub-Total	**685,131**	**$53,141,074**	**92.8%**	**92.7%**
Pile Driver	9,331	$ 800,608	1.3%	1.4%
Iron Worker	6,641	$ 579,618	0.9%	1.0%
Cement Mason	5,246	$ 375,950	0.7%	0.7%
Stator Rewinder	4,570	$ 191,431	0.6%	0.3%
Painter	4,486	$ 340,552	0.6%	0.6%
Roofer	2,910	$ 214,317	0.4%	0.4%
Plumber	2,173	$ 153,535	0.3%	0.3%
Building/Construction Inspector	780	$ 72,820	0.1%	0.1%
Field Surveyor	433	$ 51,986	0.1%	0.1%
Remaining Apprenticeable Sub-Total	**36,567**	**$ 2,780,818**	**5.0%**	**4.9%**
Driver	14,468	$ 1,250,660	2.0%	2.2%
Teamster	2,342	$ 162,381	0.3%	0.3%
Total Non-Apprenticeable	**16,810**	**$ 1,413,041**	**2.3%**	**2.5%**
Grand Total	**738,508**	**$57,334,932**	**100.0%**	**100.0%**

Chart 2. Craft Utilization Pie Chart

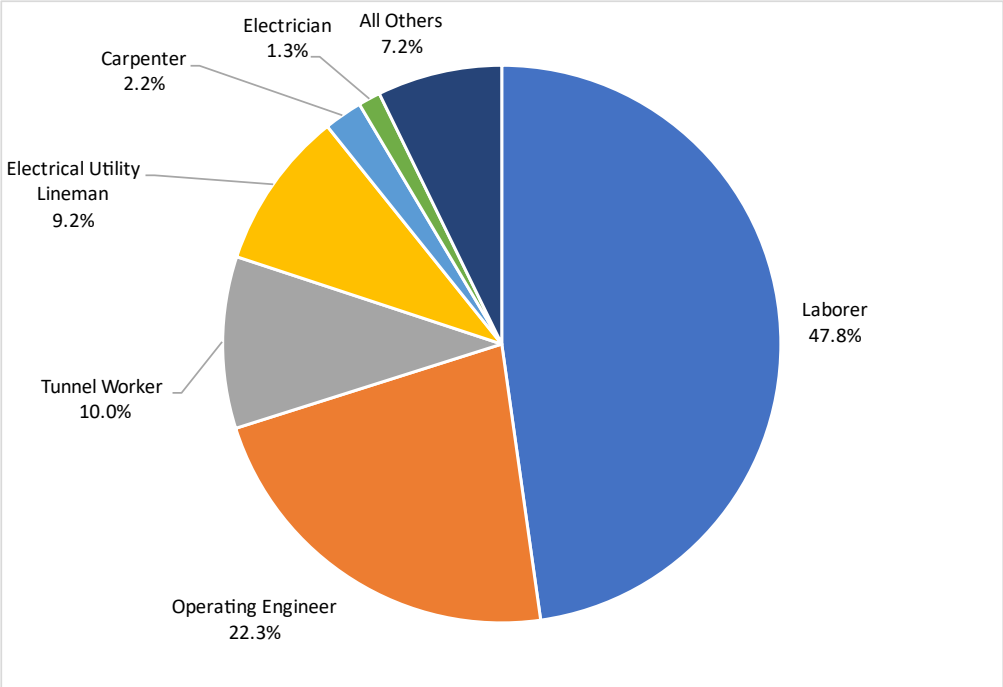

Table 5. Worker Residence by County

- When comparing the counties where workers are from, San Francisco residents worked 13.0% of all construction hours and earned $6.2 million in wages and benefits, as reported in the City's online certified payroll reporting system, LCPtracker, Inc.

