



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

Water Enterprise Capital Improvement Program Project Labor Agreement Quarterly Report

**October 1, 2023, through December 31, 2023
(Second 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
Water Enterprise Capital Improvement Program Project Labor Agreement
Quarterly Report – Second Quarter FY 2023-2024

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Executive Summary

Contracting and Employment Highlights – Program to Date

- Sixteen (16) construction contracts, with a combined value of \$407.1 million, have been awarded.
- 177,999 total craft hours have been worked by 1,405 workers who earned \$13.7 million in wages and benefits.
- 236 San Francisco residents worked 45,581 hours and earned \$3.4 million in wages and benefits on WECIP projects representing 25.6% of covered hours.
- 522 residents of the SFPUC’s Regional Service Territory worked 61,869 hours (34.8%) and earned \$4.8 million in wages and benefits.
- 229 pre-employment substance abuse tests have been administered to employees cleared to work on WECIP projects as of December 31, 2023.

Table 1. Worker Highlights – Total Program

Region of Worker Residence	Inception Through December 31, 2023		
	Hours	Wages & Benefits	Worker Count
Outside	70,549	\$ 5,550,192	659
San Francisco	45,581	\$ 3,402,604	236
Service Territory	61,869	\$ 4,796,872	522
Grand Total	177,999	\$ 13,749,668	1,405
Comb. SF and Serv.	107,450	\$ 8,199,476	758

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Contracting and Employment Highlights – During the Quarter

- Two contracts were awarded during the quarter.
 - WD-2902 - San Andreas Reservoir Road Improvements was awarded to Anvil Builders Inc., for \$10,491,406.
 - WD-2862 - San Antonio Pump Station Motor Control Center Replacement and Seismic Retrofit was awarded to Big Valley Electric, for \$8,869,322.
- 163 construction workers worked 16,584 hours and earned \$1,339,899 in wages and benefits.
- 54 San Francisco residents worked 5,358 hours and earned \$436,120 in wages and benefits.
- 38 SFPUC Service Territory residents worked 2,550 hours and earned \$210,515 in wages and benefits.
- 5 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

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	8,676	\$ 693,263	71
San Francisco	5,358	\$ 436,120	54
Service Territory	2,550	\$ 210,515	38
Grand Total	16,584	\$ 1,339,899	163
Comb. SF and Serv.	7,908	\$ 646,635	92

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Table 3. List of WECIP Construction Contracts

Sorted by Award Date (newest to oldest)

