



Proposed Project Labor Agreement

October 13, 2011

Transbay Transit Center

TJPA





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Introduction

- Project Labor Agreements (“PLA”) are pre-hire agreements designed to facilitate complex construction projects.
- A product of collective bargaining between the owner and building trades, PLAs are tailored to meet the needs of a project.
- PLAs govern work rules, pay rates, and dispute resolution processes for every worker on the project.



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Overview of TJPA PLA

- Labor agreement between TJPA and building trades and craft unions.
- Establishes general terms and conditions of employment for all workers (union and non-union) employed on the Project.
- Negotiated over last 6 months by TJPA staff and building trades and craft unions.



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Necessity of PLA

- Project size and scope
- Tight construction timeline
- Complex construction methods
- Multiple trades and crafts working in close proximity
- Union and non-union employees working side by side
- 24/7 operation with multiple shifts



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Benefits of PLA

- Protects against labor related work disruptions and delays
- Reduces likelihood of cost overruns
- Uniform benefits and work rules
- Promotes productive labor relations
- Increases productivity and job site safety
- Ensures access to skilled labor pool



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Essential Terms

- Term: Phase I and Phase II
- Covers: All on-site work
- Excludes:
 - Off-hauling of debris and refuse
 - Off-site manufacturing and fabrication
 - Government and transit tenants
 - Specialty product installation
 - Work related to public art



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Essential Terms

- No strikes or lockouts
- Not restricted to union contractors
- All contractors encouraged to bid regardless of union status
- Support for Small and Disadvantaged Businesses
 - Core employee provisions for SBE/DBE
 - Goal of 17% SBE participation



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Essential Terms

- Hiring through Union Halls
 - Retention of contractor's "core" employees
 - Alternative approach for SBE core employees
- All employees (both union and non-union) required to pay union dues
 - Employees provided union health and welfare benefits while employed on the project
 - Contractors pay Schedule A wage rates



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Essential Terms

- Uniform Procedures
 - Standardized workday, workweek
 - Overtime
 - Holiday schedules
- Uniform Work Rules
 - Standardized work rules
 - Safety regulations
 - Drug and alcohol testing
- Promotes use of public transit to job site



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Community Outreach

- Promotes Community Outreach & Apprenticeship Programs for:
 - Bay Area youth,
 - Women and economically disadvantaged individuals, and
 - Service members and veterans through Military Recruitment, Assessment and Veterans Employment programs.



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Opportunities for Veterans

- Helmets to Hardhats Program
 - Facilitates entry into the building and construction trades for transitioning active-duty military members
- Wounded Warrior Program
 - Provides information to veterans about construction careers suitable for disabled veterans



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PLA Administration

- TJPA to Administer the PLA
- Joint Administrative Committee
- Comprehensive Dispute Resolution Procedures
 - Schedule A Disputes
 - Violation of Article 9 – Work Stoppages
 - Grievance and Arbitration Procedure
 - Jurisdictional Dispute Process



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Next Steps

- Receiving public comment today on proposed PLA
- Bringing to TJPA Board for adoption consideration at November Board meeting

CONTACT INFORMATION

Transbay Joint Powers Authority

201 Mission Street, Suite 2100

San Francisco, CA 94105

(415) 597-4620

www.TransbayCenter.org

info@transbaycenter.org



Maria Ayerdi-Kaplan

**Executive Director
Transbay Joint Powers Authority**

MAyerdi-Kaplan@TransbayCenter.org