



# PORT of OAKLAND MARITIME and AVIATION PROJECT LABOR AGREEMENT (MAPLA)

## PROGRESS REPORT SUMMARY

July 1, 2017 to June 30, 2018

Presented  
to the  
Board of Port Commissioners  
January 24, 2019

## Historical Overview of MAPLA

The Port of Oakland (Port) Maritime and Aviation Project Labor Agreement (MAPLA) was adopted by the Board of Port Commissioners (Board) in 2000. It was intended to cover the capital projects in the Port's Aviation and Maritime areas. In response to Board policies, the MAPLA was designed to ensure project labor stability, employment of Port local residents, and utilization of Port-recognized small businesses.

Initially adopted for five (5) years (through December 2004), the original MAPLA ("MAPLA 2000") was extended various times through November 29, 2016. A new MAPLA was negotiated and became effective February 1, 2016 ("MAPLA 2016").<sup>1</sup> MAPLA 2016 was adopted for a five (5)-year term and, subject to Board approval, may roll over for an additional five (5) years. MAPLA 2016 applies to Port projects advertised for bid, and tenant projects for which the Port issues a building permit, on or after February 1, 2016. Key changes of MAPLA 2016 include 1) additional work coverage, 2) additional local hire requirements, 3) revamping of the MAPLA Small Business Enterprise Program, 4) increase in hourly contribution to the Social Justice Trust Fund, 5) updating of the administration structure and grievance procedures, and 6) other streamlining edits.

The aim of the enhancements to the MAPLA Local Hire Program is to advance the Port's policy for the increased employment and construction career opportunities for residents from the Port's Local Impact Area (LIA) and Local Business Area (LBA). Currently, the goal is that LIA residents will perform 50% of all hours worked, on a craft-by-craft basis to ensure local resident utilization in all crafts. If LIA residents are not available, capable or willing to work, LBA residents may count for compliance purposes.

Apprentices, as allowable by law, are to perform 20% of all project hours performed on a craft-by-craft basis, with a goal that all of these hours will be performed by LIA resident apprentices, with LBA resident apprentices as an allowable back up. This goal applies if local apprentices are available, capable and willing to work on project labor agreement covered projects. With MAPLA 2016, two apprentice goals were added. The first is a goal that 25% of the apprentice's hours shall be worked by disadvantaged workers, if available. The second is a goal based on individual employment versus hours. The goal of one new hire LIA apprentices shall be employed for the first one million dollars (\$1 million) of construction bid value and for each additional five million dollars (\$5 million), one additional new hire LIA apprentice shall be employed for a minimum of 500 hours.

This report contains a summary update that serves as a progress report covering highlights of the Port's MAPLA during the period of July 1, 2017 to June 30, 2018.

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<sup>1</sup> The provisions relating to New Hire Apprentices, MAPLA Small Business Enterprise Program, and Construction Trucking Work became effective August 1, 2016.

## HIGHLIGHTS

This report represents the first full reporting period with all of MAPLA 2016 program enhancements and an electronic certified payroll system to capture the data. The following highlights the key features of MAPLA 2016 and progress during this reporting period.

- Apprentices program enhancements (effective August 1, 2016)
  - In addition to existing MAPLA goals, two contractor related local apprentice utilization goals were implemented, one for the utilization of Disadvantaged Workers (DWs) apprentices and the second goal for the hiring of New Hire Apprentices (NHA) based on contract value. DWs are generally those LIA apprentices who have experienced challenges with employment and NHA are those LIA apprentices who have less than two (2) years of experience in apprenticeship. For the reporting period, NHAs and DWs have worked 13,318.50 and 13,105.50 respectively.
  - There were challenges in reaching the LIA goals but often the contractors met the goals or provided good faith efforts. Availability of LIA workers remains very low among the unions with very few workers, regardless of residency, on the out of work list in this booming construction environment. Contractors worked diligently with unions and Workforce Development Centers to find and in some cases sponsor LIA workers.
  - In addition, MAPLA 2016 implemented a union related goal whereby Alameda County affiliated unions would accept 25 LIA residents into their apprenticeship programs and 10 of the “list trades” (electrical, plumbing, sheet metal, glaziers, and elevator constructors) on an annual basis. For this reporting period, collectively Sheet Metal Workers Local 104, IBEW Local 595, Sprinkler Fitters Local 483 and Plumbers UA 342 accepted 51 LIA residents into their List Trade apprenticeship programs. These 51 new LIA apprentices exceed the goal of 10 List Trade.
  