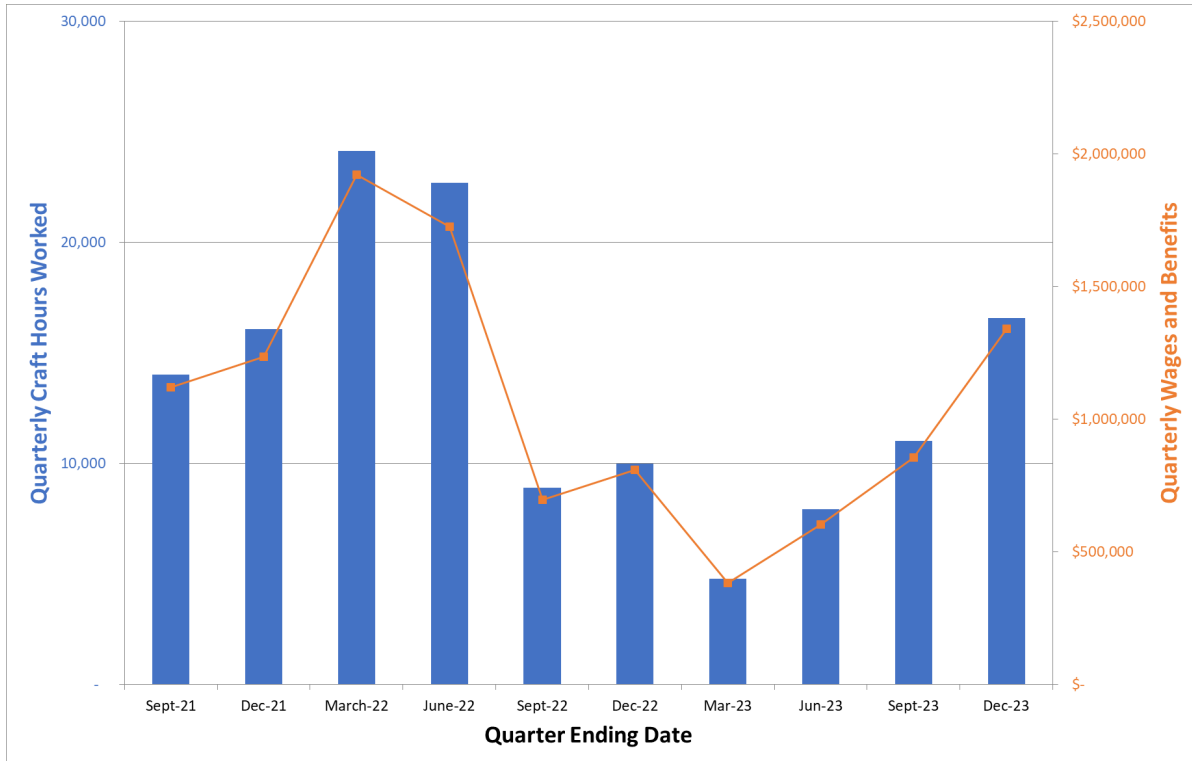
WECIP Construction Contracts				
Inception through December 31, 2023				
Contract	Project	Award Date	Prime Contractor	Original
WD-2862	San Antonio Pump Station Motor Control Center Replacement and Seismic Retrofit	12/12/2023	Big Valley Electric	\$ 8,869,322
WD-2902	San Andreas Reservoir Road Improvements	11/14/2023	Anvil Builders Inc.	\$ 10,491,406
WD-2840	Southern Skyline Boulevard Ridge Trail Extension	9/26/2023	Gordon N. Ball, Inc.	\$ 20,523,445
WD-2889	As Needed Water Service Line Replacements	1/24/2023	JMB Construction, Inc.	\$ 26,663,850
WD-2845	Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2	10/24/2022	EXARO Technologies Corporation	\$ 3,274,441
WD-2887	Harry Tracy Water Treatment Plant – Filters No. 1 to 6 Underdrain Replacement	7/12/2022	Anvil Builders Inc.	\$ 9,264,300
WD-2879R	City Distribution Division Campus at 2000 Marin	6/28/2022	Clark Construction Group	\$ 260,450,682
WD-2871	Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	11/9/2021	Cal State Constructors	\$ 1,769,014
WD-2880R	Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	8/10/2021	Galleria Inc., DBA Trico Construction	\$ 1,328,039
WD-2717	College Hill Reservoir Outlet Structure and Pipeline	6/8/2021	Ranger Pipelines	\$ 12,180,497
WD-2865	Sunol Regional Wilderness Park Water System	2/9/2021	Cratus, Inc	\$ 2,395,280
WD-2870(I)	Millbrae Warehouse Loading Dock Repair	1/27/2021	Ronan Construction	\$ 570,745
WD-2858R	Sunol Valley Water Treatment Plant Water Quality Modular Office	10/13/2020	Alta Group, Inc.	\$ 1,096,200
WD-2861	Auxiliary Water Supply System Clarendon Supply 2019	9/8/2020	Mitchell Engineering	\$ 2,685,720
WD-2794B	Sunol Long Term Improvements - Alameda Creek Watershed Center	12/10/2019	S.J. Amoroso Construction Company, Inc.	\$ 27,577,000
WD-2687R	AWSS Pumping Station No. 2 Improvements	9/12/2017	Rubecon Builders, Inc.	\$ 17,949,125
16 Projects				\$ 407,089,066

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Summary Tables and Charts

Chart 1. Craft Hours and Wages

- During the quarter, construction workers worked 16,584 hours and earned \$1,339,899 in wages and benefits.