HCIP-PLA Employment by Top 20 Counties of Residence Through March 31, 2024			
County	**Total Craft Hours**	**Wages & Benefits**	**% Craft Hours**
Tuolumne County	138,219	$ 10,979,904	18.7%
San Francisco County	**95,817**	**$ 6,189,974**	**13.0%**
Alameda County	79,097	$ 5,861,585	10.7%
Contra Costa County	67,457	$ 4,518,380	9.1%
Stanislaus County	67,455	$ 5,592,110	9.1%
Calaveras County	31,644	$ 2,784,477	4.3%
San Joaquin County	30,696	$ 2,325,030	4.2%
Merced County	15,712	$ 1,209,270	2.1%
San Mateo County	14,711	$ 1,098,630	2.0%
Solano County	12,485	$ 999,695	1.7%
Santa Clara County	10,625	$ 974,803	1.4%
Sacramento County	8,784	$ 701,572	1.2%
San Bernardino County	7,564	$ 676,958	1.0%
Mariposa County	6,041	$ 379,529	0.8%
Lake County	5,363	$ 462,464	0.7%
Placer County	5,268	$ 566,444	0.7%
Butte County	5,153	$ 369,962	0.7%
Los Angeles County	4,885	$ 346,724	0.7%
Riverside County	4,616	$ 311,877	0.6%
Yuba County	4,600	$ 408,826	0.6%
Top 20 CA Counties	**616,190**	**$ 46,758,213**	**83.4%**
All Other CA Counties	30,686	$ 2,527,886	4.2%
Out of State	91,632	$ 8,048,834	12.4%
Grand Total	**738,508**	**$ 57,334,932**	**100.0%**

Table 6. Worker Residence by Project

- HH-1001 - Moccasin Reservoir Perimeter Security Fence and HH-1011 – O'Shaughnessy Dam Instream Flow Release Valve Replace have the highest local worker participation to date on HCIP, with Service Territory workers having worked 82.5% of the project's total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours						
	Outside	San Francisco	Service Territory	Grand Total	San Francisco	Service Territory	SF and Serv
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,012	-	4,784	5,796	0.0%	82.5%	82.5%
HH-1011 - O'Shaughnessy Dam Instream Flow Release Valve Replacement	662	-	3,119	3,781	0.0%	82.5%	82.5%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	5,031	-	13,379	18,410	0.0%	72.7%	72.7%
HH-1000R - Mountain Tunnel Improvements Project	116,650	276	188,563	305,489	0.1%	61.7%	61.8%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	29,325	25,372	16,814	71,510	35.5%	23.5%	59.0%
HH-1006 - San Joaquin Pipelines Valve and Safe Entry Phase 1B	6,565	1,081	8,152	15,798	6.8%	51.6%	58.4%
HH-1002R - O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	803	-	986	1,789	0.0%	55.1%	55.1%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	54,188	32,145	23,334	109,668	29.3%	21.3%	50.6%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	23,871	12,774	4,835	41,480	30.8%	11.7%	42.5%
HH-1007 - Transmission Line 7/8 Upgrades	26,712	36	15,974	42,722	0.1%	37.4%	37.5%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	69,103	24,133	12,188	105,424	22.9%	11.6%	34.5%
DB-121R2 - Moccasin Powerhouse Generator Rehabilitation	13,847	-	2,616	16,462	0.0%	15.9%	15.9%
DB-135 - O'Shaughnessy Dam New Bulkhead System	181	-	-	181	0.0%	0.0%	0.0%
Grand Total	**347,947**	**95,817**	**294,744**	**738,508**	**13.0%**	**32.5%**	**45.5%**

Apprentice Data

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

Table 7. Apprentice Utilization by Craft

- On HCIP, 10.9% of the hours in apprenticeable trades have been worked by apprentices.
- Painters have utilized the most apprentices, with 41.4% of all hours being worked by apprentices.
- Apprentice Laborers have worked 12.4% of their craft's 352,803 total hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Appretice Percentage of Craft Total (Apprentice/Total)
Painter	1,856	2,630	4,486	41.4%
Pile Driver	3,236	6,095	9,331	34.7%
Cement Mason	1,306	3,940	5,246	24.9%
Carpenter	3,138	13,270	16,408	19.1%
Iron Worker	1,137	5,504	6,641	17.1%
Electrician	1,614	7,906	9,520	17.0%
Laborer	43,843	308,961	352,803	12.4%
Tunnel Worker	6,085	67,455	73,540	8.3%
Operating Engineer	12,141	152,875	165,016	7.4%
Electrical Utility Lineman	4,269	63,575	67,844	6.3%
Building/Construction Inspector	7	774	780	0.8%
Field Surveyor	-	433	433	0.0%
Plumber	-	2,173	2,173	0.0%
Roofer	-	2,910	2,910	0.0%
Stator Rewinder	-	4,570	4,570	0.0%
Apprenticeable Subtotal	**78,629**	**643,070**	**721,698**	**10.9%**
Driver	-	14,468	14,468	0.0%
Teamster	-	2,342	2,342	0.0%
Grand Total	**78,629**	**659,879**	**738,508**	**10.6%**