- Social Justice Trust Fund Contributions
  - With the implementation of MAPLA 2016, the Trust Fund contribution doubled to \$0.30; whereas, previously, the contribution was \$0.15 per craft hour. In addition to increasing the contributions, and to streamline the process, the Port began withholding Trust Fund contributions from Port contractor’s progress payments. Approximately \$28,000 was collected during the reporting period.
  - For those MAPLA 2000 projects still underway and tenant improvement projects that are covered by MAPLA 2016, those contractors submitted contributions directly to the bank that has traditionally held the funds. Approximately \$72,400 was collected during the reporting period.

- On- and Off-Haul Trucking (effective August 1, 2016)
  - The on- and off-haul trucking provisions are administered by Davillier Sloan, Inc. (DSI). As the Trucking Coordinator, DSI presented requirements at contractor meetings, assisted with the collection of applicable documents, conducted site visits during trucking activities and performed other related activities. DSI conducted 13 trucking-related site visits, during the reporting period on seven different projects. There have been no major issues of non-compliance and no requests for exemption.
- Port projects have not been subject to labor disruption and all disputes have been resolved using MAPLA's agreed-to dispute resolution provisions. The Unions have worked to dispatch the skilled workforce that the Port sought as part of its effort to ensure sound, on-budget and on-time construction of its projects. Unions continue to work with non-Union Contractors working under the MAPLA to ensure that those Contractors are able to use both their "core" employees and skilled Union members from the hiring halls on their work crews.
- The JASTC (Joint Administrative and Social Justice Trust Committee), consisting of seven (7) union and seven (7) Port representatives continued to discuss strategies to increase the pipeline of LIA residents into the trades, including providing a grant to a pre-apprenticeship training program for LIA placements. JASTC has convened four (4) meetings.
- The jointly administered Employer-Union Joint Apprenticeship Training Committee (JATCs) have provided key opportunities for LIA/LBA residents to receive on-the-job training on the MAPLA construction projects and to start careers in the construction trades.

### Local Workforce Utilization

The MAPLA Local-Hire Program continues to be an important element of the Port's Social Justice Program and a key Port priority. The MAPLA sets goals for the hiring of residents from the Port's LIA and LBA and requires Contractors to use reasonable and good faith efforts to achieve those goals. Collaboration among the Port, Contractors, the Unions and community groups occurs in the forums identified, and this achievement is entirely through the voluntary efforts of the Contractors.

The Social Justice Committee regularly reviews the MAPLA local-hire performance and works with Contractors to help them achieve these goals. The committee provides an excellent venue to review local-hire outcomes and to engage Contractors, Unions and community groups in constructive dialogue to see how this important Port goal can be best accomplished, consistent with all other requirements.

The overall results of the local-hire program and the results in this fiscal year period are displayed in Table 1 (below). During the reporting period, a total of 417,949 construction

work hours were compiled, with a 197,000-hour increase of work hours over the prior reporting period (July 2016 to June 2017).

There was a decrease in overall LIA participation percentages during the report period due mainly to the lack of available LIA residents but a slight increase in LIA apprentice participation due to concerted effort by parties to focus on employment of LIA apprentices:

- The percentage of total LIA work hours during this reporting period is 27.10%, a decrease from last reporting period of 4.12%.
- The percentage of total LIA/LBA work hours during this reporting period is 55.91%, an increase from last reporting period of 4.48%.
- During this reporting period, the total Apprentice utilization is 19.21%, an increase from last reporting period of 1.82%
- During this reporting period, LIA Apprentice work hours is 9.17%, an increase from last reporting period of 0.05%
- During this reporting period, LIA/LBA Apprentice work hours is 13.75%, an increase from last reporting period of 3.03%.
- For the first full reporting period with this new goal, Disadvantaged Worker (DW) hours and percentages were compiled. 13,105.50 DW hours were worked, which is an average of 19.92%, shy of the 25% goal.
- For the first full reporting period with this new goal, new Hire Apprentice (NHA) figures were also compiled. Of the participating projects, there was a total goal of 44 NHAs, working 500 hours each. 13 NHAs were employed working a total of 13,318.50 hours.

