



**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

San Francisco Public Utilities Commission
Hetch Hetchy Capital Improvement Program Project Labor Agreement
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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 |

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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 |

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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)

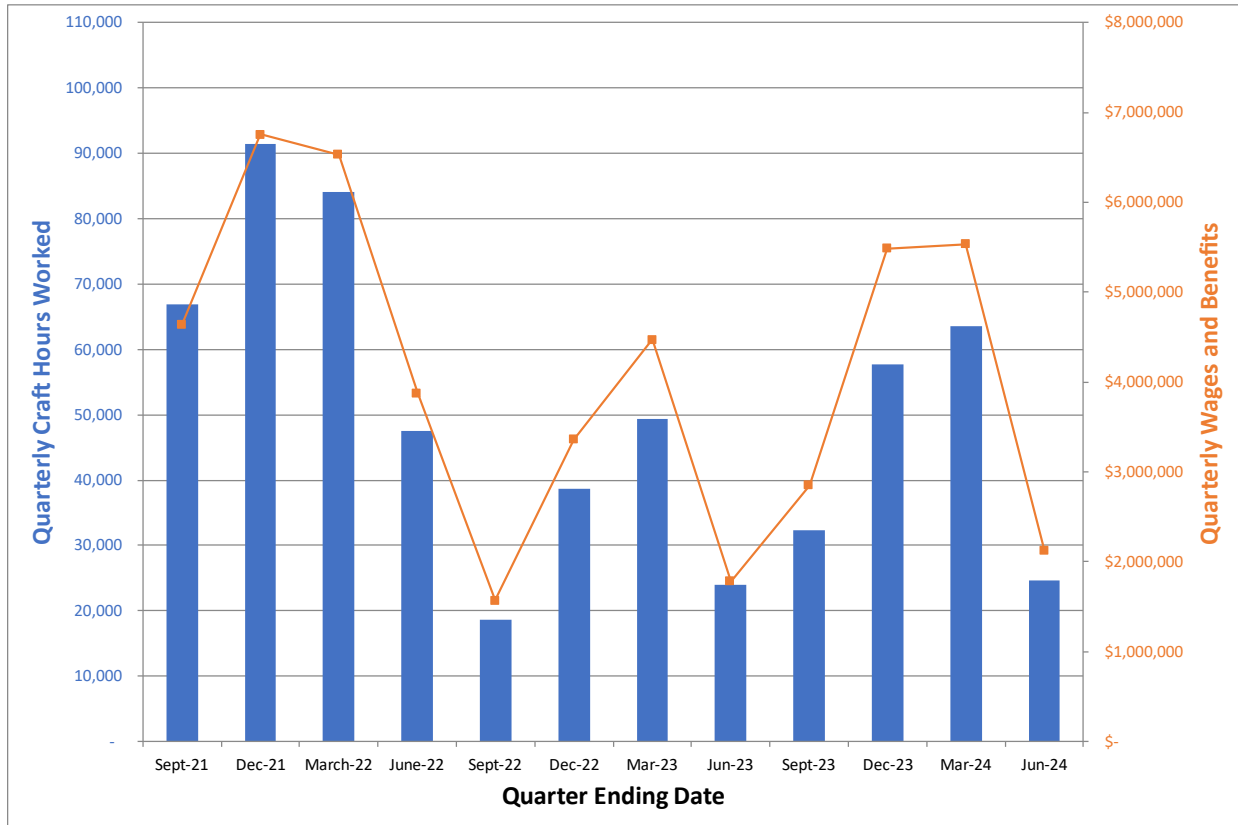
| HSIP Construction Contracts | | | | |
|-----------------------------|---|------------|-------------------------------------|-----------------------|
| Contract | Project | Award Date | Prime Contractor | Original |
| HH-1013 | Moccasin Compound Water System Filtration Addition | 5/14/2024 | Sierra 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 |

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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.



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Table 4. Craft Utilization Table

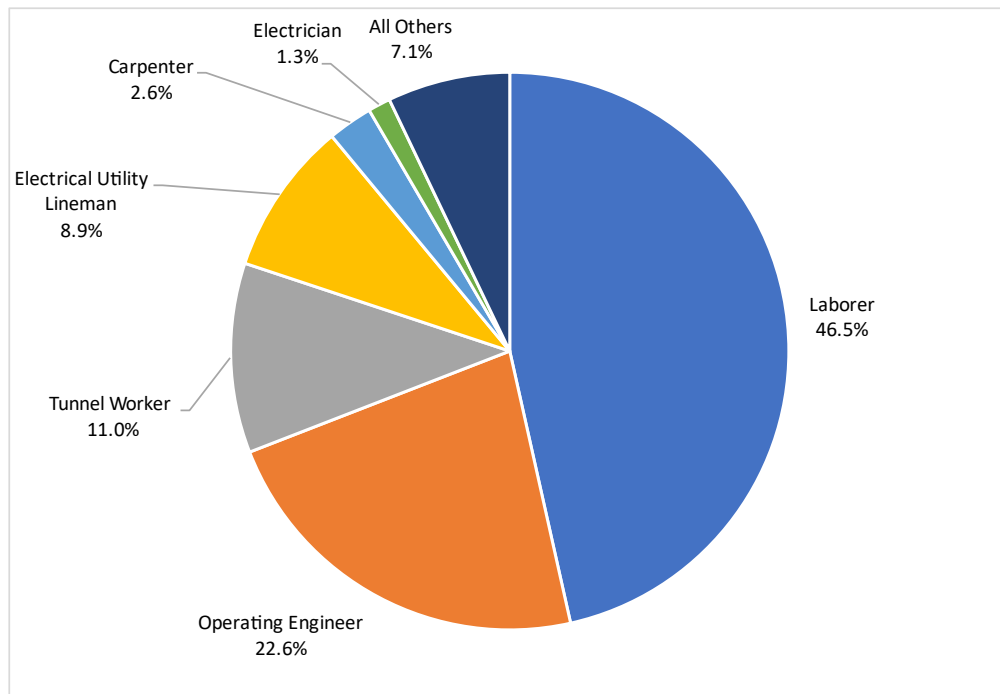
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the HCIP program’s overall totals.

- 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% |

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Chart 2. Craft Utilization Pie Chart



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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% |

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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 | | | | San Francisco | Service Territory | SF and Serv |
|--|----------------|---------------|-------------------|----------------|---------------|-------------------|--------------|
| | Outside | San Francisco | Service Territory | Grand Total | | | |
| 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% |

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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 12.5% of their craft’s 354,567 total hours.

| Craft | Apprentice Hours | Journey Hours | Total Hours | Apprentice 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 | 3,591 | 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% |

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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 % |
|--|------------------|----------------|----------------|---------------------|
| 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 | 4,796 | 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% |

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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 |
| 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 |

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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.

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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 payroll records collected by LCPtracker, Inc., has been compiled to produce the information in this report.