Table 8. Apprentice Utilization by Project

The table below lists HCIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire HCIP is 10.6%.

- HH-1002R O'Shaughnessy Dam Fall Protection Improvements and Spillway Access has the highest apprentice utilization ratio, with 32.3% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
HH-1002R - O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	579	1,210	1,789	32.3%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	4,744	13,666	18,410	25.8%
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,393	4,403	5,796	24.0%
HH-1011 - O'Shaughnessy Dam Instream Flow Release Valve Replacement	539	3,242	3,781	14.3%
HH-1007 - Transmission Line 7/8 Upgrades	5,781	36,941	42,722	13.5%
HH-1006 - San Joaquin Pipelines Valve and Safe Entry Phase 1B	2,057	13,741	15,798	13.0%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	13,383	96,285	109,668	12.2%
DB-121R2 - Moccasin Powerhouse Generator Rehabilitation	1,688	14,775	16,462	10.3%
HH-1000R - Mountain Tunnel Improvements Project	30,692	274,797	305,489	10.0%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	9,203	96,221	105,424	8.7%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	3,167	38,313	41,480	7.6%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	5,405	66,105	71,510	7.6%
DB-135 - O'Shaughnessy Dam New Bulkhead System	-	181	181	0.0%
Grand Total	**78,629**	**659,879**	**738,508**	**10.6%**

Substance Abuse Prevention

The PLA requires pre-employment alcohol and drug testing for all covered employees. The policy also allows testing where the contractor has reasonable cause to believe that the employee has used drugs or alcohol, and mandates testing where a contractor concludes that an employee was under the influence of drugs or alcohol at the time of an accident.

Table 9. Workers' Pre-Employment Clearance Data

- 210 pre-employment tests have been on HCIP with a total non-negative screening rate of **1.4%.**
- During the quarter, 10 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

HCIP - Covered by PLA Substance Abuse Testing Summary
Tests Administered to Individuals Cleared to Work Through 03/31/2024

Project	Number Cleared
HH-1000R - Mountain Tunnel Improvement Project	154
HH-1007 - Transmission Line 7/8 Upgrades	31
DB-129.1 - Bay Corridor Transmission and Distribution – Phase 2 (2019) North	13
HH-1001 - Moccasin Reservoir Perimeter Security Fence	9
Total Cleared	**207**

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 SFPUC to develop plans for a Project Labor Agreement 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 Project Labor Agreement 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 PUC Small firm Advisory Committee to provide for the certification of small construction contractors located outside San Francisco and within the SFPUC service territory for work on SFPUC construction projects, including those covered by the WSIP PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 to authorize SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program. 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; militates 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 (JAC) 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 JAC.

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 work assignments to the respective unions based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures identified in the PLA, 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., has been compiled to produce the information in this report.

Hetch Hetchy
Regional Water System
Services of the San Francisco Public Utilities Commission

Hetch Hetchy Capital Improvement Program
Project Labor Agreement
Quarterly Report

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

SFPUC
Infrastructure Division
Workforce and Economic Program Services Bureau
525 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

Table of Contents

Executive Summary

Contracting and Employment Highlights – Program to Date

- Seventeen (17) construction contracts, with a combined value of $384.1 million, have been awarded.

- 763,134 total craft hours have been worked by 1,891 workers who earned $59.5 million in wages and benefits.

- The SFPUC Regional Service Territory consists of 251 ZIP Codes in seven counties outside of San Francisco. 754 Service Territory residents worked 311,031 hours (40.8%) and earned $24.7 million in wages and benefits.