Table 1 shows the totals and percentages of hours, cumulative through the end of June 2017 (the last period) and then cumulatively through the end of June 2018.

Table 1: **MAPLA Local-Hire Performance Summary**

<b>MAPLA</b>	<i>Cumulative Results Thru June 2017</i>		<i>July 2017 Through June 2018</i>			<i>Cumulative Results Thru June 2018</i>		
	<i>MAPLA Hours</i>	<i>% of Total</i>	<i>MAPLA hours for last twelve months</i>	<i>% for last twelve months</i>	<i>Available Apprentice Trades hours only</i>	<i>MAPLA Hours</i>	<i>% of Total</i>	<i>MAPLA Goal</i>
<b>Total Hours Worked</b>	4,953,594		417,949		396,098	5,371,542		
<b>LIA Residents</b>	1,509,019	30.46%	113,273	27.10%		1,622,291	30.20%	50%
<b>LIA/LBA Residents</b>	2,913,729	58.82%	233,665	55.91%		3,147,394	58.59%	50%
<b>Total Apprentices</b>	656,752	13.26%	80,279	19.21%	20.27%	737,031	13.72%	20%
<b>LIA Apprentices</b>	326,180	6.58%	38,311	9.17%	9.67%	364,491	6.79%	20%
<b>LIA/LBA Apprentices</b>	487,339	9.84%	57,476	13.75%	14.51%	544,815	10.14%	20%
<b>(MAPLA 2016 new goal) DW Apprentices</b>	N/A	N/A	13,105.50	19.92%		13,105.50	19.92%	25%
<b>(MAPLA 2016 new goal) NH Apprentices</b>	N/A	N/A	13,318.50	N/A		13,318.50		17,000

*(Please note that under prevailing wage and other rules, certain craftwork is not eligible for placement of apprentice workers, notably the work of Teamsters, Laborers working in Asbestos Abatement, and some dredging and barge work. In order to more accurately reflect apprenticeship participation as a percentage of MAPLA craft hours worked during this reporting period, the shaded column above shows Apprentice participation as a percentage of the total available Apprentice Hours (i.e., the "apprenticeable hours") worked for the period.)*

In the area of apprenticeship utilization, the program has been increasing apprentice utilization and is close to reaching the 20% goal, as Table 2 displays below. The MAPLA Team continues to work with community groups, contractors and labor through the Social Justice Committee to increase local resident utilization. The availability of LIA residents in the crafts remains a challenge for contractors in reaching MAPLA goals. LIA journeymen and apprentices are already working on non-Port projects in this booming construction environment and there are few if any workers on the craft's out of work list for contractors to request, regardless of residency.

**Table 2: Total Employment Hours vs. MAPLA Apprentice Utilization (Annual by Hours & Percentage) from July 2005 – June 2018**

MAPLA Period	Total Employment Hours	Apprentice Employment Hours	Apprentice Percentage Hours
<b>July 2017 – June 2018</b>	<b>417,949</b>	<b>80,279</b>	<b>19.21%</b>
July 2016 – June 2017	220,923	38,419	17.39%
July 2015 – June 2016	179,000	31,504	17.60%
July 2014 – June 2015	177,762	26,778	15.06%
July 2013 – June 2014	243,520	43,984	18.06%
July 2012 – June 2013	337,547	47,034	13.93%
July 2011 - Jun 2012	57,430	4,478	7.80%
Jan 2010 – June 2011	82,059	9,418	11.48%
Jan 2009 – Dec 2009	57,611	3,739	6.49%
Jan 2008 – Dec 2008	220,489	18,585	8.43%
Jan 2007 – Dec 2007	498,620	63,226	12.68%
Jan 2006 – Dec 2006	567,702	79,093	13.93%
July 2005 – Dec 2005	193,880	31,353	16.17%