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Table 4. Craft Utilization Table

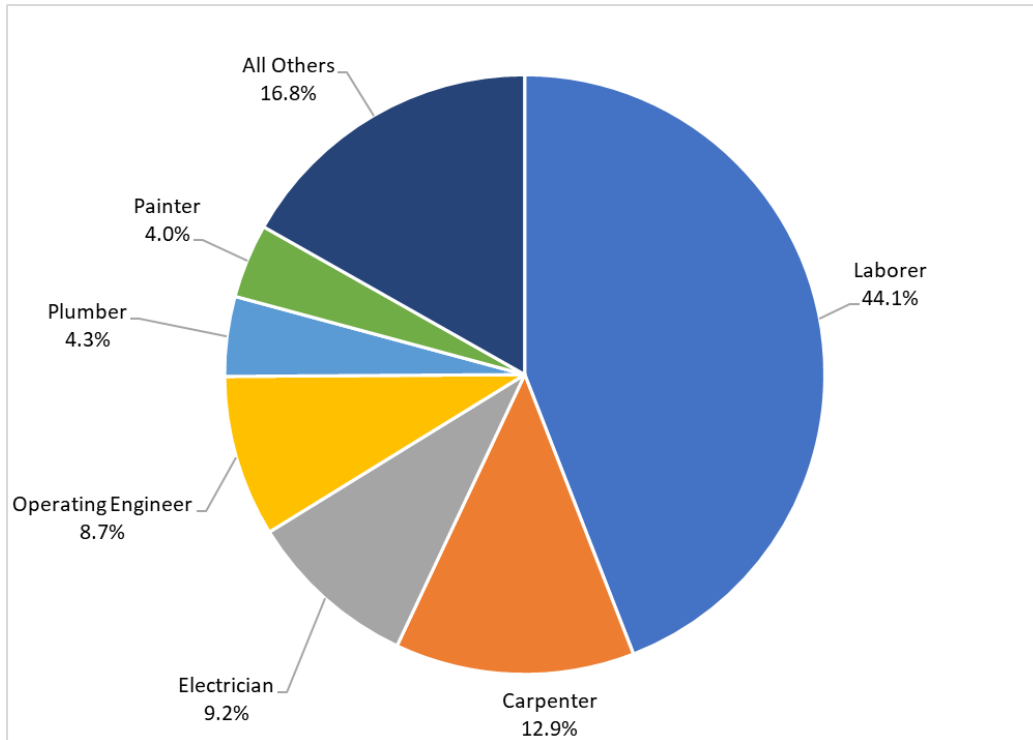
The table below reflects the values of hours and wages for each trade and the relative percentages of each as compared to the WECIP program’s overall totals.

- Contractors reported construction craft hours in 25 craft worker classifications.
- Laborers, Carpenters, Electrician, Operating Engineer, Plumber, and Painters worked 83.2% of all hours, with 148,154 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	78,585	\$ 4,852,107	44.1%	35.3%
Carpenter	22,954	\$ 1,974,332	12.9%	14.4%
Electrician	16,412	\$ 1,763,229	9.2%	12.8%
Operating Engineer	15,466	\$ 1,411,779	8.7%	10.3%
Plumber	7,667	\$ 763,532	4.3%	5.6%
Painter	7,071	\$ 613,363	4.0%	4.5%
Top 6 Crafts Sub-Total	148,154	\$ 11,378,343	83.2%	82.8%
Iron Worker	6,316	\$ 467,366	3.5%	3.4%
Sheet Metal Worker	4,869	\$ 475,367	2.7%	3.5%
Cement Mason	3,592	\$ 269,338	2.0%	2.0%
Glazier	3,573	\$ 317,281	2.0%	2.3%
Roofer	2,932	\$ 173,078	1.6%	1.3%
Drywall Installer/Lather	2,740	\$ 235,814	1.5%	1.7%
Building/Construction Inspector	1,541	\$ 125,958	0.9%	0.9%
Tile Setter	1,449	\$ 116,172	0.8%	0.8%
Tile Finisher	1,026	\$ 53,725	0.6%	0.4%
Terrazzo Finisher	541	\$ 24,853	0.3%	0.2%
Asbestos Worker	242	\$ 23,723	0.1%	0.2%
Field Surveyor	126	\$ 8,585	0.1%	0.1%
Carpet Layer	100	\$ 7,990	0.1%	0.1%
Pile Driver	89	\$ 8,263	0.1%	0.1%
Bricklayer	32	\$ 2,890	0.0%	0.0%
Marble Mason	15	\$ 1,338	0.0%	0.0%
Marble Finisher	13	\$ 776	0.0%	0.0%
Terrazzo Worker	7	\$ 371	0.0%	0.0%
Remaining Apprenticable Sub-Total	29,201	\$ 2,312,887	16.4%	16.8%
Driver	644	\$ 58,439	0.4%	0.4%
Total Non-Apprenticeable	644	\$ 58,439	0.4%	0.4%
Grand Total	177,999	\$ 13,749,668	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’s residents worked 25.6% of all the construction hours and earned \$3.4 million in wages and benefits, as reported in the City’s online certified payroll reporting system, LCPtracker, Inc.