- 198 San Francisco residents worked 96,077 hours (12.6%) and earned $6.2 million on PLA-covered projects. Combined, San Francisco and Service Territory residents worked 407,108 hours, or 53.3% of all hours, exceeding the City's Local Hiring requirement of 30%.

- 210 pre-employment substance abuse tests have been administered to employees cleared to work on HCIP projects as of March 31, 2024. Three people were prevented from working due to a non-negative test result.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through June 30, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	356,026	$ 28,531,644	960
San Francisco	96,077	$ 6,209,632	198
Service Territory	311,031	$ 24,722,968	754
Grand Total	**763,134**	**$ 59,464,244**	**1,891**
Comb. SF and Serv.	**407,108**	**$ 30,932,600**	**952**

Contracting and Employment Highlights – During the Quarter

- One contract was awarded during the quarter.
  - HH-1013 - Moccasin Compound Water System Filtration Addition was awarded to Sierra Mountain Construction, Inc., for $4,177,936.

- 138 construction workers worked 24,626 hours and earned $2.1 million in wages and benefits.

- 7 San Francisco residents worked 260 hours and earned over $19 thousand in wages and benefits.

- 71 SFPUC Service Territory residents worked 16,287 hours and earned $1.4 million in wages and benefits.

Table 2. Summary of Craft Worker Employment During the Quarter

Region of Worker Residence	Three Months Ending June 30, 2024		
	Hours	Wages & Benefits	Worker Count
Outside	8,078	$ 685,263	60
San Francisco	260	$ 19,658	7
Service Territory	16,287	$ 1,424,391	71
Grand Total	**24,626**	**$ 2,129,312**	**138**
Comb. SF and Serv.	**16,547**	**$ 1,444,049**	**78**

Table 3. List of HCIP Construction Contracts

- Seventeen (17) construction contracts, with a combined value of $384.1 million, have been awarded.

Sorted by Award Date (newest to oldest)

HSIP Construction Contracts				
Contract	**Project**	**Award Date**	**Prime Contractor**	**Original**
HH-1013	Moccasin Compound Water System Filtration Addition	5/14/2024	Sierra Mountain Construction, Inc	$ 4,177,936
HH-1012	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 2A	2/27/2024	Sierra Mountain Construction, Inc	$ 5,602,000
HH-1010	Moccasin Wastewater Treatment Plant Replacement	2/27/2024	Sierra Mountain Construction, Inc	$ 7,507,640
HH-1009	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 3 – Tesla Surge Tower	1/9/2024	Mountain Cascade, Inc	$ 11,051,305
DB-135	O'Shaughnessy Dam New Bulkhead System	6/13/2023	Alltech Engineering Corp	$ 9,857,000
HH-1011	O'Shaughnessy Dam Instream Flow Release Valve Replacement	6/13/2023	Sierra Mountain Construction, Inc	$ 5,960,000
HH-1006	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1B	8/23/2022	Mountain Cascade, Inc.	$ 11,801,808
HH-1007	Transmission Line 7/8 Upgrades	6/28/2022	Wilson Utility Construction Company	$ 23,980,141
HH-1005	San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	3/8/2022	Sierra Mountain Construction, Inc	$ 10,799,504
HH-1002R	O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	6/8/2021	Mountain Cascade, Inc	$ 1,498,687
DB-121R2	Moccasin Powerhouse Generator Rehabilitation	5/11/2021	GE Renewable US LLC	$ 26,271,805
HH-1000R	Mountain Tunnel Improvements Project	10/13/2020	Michels Tunneling	$ 138,973,189
HH-1001	Moccasin Reservoir Perimeter Security Fence	5/12/2020	Mountain Methods, Inc	$ 1,364,290
DB-130	Bay Corridor Transmission and Distribution - Phase 3	4/28/2020	Beta Engineering California, LP	$ 56,668,701
DB-129.2	Bay Corridor Transmission & Distribution - Phase 2 (2019) South	3/10/2020	Anvil Builders Inc.	$ 29,280,870
DB-129.1	Bay Corridor Transmission & Distribution - Phase 2 (2019) North	2/11/2020	Mitchell Engineering	$ 24,058,409
DB-128R2	Bay Corridor Transmission and Distribution - Phase 1	4/25/2017	A&B Construction	$ 15,283,930
			17 Projects	**$ 384,137,215**

Summary Tables and Charts

Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 24,626 hours and earned $2,129,312 in wages and benefits.

