

# SAN FRANCISCO PUBLIC UTILITES COMMISSION WATER SYSTEM IMPROVEMENT PROGRAM BIDDING UNDER THE PROJECT LABOR AGREEMENT

# California Prevailing Wages

All construction workers will be paid prevailing wages as determined by the State of California. Benefits are the established labor-management vacation, pension or other form of deferred compensation plan, apprenticeship, and health benefit funds for each hour worked. Any local collectively bargained wage and/or fringe benefit increase shall be recognized on the date on which they become effective.

### Letter of Assent

All general contractors and all sub-contractors, regardless of tier, must sign a letter of assent to the PLA. This letter binds the contractor to the terms of the PLA for the awarded project only. It does not bind any contractor to a union agreement.

### Local Workforce Hiring Goals

The City & County of San Francisco has a local workforce-hiring goal of 50% of craft hours. The California Division of Apprenticeship Standards has a goal that one in five craft hours worked on the project are to be apprentices. The SFPUC recognizes and supports the San Francisco's Mayor's Office of Economic & Workforce Development's CityBuild Program. Contractors on projects located in San Francisco should contact CityBuild to assist them in their good faith efforts to recruit and train disadvantaged San Franciscans and to further the indenture of such qualified residents into the Unions' recognized apprenticeship programs. Contractors on projects located outside of San Francisco should contact Labor Relations and Community Programs at the SFPUC for assistance in their good faith efforts to develop employment opportunities for low-income residents of the SFPUC Service Territory. Local workforce goals are applicable to all projects regardless of location.

Contractors should also use the services of Helmets to Hardhats program to recruit SFPUC Service Territory veterans into apprenticeship programs. For additional information, please contact Melvyn Lowrey at (925) 784-7291.

### Using Non-Union Workers

A non-signatory contractor may use up to seven (7) of its own "core" employees provided that the first worker hired comes from the union, second worker is "core", third worker from the union, fourth worker is "core", and so forth.

All "core" employees are required to pay union initiation fees and representation fees. Core workers must posses any license required by state or federal law, have worked at least 1,000 hours in the construction craft during the prior three years, have been on the Contractor's active payroll for at least 500 hours in the calendar year immediately prior to contract award, and must have the ability to perform safely the basic functions of the applicable trade.

### Fringe Benefit Payments

Non-signatory contractors should note that you are required to make payment on behalf of your "core" employees into the established labor-management vacation, pension or other form of deferred compensation plan, apprenticeship, and health benefit funds for each hour worked.

#### Rest Periods

Ten (10) minute paid rest periods are required for every four (4) hours of work. Rest periods need not be authorized when disruption of continuous operations would jeopardize production or the process of the work. However, the

Contractor shall make up the missed rest period within the same workday or compensate the employee for the missed ten (10) minutes of rest time. Contractors failing to provide an employee a rest period shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided.

# Soils / Material Testing & Inspection / Survey

Such work performed at the site of construction and is a classification on which a California prevailing wage determination has been published is covered by the PLA.

# Trucking

All hauling done at the construction site or hauling to any non-remote facility that is owned, leased or controlled by the SFPUC and dedicated to the WSIP is covered by the PLA.

## Substance Abuse Testing

A uniform substance abuse testing policy exists. The substance abuse policy is contained in Appendix H. to the PLA, and is discussed in the PLA section of the SFPUC website at

http://sfwater.org/msc\_main.cfm/MC\_ID/15/MSC\_ID/402. All contractors are required to comply with the PLA substance abuse policy. The general contractor must select a third party administrator to conduct the required testing from a panel or pre-qualified administrators maintained by the SFPUC. The panel can be viewed at the website shown above. Bidders may contact the three pre-qualified administrators as shown below:

Mobile Medical Corporation 2840 El Centro Road, Ste. 103 Sacramento, CA 95833 Marianne Karg Vice President 1-866-914-3921

PNC Collectors 1177 California St. 1102 San Francisco, CA 94108 Melanie Tomingo Owner

Owner 1-209-476-1343 Preferred Alliance, Inc, 160 Airway Blvd. Livermore, Ca. 94551 Linda Hollnagel Client Services Manager

1-877-272-5227

# Electronic Certified Payrolls

Contractors are required to submit certified payrolls electronically using the Elation Systems electronic certified payroll system. Contractors may contact Elation Systems, Manager of Sales and Customer Support, Mr. Don Soria at 510-764-1870.

### Pre-Job Conference

The successful general contractor and all subcontractors shall attend a pre-job conference with the SFPUC and the affected Building & Construction Trades Council prior to start of construction.

General Contractor and subcontractors will make craft/trade work assignments at this meeting and these assignments are the basis of prevailing wage payments. Should any Union disagree, it may follow the established jurisdictional dispute resolution process provided in the project labor agreement.

#### PLA Administration

Ardis Graham
Project Labor Agreement Administrator
Labor Relations & Community Programs
Office of the Assistant General Manager, Infrastructure Division
San Francisco Public Utilities Commission
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