WECIP-PLA Employment by Top 20 Counties of Residence Through December 31, 2023			
County	Total Craft Hours	Wages & Benefits	% Craft Hours
San Francisco County	45,581	\$ 3,402,604	25.6%
Alameda County	31,922	\$ 2,510,934	17.9%
Contra Costa County	19,833	\$ 1,515,343	11.1%
Santa Clara County	16,523	\$ 1,303,738	9.3%
San Mateo County	14,242	\$ 1,073,542	8.0%
Solano County	13,087	\$ 1,072,584	7.4%
San Joaquin County	8,712	\$ 624,923	4.9%
Sonoma County	6,827	\$ 683,543	3.8%
Marin County	3,480	\$ 193,034	2.0%
Santa Cruz County	2,849	\$ 183,599	1.6%
Sacramento County	1,767	\$ 110,866	1.0%
Napa County	1,609	\$ 156,585	0.9%
Monterey County	1,256	\$ 106,484	0.7%
San Benito County	1,195	\$ 90,808	0.7%
Stanislaus County	1,183	\$ 86,022	0.7%
Fresno County	991	\$ 81,479	0.6%
Merced County	920	\$ 68,624	0.5%
El Dorado County	736	\$ 41,371	0.4%
Riverside County	559	\$ 49,731	0.3%
Placer County	403	\$ 29,473	0.2%
Top 20 CA Counties	173,674	\$ 13,385,285	97.6%
All Other CA Counties	1,900	\$ 151,632	1.1%
Out of State	2,425	\$ 212,751	1.4%
Grand Total	177,999	\$ 13,749,668	100.0%

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Table 6. Worker Residence by Project

- WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco has the highest local worker participation to date on WECIP, with San Francisco and SFPUC Regional Service Territory workers having worked 80.3% of the project’s total hours.

Sorted by San Francisco and Service Territory Total Percent

Project	Hours				% of Total Project Hours		
	Outside	San Francisco	Service Territory	Grand Total	San Francisco	Service Territory	SF and Serv
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	961	1,668	2,251	4,880	34.2%	46.1%	80.3%
WD-2865 - Sunol Regional Wilderness Park Water System	1,353	2,461	2,456	6,269	39.3%	39.2%	78.4%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	1,379	2,563	1,573	5,515	46.5%	28.5%	75.0%
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	16,578	13,963	12,598	43,139	32.4%	29.2%	61.6%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair	501	558	180	1,239	45.0%	14.5%	59.6%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	24,047	3,194	31,771	59,011	5.4%	53.8%	59.3%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	758	614	448	1,820	33.7%	24.6%	58.3%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	13,200	13,479	4,759	31,438	42.9%	15.1%	58.0%
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Ammonia Structural Repairs and Tank Replacement	347	254	191	791	32.0%	24.1%	56.1%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacement	5,389	3,266	3,526	12,180	26.8%	28.9%	55.8%
WD-2889 - As Needed Water Service Line Replacements	3,916	2,695	1,721	8,331	32.3%	20.7%	53.0%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Replacement	1,377	870	251	2,497	34.8%	10.1%	44.9%
WD-2845 - Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2	745	-	146	891	0.0%	16.3%	16.3%
Grand Total	70,549	45,581	61,869	177,999	25.6%	34.8%	60.4%

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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 WECIP, 14.3% of all craft hours in apprenticeable trades have been worked by apprentices.
- Field Surveyor have utilized the most apprentices, with 45.0% of all hours being worked by apprentices.
- Apprentice Laborers have worked 12.2% of the Laborers’ 78,585 total craft hours.