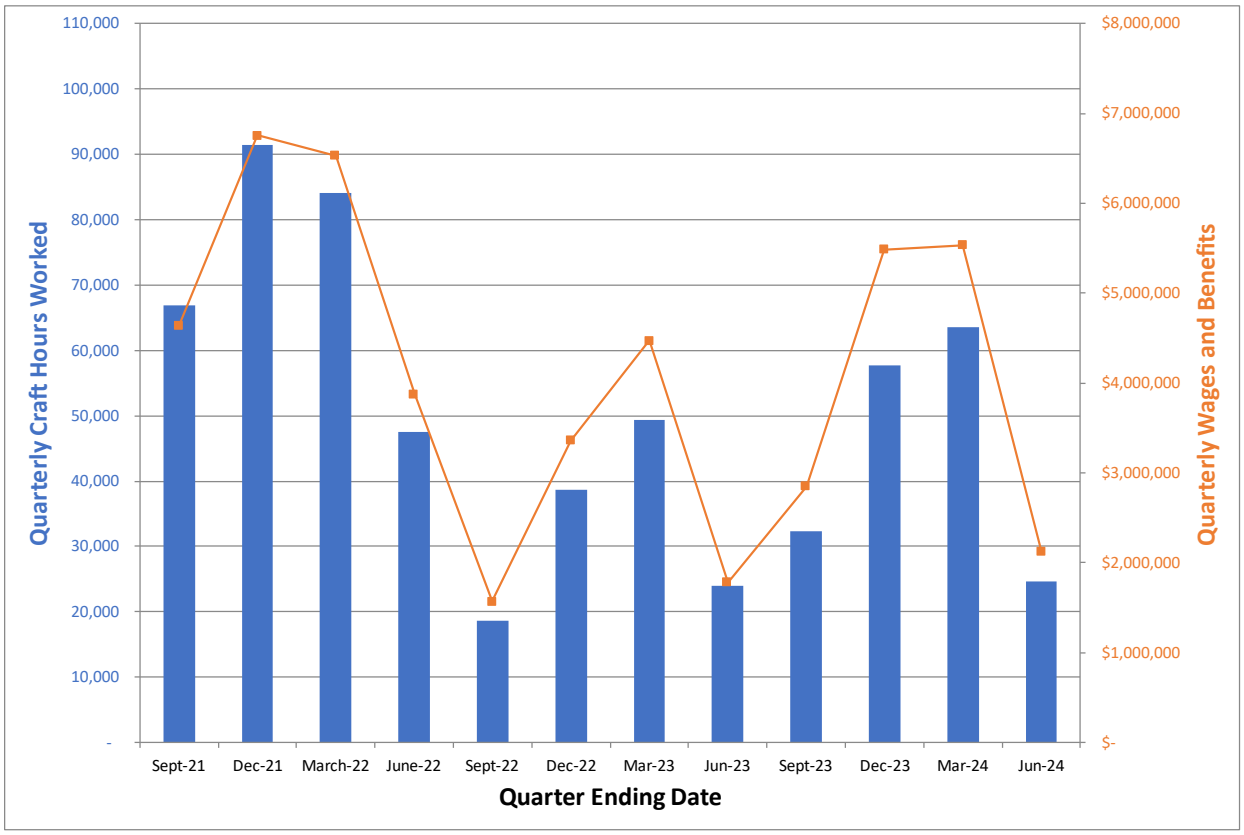

Table 4. Craft Utilization Table

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

- Contractors reported construction craft hours in 17 craft worker classifications.
- Laborers, Operating Engineers, Tunnel Workers, Electrical Utility Linemen, Carpenters and Electricians worked 92.8% of all hours, with 707,864 combined hours worked.

