PORT OF OAKLAND

WORKING UNDER THE PROJECT LABOR AGREEMENT

- **Local Workforce Hiring Goals**
  Residents of the Local Impact Area (Oakland, Alameda, San Leandro, and Emeryville) should work 50% of all craft hours. Apprentices must work 20% of the project hours. These apprentices should all be Local Impact Area residents. Contractors can get credit for using Local Impact Area Apprentices on non-Project Labor Agreement Projects. Apprentice hours on the project should still total 20% of the craft hours worked, but the contractor can use Loc al Impact Area apprentices elsewhere while using non-local apprentices on Port jobs and still get credit.

  Contractors using lower tiered subcontractors are responsible for ensuring their compliance with the Local Workforce Hiring Goals.

  Contractors should contact Davillier-Sloan, Inc. to set up a local resident utilization plan for their workforce

- **Social Justice Trust Fund**
  All prime and subcontractors must make a contribution of 15 cents per craft hour worked on a monthly basis to the Social Justice Trust Fund as provided for in the bid specifications. The prime contractor is responsible for submitting a copy of the transmittal as proof of payment by the 20th of the following month. This money will go to programs that assist Local Impact Area residents to eliminate employment barriers and gain entry into the construction trades

- **California Prevailing Wages**
  All workers covered by the Project Labor Agreement will be paid prevailing wages as determined by the California State Davis-Bacon Wage Determination. If a wage increase negotiated in a local collective bargaining agreement becomes the prevailing wage, the Contractor will pay that rate retroactive to the effective date of the locally negotiated wage increase.

- **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.

- **Using Non-Union Workers**
  A non-signatory contractor may use up to ten 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.

- **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.

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WORKING UNDER THE PROJECT LABOR AGREEMENT cont.

Revised March 2009

- **Trucking**
  Any trucking at and on the site of construction is covered by the PLA and Owner-Operators are also covered. An Owner-Operator may elect to have the employing contractor pay into the labor-management fringe benefit funds or the Owner-Operator may elect to take those payments as wages. Certified payrolls are required.

- **Soils and Material Testing / Inspection**
  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.

- **Substance Abuse Testing**
  Include in your bid the price of Substance abuse testing. MAPLA has a uniform substance abuse policy. All craft employees, including your core employees, must be tested for controlled substances before they start work at the job site. Testing is done through DISA, Inc. Contact Loreili Babilon: 707-643-2032.

- **Pre-Job Conference**
  The successful general contractor and all subcontractors shall attend a pre-job conference with the County of Alameda Building & Construction Trades Council prior to start of construction.

- **Monitoring of Certified Payroll Reporting Information**
  The Port of Oakland's Elations System is a Web Access Monitoring System (referred to as WAMS) to monitor compliance with federal Davis Bacon/State prevailing wage laws and payment on contracts. All firms doing business with the Port on construction/public works and professional services contracts must register with Elations. To get information on how to register with WAMS, contact Elations Systems Customer Service between 8.00 am and 5.30 PM PST at 1-510-764-1870 or e-mail Elations at support@elationssystems.com

- **PLA Administrators**

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