Economic Impact of MAPLA During This Report Period

During this period, local area employment on MAPLA projects point to the following estimated wage earnings:

- LIA residents estimated earnings of \$7,703,533
- LBA residents, minus those in the LIA cities, estimated earnings of \$8,800,978
- LIA apprentices estimated earnings of \$2,085,482
- LBA apprentices, minus those in the LIA cities, estimated earnings of \$991,414

## MAPLA Pace Setters—Craft Unions

The partnership with the various Unions affiliated with the Building and Construction Trades Council of Alameda County (AFL-CIO) plays a crucial role in achieving the local-hire goals of the MAPLA. To this end, the Unions displayed in Table 3 cooperated with Contractors through hiring hall dispatch procedures in achieving the LIA/LBA hiring and LIA/LBA apprentice utilization levels that benefit the MAPLA local-hire goals as shown below.

Table 3: Crafts performance towards LIA/LBA Journey and Apprentice Dispatch Goals during July 2017 to June 2018 period.

Craft	% of Trade hours worked	% LIA Journey + Apprentice (50% goal)	% LIA/LBA Journey + Apprentice (50% goal)	% LIA Apprentice (20% goal)	% LIA/LBA Apprentice (20% goal)
LABORER AND RELATED CLASSIFICATIONS*	25.16%	37.79%	58.1%	8.07%*	11.38%*
ELECTRICIAN	14.93%	30.57%	69.0%	16.70%	22.31%
OPERATING ENGINEER*	13.53%	16.73%	46.1%	5.53%*	7.36%*
CARPENTER AND RELATED TRADES	11.00%	32.77%	58.7%	15.62%	22.72%
PLUMBER	7.06%	12.44%	39.4%	6.57%	8.93%
IRON WORKER	6.98%	16.77%	52.1%	9.52%	24.78%
TEAMSTER/DRIVER	4.02%	28.66%	74.7%	NA	NA
DRYWALL INSTALLER/LATHER	2.90%	16.65%	49.5%	0.33%	4.08%
ROOFER	2.90%	22.74%	40.7%	5.16%	8.33%
PAINTER	2.47%	40.20%	62.7%	1.55%	6.93%
CEMENT MASON	2.16%	19.43%	35.7%	15.45%	19.85%
SHEET METAL WORKER	1.76%	14.54%	56.3%	3.49%	8.84%
PILE DRIVER	1.35%	26.25%	78.0%	21.74%	21.74%
ASBESTOS REMOVAL WORKER	0.83%	43.92%	94.0%	NA	NA
FIELD SURVEYOR	0.55%	11.12%	37.1%	10.77%	16.68%
BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER	0.52%	4.18%	18.2%	0.00%	1.24%
GLAZIER	0.46%	19.08%	54.9%	18.85%	35.81%
CARPET, LINOLEUM, SOFT FLOOR LAYER	0.46%	22.50%	25.8%	0.00%	1.24%
TELECOMMUNICATIONS TECHNICIAN	0.36%	12.31%	46.2%	NA	NA
PLASTERER/TENDER	0.20%	35.01%	59.4%	0.00%	0.00%



Craft	% of Trade hours worked	% LIA Journey + Apprentice (50% goal)	% LIA/ LBA Journey + Apprentice (50% goal)	% LIA Apprentice (20% goal)	% LIA/LBA Apprentice (20% goal)
ASBESTOS WORKER, HEAT AND FROST INSULATOR	0.17%	14.58%	61.4%	0.00%	0.00%
TILE SETTER/FINISHER	0.10%	0.00%	4.5%	0.00%	1.65%
TERRAZZO WORKER	0.09%	8.84%	20.3%	8.84%	14.14%
ELEVATOR CONSTRUCTOR	0.02%	31.58%	84.2%	31.58%	42.11%

The table is sorted by the trade with the most hours performed during the reporting period and color coded. Green denotes reached goal(s).

\* Trades that have an apprenticeship ratio based on bodies not hours. Contractors utilizing Northern California Laborers are not required to hire an apprentice until there are four (4) journeypersons on the job site. Contractors utilizing Northern California Operating Engineers are required to utilize a minimum ratio of not less than one apprentice for every four journeypersons.