Cumulative Employment by Craft Inception Through June 30, 2024				
Craft	Total Hours	Total Wages	% Craft Hours of Total Hours	% Wages of Total Wages
Laborer	354,567	$22,147,858	46.5%	37.2%
Operating Engineer	172,170	$15,584,388	22.6%	26.2%
Tunnel Worker	83,674	$ 7,491,617	11.0%	12.6%
Electrical Utility Lineman	67,924	$ 7,051,687	8.9%	11.9%
Carpenter	19,829	$ 1,805,271	2.6%	3.0%
Electrician	9,700	$ 1,076,356	1.3%	1.8%
Top 6 Crafts Sub-Total	**707,864**	**$55,157,177**	**92.8%**	**92.8%**
Pile Driver	9,331	$ 800,608	1.2%	1.3%
Iron Worker	6,768	$ 590,154	0.9%	1.0%
Stator Rewinder	5,502	$ 230,102	0.7%	0.4%
Cement Mason	5,246	$ 375,950	0.7%	0.6%
Painter	4,486	$ 340,552	0.6%	0.6%
Roofer	2,910	$ 214,317	0.4%	0.4%
Plumber	2,759	$ 200,110	0.4%	0.3%
Building/Construction Inspector	932	$ 82,309	0.1%	0.1%
Field Surveyor	476	$ 57,644	0.1%	0.1%
Remaining Apprenticeable Sub-Total	**38,408**	**$ 2,891,745**	**5.0%**	**4.9%**
Driver	14,499	$ 1,251,444	1.9%	2.1%
Teamster	2,363	$ 163,877	0.3%	0.3%
Total Non-Apprenticeable	**16,862**	**$ 1,415,322**	**2.2%**	**2.4%**
Grand Total	**763,134**	**$59,464,244**	**100.0%**	**100.0%**

Chart 2. Craft Utilization Pie Chart

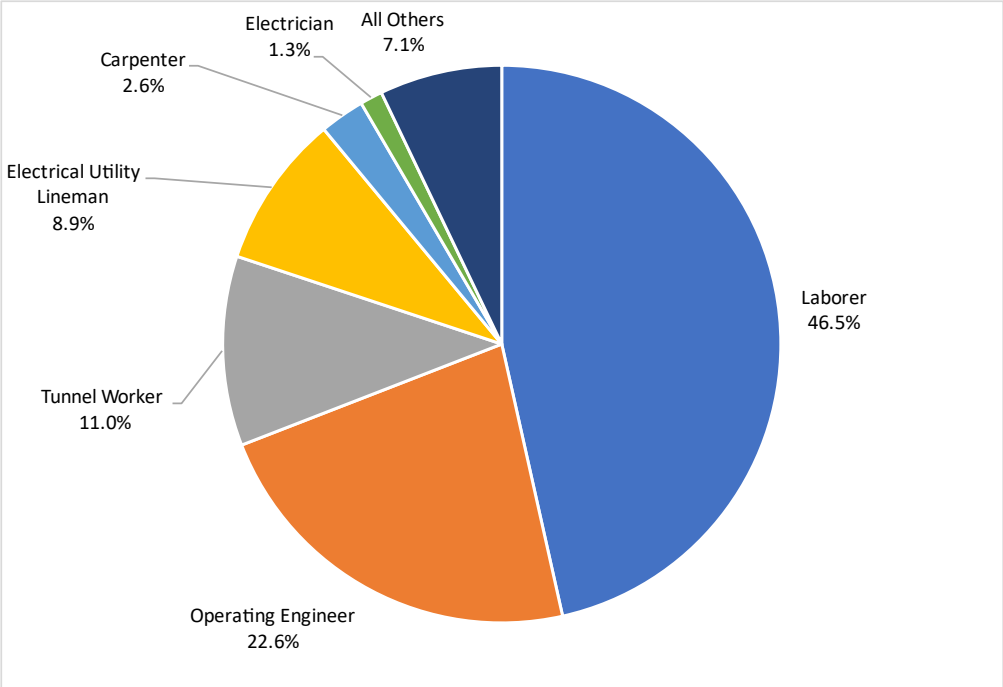

Table 5. Worker Residence by County

- When comparing the counties where workers are from, San Francisco residents worked 12.6% of all construction hours and earned $6.2 million in wages and benefits, as reported in the City's online certified payroll reporting system, LCPtracker, Inc.