Craft	Apprentice Hours	Journey Hours	Total Hours	Apprentice Percentage of Craft Total (Apprentice/Total)
Field Surveyor	57	69	126	45.0%
Roofer	1,279	1,654	2,932	43.6%
Drywall Installer/Lather	786	1,954	2,740	28.7%
Carpet Layer	24	76	100	24.0%
Tile Finisher	234	792	1,026	22.8%
Electrician	3,577	12,836	16,412	21.8%
Plumber	1,577	6,090	7,667	20.6%
Iron Worker	1,240	5,076	6,316	19.6%
Sheet Metal Worker	877	3,992	4,869	18.0%
Carpenter	3,994	18,960	22,954	17.4%
Painter	886	6,185	7,071	12.5%
Laborer	9,602	68,983	78,585	12.2%
Tile Setter	139	1,310	1,449	9.6%
Operating Engineer	895	14,571	15,466	5.8%
Cement Mason	162	3,430	3,592	4.5%
Building/Construction Inspector	25	1,516	1,541	1.6%
Glazier	56	3,517	3,573	1.6%
Asbestos Worker	-	242	242	0.0%
Bricklayer	-	32	32	0.0%
Marble Finisher	-	13	13	0.0%
Marble Mason	-	15	15	0.0%
Pile Driver	-	89	89	0.0%
Terrazzo Finisher	-	541	541	0.0%
Terrazzo Worker	-	7	7	0.0%
Apprenticeable Subtotal	25,407	151,948	177,354	14.3%
Driver	-	644	644	0.0%
Grand Total	25,407	152,592	177,999	14.3%

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Table 8. Apprentice Utilization by Project

The table below lists WECIP Projects sorted by Percentage of Apprentice Utilization from highest to lowest. The total Apprentice Utilization for the entire WECIP is 14.3%.

- WD-2687R Auxiliary Water Supply System Pumping Station No.2 Improvements has the highest apprentice utilization ratio, with 24.2% of all hours worked by apprentices.

Project Name	Apprentice Hours	Journey Hours	Grand Total	Appr. Utilization %
WD-2687R - Auxiliary Water Supply System Pumping Station No. 2 Improvements	10,428	32,711	43,139	24.2%
WD-2794B - Sunol Long Term Improvements - Alameda Creek Watershed Center	8,347	50,665	59,011	14.1%
WD-2861 - Auxiliary Water Supply System Clarendon Supply 2019	721	4,794	5,515	13.1%
WD-2858R - Sunol Valley Water Treatment Plant Water Quality Modular Office	236	1,584	1,820	13.0%
WD-2865 - Sunol Regional Wilderness Park Water System	770	5,499	6,269	12.3%
WD-2717 - College Hill Reservoir Outlet Structure and Pipeline	3,148	28,290	31,438	10.0%
WD-2887 - Harry Tracy Water Treatment Plant - Filter Nos. 1 to 6 Underdrain Replacem	1,202	10,978	12,180	9.9%
WD-2871 - Sunol Valley Water Treatment Plant and Chloramination Facility Aqua Amr	57	734	791	7.2%
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisc	349	4,531	4,880	7.2%
WD-2889 - As Needed Water Service Line Replacements	150	8,181	8,331	1.8%
WD-2845 - Cathodic Protection for Transmission Pipelines at Various Locations, Phase 2		891	891	0.0%
WD-2870(I) - Millbrae Warehouse Loading Dock Repair		1,239	1,239	0.0%
WW-671(I) Fillmore and Haight Street Intersection, AWSS, Pavement, and Sewer Replacement		2,497	2,497	0.0%
Grand Total	25,407	152,592	177,999	14.3%

Substance Abuse Prevention Program and Safety

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

Table 9. Workers’ Pre-Employment Clearance Data

- 229 pre-employment tests have been administered on SSIP with a total non-negative screening rate of **3%**.
- During the quarter, 5 pre-employment substance abuse screenings were administered, and no individuals were prevented from working as the result of a non-negative test.