### MAPLA Pace Setters—Contractors

The partnership with the various contractors performing MAPLA-covered work also plays a crucial role in achieving the local-hire goals of the MAPLA, both MAPLA 2000 and MAPLA 2016. To this end, the list of contractors displayed in **Table 4** notes those contractors who performed the most hours within the reporting period, their respective local utilization levels and color coded. Green denotes reached goal(s). These 15 contractors, a mix of prime and subcontractors, represent nearly 60% of all hours worked during the reporting period.

**Table 4: Top Performing Contractors during the July 2017 to June 2018 period.**

Contractor - Crafts	Total Hours	% LIA (50% goal)	% LIA/ LBA (50% goal)	% LIA Apprenti ce (20% goal)	% LIA/LBA Apprentice (20% goal)	DW Hours	% DW (25% goal)	NHA Hours (500 hr. each)	# of NHA
Berkeley Cement – Carpenters, Cement Masons, Laborers, Operating Engineers	28,918	36%	70%	9% Inclusive of off-site credit	22%	642	10%	1,393	2 hired/ no subcontract or goal



Contractor - Crafts	Total Hours	% LIA (50% goal)	% LIA/LBA (50% goal)	% LIA Apprenti ce (20% goal)	% LIA/LBA Apprenti ce (20% goal)	DW Hours	% DW (25% goal)	NHA Hours (500 hr. each)	# of NHA
SubZero Constructors – Carpenters, Plumbers	23,173	16%	24%	11%	14%	0	0%	468	1 hired/ no sub-contractor goal
DeSilva Gates Construction – Laborers, Operating Engineers	21,902	24%	58%	3%	7%	0	0%	0	0 hired/ goal of 12
O.C. Jones & Sons, Inc. – Laborers, Operating Engineers, Teamsters	21,343	23%	34%	18% Inclusive of off-site credit	10%	1,895	50%	2,512	2 hired/ goal of 8
Collins Electrical Co – Electricians, Laborers, Operating Engineers	18,494	51%	87%	38%	38%	2,893	41%	1,174	1 hired/ no sub-contractor goal
Gallagher & Burk, Inc. – Laborers, Operating Engineers	16,435	39%	71%	10% Inclusive of off-site credit	10%	129	8%	0	0 hired / goal of 3
MF Maher Inc – Carpenters, Cement Masons, Laborers	14,849	17%	26%	14%	16%	299	7%	0	0 hired/ no sub-contractor goal
St. Francis Electric, Inc. – Electricians, Laborers, Operating Engineers	14,840	23%	74%	11%	20%	866	30%	0	0 hired/ no sub-contractor goal
Silman Construction – Carpenters, Electricians, Laborers	14,652	17%	33%	8%	8%	54	2%	0	0 hired / goal of 2

TDW Construction, Inc. – Laborers, Operating Engineers, Teamsters	14,608	33%	63%	14%	25%	1,883	55%	1,883	1 hired / no sub-contractor goal
Royal Electric Company – Electricians, Laborers, Operating Engineers	13,946	16%	36%	3%	6%	26	2%	0	0 hired/ no sub-contractor goal
Quality Erectors & Construction Co – Iron Workers	13,811	13%	38%	8%	28%	912	11%	0	0 hired/ no sub-contractor goal
Turner Construction – Laborers, Carpenters	11,548	76%	89%	8%	8%	N/A MAPLA 2000	N/A MAPLA 2000	N/A MAPLA 2000	N/A MAPLA 2000
Dal Technology – Electricians	11,132	25%	51%	7%	7%	N/A MAPLA 2000	N/A MAPLA 2000	N/A MAPLA 2000	N/A MAPLA 2000
Green Wall Tech, Inc – Drywall, Painters, Plasterers	8,476	25%	55%	2%	6%	128	12%	0	0 hired/ no subcontract or goal