HCIP-PLA Employment by Top 20 Counties of Residence Through June 30, 2024			
County	**Total Craft Hours**	**Wages & Benefits**	**% Craft Hours**
Tuolumne County	148,136	$ 11,857,817	19.4%
San Francisco County	**96,077**	**$ 6,209,632**	**12.6%**
Alameda County	79,398	$ 5,886,717	10.4%
Stanislaus County	72,401	$ 6,029,929	9.5%
Contra Costa County	67,731	$ 4,537,175	8.9%
Calaveras County	33,905	$ 3,011,349	4.4%
San Joaquin County	31,802	$ 2,408,037	4.2%
Merced County	16,830	$ 1,291,073	2.2%
San Mateo County	14,711	$ 1,098,630	1.9%
Solano County	12,558	$ 1,003,223	1.6%
Santa Clara County	10,654	$ 976,684	1.4%
Sacramento County	8,971	$ 716,915	1.2%
San Bernardino County	7,564	$ 676,958	1.0%
Mariposa County	6,049	$ 380,262	0.8%
Placer County	5,581	$ 595,166	0.7%
Lake County	5,363	$ 462,464	0.7%
Butte County	5,153	$ 369,962	0.7%
Los Angeles County	4,885	$ 346,724	0.6%
Riverside County	4,616	$ 311,877	0.6%
Yuba County	4,600	$ 408,826	0.6%
Top 20 CA Counties	**636,982**	**$ 48,579,417**	**83.5%**
All Other CA Counties	31,886	$ 2,624,422	4.2%
Out of State	94,266	$ 8,260,405	12.4%
Grand Total	**763,134**	**$ 59,464,244**	**100.0%**

Table 6. Worker Residence by Project

- HH-1001 - Moccasin Reservoir Perimeter Security Fence and HH-1011 – O'Shaughnessy Dam Instream Flow Release Valve Replace have the highest local worker participation to date on HCIP, with Service Territory workers having worked 82.5% of the project's total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours						
	Outside	San Francisco	Service Territory	Grand Total	San Francisco	Service Territory	SF and Serv
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,012	-	4,784	5,796	0.0%	82.5%	82.5%
HH-1011 - O'Shaughnessy Dam Instream Flow Release Valve Replacement	1,476	-	6,657	8,133	0.0%	81.9%	81.9%
HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	5,039	-	13,520	18,558	0.0%	72.8%	72.8%
HH-1000R - Mountain Tunnel Improvements Project	119,494	276	198,874	318,644	0.1%	62.4%	62.5%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	29,325	25,372	16,814	71,510	35.5%	23.5%	59.0%
HH-1006 - San Joaquin Pipelines Valve and Safe Entry Phase 1B	7,096	1,081	8,659	16,836	6.4%	51.4%	57.9%
HH-1002R - O'Shaughnessy Dam Fall Protection Improvements and Spillway Access	803	-	986	1,789	0.0%	55.1%	55.1%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	54,188	32,145	23,334	109,668	29.3%	21.3%	50.6%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	23,871	12,774	4,835	41,480	30.8%	11.7%	42.5%
HH-1007 - Transmission Line 7/8 Upgrades	26,712	36	15,974	42,722	0.1%	37.4%	37.5%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	69,328	24,394	12,232	105,954	23.0%	11.5%	34.6%
HH-1009 - San Joaquin Pipeline Valve and Safe Entry Improvements Phase 3 – Tesla Surge Tower	230	-	74	303	0.0%	24.3%	24.3%
DB-121R2 - Moccasin Powerhouse Generator Rehabilitation	17,273	-	4,289	21,561	0.0%	19.9%	19.9%
DB-135 - O'Shaughnessy Dam New Bulkhead System	181	-	-	181	0.0%	0.0%	0.0%
Grand Total	**356,026**	**96,077**	**311,031**	**763,134**	**12.6%**	**30.9%**	**43.5%**