WECIP - Covered by PLA Substance Abuse Testing Summary Tests Administered to Individuals Cleared to Work Through 12/31/2023	
Project	Number Cleared
WD-2794B - Sunol Long Term Improvements Alameda Creek Watershed Center	111
WD-2717 - College Hill Reservoir Outlet Structure And Pipeline	52
WD-2880R - Warehouse Office Suite Renovation, 1990 Newcomb Avenue, San Francisco	46
WD-2687R - AWSS Pumping Station No.2 Improvement	20
Total Cleared	229

History of the WSIP PLA and SSIP Extension Agreement

On April 8, 2003, the San Francisco Board of Supervisors adopted Resolution 223-03 urging the San Francisco Public Utilities Commission (SFPUC) to develop plans for a Project Labor Agreement (PLA) covering the capital improvement program to rehabilitate, repair, and upgrade the Hetch Hetchy Water System.

On May 20, 2003, the San Francisco Board of Supervisors adopted Resolution 350-03 urging the SFPUC to include social justice components in the PLA covering the Hetch Hetchy Water System upgrade.

On May 11, 2006, the San Francisco Board of Supervisors amended the San Francisco Administrative Code to establish a Small Firm Advisory Committee to provide for the certification of small construction contractors located outside of San Francisco and within the SFPUC Regional Service Territory for work on SFPUC construction projects, including those covered by the PLA.

On March 28, 2006, the SFPUC adopted Resolution No. 06-0049 authorizing SFPUC staff to commence negotiations with the various craft labor unions for a project labor agreement covering the Water System Improvement Program (WSIP). Resolution No. 06-0049 concluded that the governmental interests of the SFPUC were furthered by a project labor agreement as follows:

“There are numerous advantages in moving forward on the negotiation of a PLA, which include but are not limited to the following: creates framework for labor harmony; mitigates against construction delays; assures steady supply of qualified labor; provides employment, career, and local business opportunities; and other benefits...”

On March 26, 2007, the SFPUC approved the negotiated agreement. The PLA requires construction contractors to utilize workers dispatched by signatory unions, and prohibits the unions and contractors from participating in strikes, lockouts, or other disruptions to the work. The PLA provides a procedure for adjudicating conflicting jurisdictional claims between the unions, provides for uniform hours of work, overtime, shifts and holidays, encourages the recruitment and training of low-income residents of the SFPUC service territory, and requires substance abuse testing for all covered workers. The first implementation of the PLA was on the WD-2504 Stanford Heights Reservoir Seismic Retrofit and Improvement project, which the SFPUC awarded to S.J. Amoroso Construction Company, LLC., on June 26, 2007, in the amount of \$17,899,960.

In 2008, the Commission approved Addendum No. 1 of the Agreement, which extended the Agreement to the Advanced Meter Infrastructure (AMI) project.

In May 2016, the Commission approved an Extension Agreement, which applied the terms of the PLA, as modified in the Extension Agreement, to Sewer System Improvement Program (SSIP) projects and the AWSS Pumping Station 2 project.

Governance and Certified Payroll Reporting System

The parties to the PLA have established a four-person Joint Administrative Committee that reviews the implementation and progress of the PLA and provides guidance to questions or concerns that arise in connection with the PLA. The Workforce and Economic Program Services team, within the SFPUC's Infrastructure Division, administers the PLA under the advisement of the Joint Administrative Committee.

Prior to the commencement of construction, representatives of participating contractors and subcontractors, the unions, and SFPUC staff, are required to attend a PLA Pre-Job Conference. At the conference, the general contractor and subcontractors must present their scope of work and make union assignments of the work based on traditional craft jurisdictional lines. When conflicting claims for work are submitted to a contractor, the corresponding Jurisdictional Dispute Resolution procedures, as specified for the trades involved, is invoked so as to prevent delay or disruption of the work.

All SFPUC construction projects utilize the City's authorized labor compliance reporting program, currently the web-based system, LCPtracker, Inc. The data from the certified payrolls records collected by LCPtracker, Inc. have been compiled to produce the information in this report.