### Social Justice Trust Fund

During the reporting period, two separate trust fund grant activities occurred. The conclusion of the draw-down grant of \$70,000, previously awarded to Cypress Mandela Training Center (Cypress) ended successfully on April 30<sup>th</sup>. Cypress placed 25 LIA residents into Alameda County construction apprenticeship programs, 9 of which into the high paying list trades. The second grant activity began in May 2018. The trustees of the MAPLA Social Justice Trust Fund issued a request for proposals for pre-apprentice preparation, apprentice retention and to specifically assist with the MAPLA goal of placing at least 25 LIA residents into apprenticeship, 10 of which into the high paying list trades. Review of proposals and interviews were conducted by a panel that included Port staff, the City’s Workforce Investment Board and the MAPLA administrator but the grant award occurred outside of this reporting period and will be noted in next report. For this reporting period, the total contributions provided to community-based organizations exceeded \$490,000 since 2001. The table below shows the organizations, grant amounts and number of grants since the inception of the Trust Fund.

Grants/Recipient	Total Grants	Number of Grants
Allen Temple Housing and Economic Development Corporation	\$45,115	2
Cypress Mandela Training Center	\$70,000	1
East Bay Community Law Center, on behalf of BACSIC	\$66,000	3
Oakland Private Industry Council, on behalf of Cypress-Mandela Training Center	\$86,654	3
Tradeswomen, Inc.	\$15,000	1
West Oakland Job Resource Center	\$37,300 <sup>2</sup>	1
The Workforce Collaborative (as the manager in the above mentioned collaboration with four other community based organizations)	\$135,000	5
Youth Employment Partnership, Inc.	\$35,000	2
<b>Total</b>	<b>\$490,069</b>	<b>18</b>

The administrative costs of the fund are approximately 4.5% of all funds distributed by the fund manager, the East Bay Community Foundation. These relatively small administrative costs pay for trust insurance, legal services, fund management and, in one case, for an arbitrator to enforce the Social Justice provisions of the MAPLA.

### Local and Small Business Utilization

As a collective bargaining agreement, the MAPLA is unique in providing protections and opportunities for Port LIA and LBA businesses to participate in the MAPLA covered contracts issued for Port maritime and aviation construction projects. Over the life of the MAPLA, 90% of the contracts placed in the Small Business Program (“SBEP”) (i.e., projects whose bidding pool was limited to Port certified small businesses) were successfully awarded to Port certified small local businesses. The SBEP was established to help small local construction firms, many of which are non-union contractors, by providing opportunities to increase their capacity to perform public work through graduated involvement in the Port’s construction projects. Participating firms are limited to a total maximum of one million dollars (\$1 million) of contract work under the program and must graduate to work covered by the provisions of the MAPLA. A total of \$15 million of such work is set aside. Over two-thirds of the \$15 million in this program has been awarded.

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<sup>2</sup> Covers fiscal year 2014 and 2015

The MAPLA 2016 sets forth a MAPLA Small Business Enterprise (SBEP) Program, containing similar SBEP terms to the previous Small Business Exemption Program (SBEP). The limit is up to ten million dollars (\$10 million) overall cap over the five (5)-year term, subject to a possible increase to fifteen million dollars (\$15 million), based on a request and approval of the MAPLA's Joint Administrative and Social Justice Trust Committee (JASTC). There is a 20% per trade cap and the one million (\$1 million) contract award graduation rate per contractor.

During this period there were no opportunities to be placed under the SBEP. However, during the current reporting period, the Service Animal Relief Area (SARA) project, which was placed under the SBEP during the prior reporting period, opened. The SARA is a pet relief area located post-security across from Gate 25 at OAK.

### Site Visits

Starting in April 2014, DSI has been conducting site visits on MAPLA projects to assist the Social Responsibility Division in monitoring the proper payment of prevailing wages in the field. During site visits, DSI observes contractors and trade work being performed, interviews workers and compares that information to the certified payroll reports. No issues of prevailing wage underpayments have been discovered. Additionally, with the administration of MAPLA 2016, DSI also interviewed potential NHAs and DWS to validate their status and award applicable credit to the contractors.