Apprentice Data

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

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Pile Driver	3,236	6,095	9,331	34.7%
Cement Mason	1,306	3,940	5,246	24.9%
Carpenter	3,591	16,238	19,829	18.1%
Iron Worker	1,165	5,604	6,768	17.2%
Electrician	1,614	8,086	9,700	16.6%
Laborer	44,350	310,217	354,567	12.5%
Tunnel Worker	7,086	76,588	83,674	8.5%
Operating Engineer	12,954	159,216	172,170	7.5%
Electrical Utility Lineman	4,269	63,655	67,924	6.3%
Building/Construction Inspector	7	925	932	0.7%
Field Surveyor	-	476	476	0.0%
Plumber	-	2,759	2,759	0.0%
Roofer	-	2,910	2,910	0.0%
Stator Rewinder	-	5,502	5,502	0.0%
Apprenticeable Subtotal	**81,431**	**664,841**	**746,272**	**10.9%**
Driver	-	14,499	14,499	0.0%
Teamster	-	2,363	2,363	0.0%
Grand Total	**81,431**	**681,703**	**763,134**	**10.7%**

Table 8. Apprentice Utilization by Project

The table below lists HCIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire HCIP is 10.7%.

- HH-1002R O'Shaughnessy Dam Fall Protection Improvements and Spillway Access has the highest apprentice utilization ratio, with 32.3% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
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HH-1005 - San Joaquin Pipeline Valve and Safe Entry Improvements: Phase 1A	4,796	13,762	18,558	25.8%
HH-1001 - Moccasin Reservoir Perimeter Security Fence	1,393	4,403	5,796	24.0%
HH-1011 - O'Shaughnessy Dam Instream Flow Release Valve Replacement	1,492	6,641	8,133	18.3%
HH-1007 - Transmission Line 7/8 Upgrades	5,781	36,941	42,722	13.5%
HH-1006 - San Joaquin Pipelines Valve and Safe Entry Phase 1B	2,172	14,664	16,836	12.9%
DB-129.2 - Bay Corridor Transmission & Distribution - Phase 2 (2019) South	13,383	96,285	109,668	12.2%
HH-1000R - Mountain Tunnel Improvements Project	31,921	286,723	318,644	10.0%
DB-121R2 - Moccasin Powerhouse Generator Rehabilitation	2,141	19,421	21,561	9.9%
DB-130 - Bay Corridor Transmission and Distribution - Phase 3 (2019)	9,203	96,751	105,954	8.7%
DB-129.1 - Bay Corridor Transmission & Distribution - Phase 2 (2019) North	3,167	38,313	41,480	7.6%
DB-128R2 - Bay Corridor Transmission and Distribution - Phase 1	5,405	66,105	71,510	7.6%
DB-135 - O'Shaughnessy Dam New Bulkhead System	-	181	181	0.0%
HH-1009 - San Joaquin Pipeline Valve and Safe Entry Improvements Phase 3 – Tesla S	-	303	303	0.0%
Grand Total	**81,431**	**681,703**	**763,134**	**10.7%**

Substance Abuse Prevention

The PLA requires pre-employment alcohol and drug testing for all covered employees. The policy also allows testing where the contractor has reasonable cause to believe that the employee has used drugs or alcohol, and mandates testing where a contractor concludes that an employee was under the influence of drugs or alcohol at the time of an accident.

Table 9. Workers' Pre-Employment Clearance Data

- 210 pre-employment tests have been on HCIP with a total non-negative screening rate of **1.4%.**

HCIP - Covered by PLA Substance Abuse Testing Summary Tests Administered to Individuals Cleared to Work Through 03/31/2024	
Project	**Number Cleared**
HH-1000R - Mountain Tunnel Improvement Project	154
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DB-129.1 - Bay Corridor Transmission and Distribution – Phase 2 (2019) North	13
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Total Cleared	**207**

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On May 20, 2003, the San Francisco Board of Supervisors adopted Resolution 350-03 urging the SFPUC to include social justice components in the Project Labor Agreement 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 PUC Small firm Advisory Committee to provide for the certification of small construction contractors located outside San Francisco and within the SFPUC service territory for work on SFPUC construction projects, including those covered by the WSIP PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 to authorize SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program. 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; militates 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 (JAC) 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 JAC.

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 work assignments to the respective unions based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures identified in the PLA, 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., has been compiled to produce the information in this report.