

## SFUSD PROPOSITION A 2011 BOND PROGRAM

### LOCAL HIRE POLICY

#### **A. PRIMARY ELEMENTS**

Primary responsibility for implementation of the local hire policy resides with prime contractors on Proposition A 2011 Bond projects with a construction contract value of \$1 million or more. Following are requirements that will be incorporated into a project labor agreement that is referenced in construction contract documents.

- I. Local Resident Labor Participation Rate – minimum of 25% of total construction worker hours - verified by certified payroll reports and a minimum of 25% of total construction worker hours by trade for the 7 trades noted in Section D Below.
- II. Local Resident Apprentice Participation Rate – minimum of 50% of total apprentice hours – verified by certified payroll reports and a minimum of 50% of total apprentice hours by trade for the 7 trades noted in Section D below.
- III. Internships – The prime contractor will sponsor two internships as defined by the School District for every \$2.5 million of construction contract value through the District’s Construction Internship Program, as defined in the Prop A 2011 Project Labor Agreement., or subsequent Project Labor Agreement. Successful interns/pre apprentices will be registered with CityBuild to be considered for priority access to apprenticeship and subsequent employment on School District construction projects.

**B. Sanctions/Remedies for Non-Compliance** – If items I and II are not achieved, the prime contractor is non-compliant with the Local Hire Policy until the non-compliance is remedied in one of the following ways:

1. Demonstrate with documentation to the employment of San Francisco residents on non-District projects for an equivalent number of work hours equal to the local hire deficiency, OR
2. The contractor is able to provide written confirmation from trade unions involved in the project, that, despite a concerted effort, qualified San Francisco residents were not available (journeymen or apprentices) at the time that the contractor or its subcontractors requested worker dispatch to the job site, OR
3. Should the contractor not come into compliance by the end of the project, legally permissible sanctions will be imposed.

**C. Apprenticeships** – The prime contractor and its’ subcontractors are required to comply with existing, applicable agreements with trade unions in State-certified apprenticeship programs regarding the ratio of apprentices to journeymen workers on the project. Further, the prime contractor (directly and through its subcontractors) should request priority assignment of

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eligible San Francisco residents for apprentice calls to its job site. The prime contractor will also collaborate with CityBuild Academy to identify and request potential apprentices for various trades that will be working at its job site.

### **D. Contractor Pre-qualification**

Beginning in 2013, the Bond Program will be pre-qualifying construction contractors and subcontractors in seven major construction trades that have been involved in Bond Program construction. Those trades include:

Carpenter and related trades

Carpeting, linoleum and soft floor layers

Electricians

Ironworkers

Laborer and related classifications

Painters

Plumbers

Construction contractors and subcontractors from the trade list above who wish to work on Prop A 2011 Bond projects must be on the pre-qualified list. Applicants will be required to provide general information about their business plus documentation of their project experience, licensing, bonding and insurance. In addition, they must provide documentation of certified payrolls from any public works jobs they may have completed in San Francisco in the past three years. For those companies that submit such data the local labor force participation rates (by construction worker hours) will be determined. San Francisco companies where local labor force participation exceeds 30% and where local apprentice share participation exceeds 50%, shall be designated "high user" firms.

### **E. ACADEMIC/CAREER ELEMENTS** (District/Contractor/Trades Collaboration)

#### **Construction Internship Program**

The District and the Building Trades Council have tentative agreement on a construction internship program for SFUSD students that are interested in a career in the construction trades. The program includes classroom study, exposure to real world construction situations and hands on training with tools and equipment. Successful completion of the program would lead to participation in the CityBuild Academy pre-apprenticeship program and eventual apprenticeship in a particular construction trade. Funding will be provided by State grants and contractor contributions

The Construction Internship Program shall be as defined in the Proposition A 2011 Bond Project Labor Agreement.

**F. SECONDARY ELEMENTS (Bond Program Administrative Tasks)**

1. LBE/MBE/WBE Participation

It is the goal of the SFUSD Bond Program to encourage and maximize worker participation by women and minorities. Therefore, the following goals have been targeted:

Women workers ---at least 20%

Minority workers –at least 70%

US Veteran workers – at least 10%

LBE – 35% overall for construction and non-construction services and supplies

MBE – 35% overall for construction and non-construction services and supplies

WBE – 10% overall for construction and non-construction services and supplies

The Bond Program has been tracking this information on all contracts submitted for approval and reporting it to the Board of Education regularly at each Board meeting since the beginning of the Bond Program. The Bond Program's Local Hire Policy will create quarterly, summarized reports that show the extent to which the LBE/MBE/WBE goals are being met by prime contractors, as well as the number of women and minority workers working on each project to the extent this information is available.

2. City of San Francisco Local Hire Ordinance

To the extent that it is legal, practical, and economically prudent the SFUSD Bond Program Local Hire Policy will mirror the San Francisco Local Hire Ordinance.

3. Mayor's Construction Workforce Advisory Committee

The SFUSD Bond Program Local Hire Policy will provide data to and cooperate with the Mayor's Construction Workforce Advisory Committee to improve the opportunities of San Francisco residents to gain entry into and establish careers in the local construction industry.

4. Monitoring Compliance

The SFUSD Bond Program will track compliance with its local hire policy on a monthly basis and it will advise prime contractors on a quarterly basis if they are falling short of the requirement for local resident participation on construction projects. Non-compliant contractors will be advised in writing of their status and directed to take steps to improve local worker participation.

5. Oversight

Oversight of the Bond Program Local Hire Policy will be the responsibility of the Building, Grounds & Services Committee and the bond program shall provide biannual reports by June 30 and December 31 of each year with regard to the progress that has been made.

6. Direct Contracting

The SFUSD Bond Program will explore the advantages and disadvantages of pursuing alternative project delivery methodologies such as design/build and lease/leaseback to determine if quality projects can be built at competitive prices and delivered in accordance with school district design and construction standards.

7. State-Chartered Apprenticeship Programs

The Bond Program Local Hire Policy encourages local, minority and women-owned contractors to participate with State-certified apprenticeship programs that have partnered with the School District.

**G. Contractor Outreach and Support**

The 2011 Bond Program Local Hire Policy will set up a technical support and outreach program/network that will assist contractors, especially those that have not worked with the school district before, in understanding what our requirements are and how to prepare to work with the Bond Program.

District staff will engage in PLA negotiations to implement this policy for the Proposition A 2011 Facility Bond program and subsequent bonds.