During the reporting period, DSI has interviewed 28 workers on the following MAPLA covered projects:

1. Runway 12-30 Rehabilitation, South Field under prime contractor, DeSilva Gates Construction
2. Construction of OAK Rental Car Center Site Improvements under prime contractor Gallagher & Burk, Inc.
3. International Arrivals Building Renovations at Terminal 1 under prime contractor Turner Construction
4. Tenant Improvement, Cool Port Oakland under prime contractor Fisher Construction Group
5. Tenant Improvement, TraPac Phase 2 also known as 2017 Phase 2, Package 2 Berths 25-33 Terminal Redevelopment under prime contractor O.C. Jones and Sons, Inc.
6. Construction of Checked Baggage Inspection System to Support Explosives Detection System Recapitalization at Terminal 2, OIA, under prime contractor Silman Construction
7. Terminal 1 Electric Ground Service Equipment Charging Stations at OIA, under prime contractor Silman Construction
8. Building M-130 Terminal 2 Roof Rehabilitation, South Field at OIA, under prime contractor Best Contracting Services, Inc.

## Trucking Coordinator

The MAPLA 2016 covers on-and off-haul trucking and establishes a trucking coordinator position to implement this coverage by performing education, compliance, and other coordination activities.

DSI is the trucking coordinator and has presented requirements at contractor meetings, assisted with the collection of applicable documents, conducted site visits and performed other related activities. Drivers who seek an exemption from MAPLA coverage may do so by submitting a completed trucking form C, also known as the full trucking questionnaire. To date, there have been no major issues of non-compliance and no requests for exemption. When such requests for exemption occur, the trucking coordinator will enter information about these exempted drivers into a database.

Additionally, as needed, DSI conducts site visits during trucking activities, noting truckers who are on-site and answering questions regarding trucking provisions. During the reporting period, DSI has conducted 13 trucking-related site visits on the following projects:

1. Runway 12-30 Rehabilitation, South Field under prime contractor, DeSilva Gates Construction
2. Construction of OAK Rental Car Center Site Improvements under prime contractor Gallagher & Burk, Inc.
3. Tenant Improvement, TraPac Phase 1 also known as 2016 TraPac Terminal Redevelopment Package 1 – Entry Gate under prime contractor O.C. Jones and Sons, Inc.
4. Tenant Improvement, Cool Port Oakland under prime contractor Fisher Construction Group
5. Rail Infrastructure at the Maritime Support Center under prime contractor Gallagher & Burk, Inc.
6. Tenant Improvement, TraPac Phase 2 also known as 2017 Phase 2, Package 2 Berths 25-33 Terminal Redevelopment under prime contractor O.C. Jones and Sons, Inc.
7. Roundhouse Pavement Reconstruction at Inner Harbor under prime contractor O.C. Jones and Sons, Inc.

## Going Forward

The MAPLA team remains committed to the cost-effective management of its social justice and labor-management goals and objectives. Toward that end, the priorities for the next period are to:

- Seek ways to maximize the opportunities presented by the upturn in the economy and the number of Port projects covered by the MAPLA, with a specific focus on increasing the entry of residents in pre-apprenticeship and apprenticeship training programs.
- Coordinate with other PLA-utilizing agencies to address systemic barriers to employment focused on equity and inclusion.
- Look for collaborative ways to maximize funding for pre-apprenticeship training, apprenticeship entry and retention, working with other PLA-utilizing agencies.
- Continue to streamline and make more cost-effective the management and oversight of MAPLA, considering that members serve on a voluntary basis.
- Continue to educate the Port's private partners and tenants to ensure application of MAPLA on maritime and aviation projects.
- Build upon the already successful Community-Port-Labor-Contractor forums and working relationships to secure best efforts at achieving the Port's social justice goals for local residents and businesses.
- Sustain the highly productive and cooperative labor-management relationships that have proven to be boon to the efficient execution of MAPLA covered projects.

The Board can take pride in the fact that its principles for MAPLA continue to provide a sound framework for attaining solid results based upon performance. The Port's business model change toward Public Private Partnerships for capital improvements continues to provide a sound process to attaining positive employment results with its partners and tenants.

The MAPLA team is available to answer any questions the Board may have regarding its management and implementation.

## Acknowledgments

This report was prepared with information compiled by the following:

Davillier-Sloan, Inc.

Port of Oakland Engineering Division

Port of Oakland Social Responsibility Division