

**PORT OF OAKLAND MAPLA**

**Local Hiring Compliance Plan**

**Please submit compliance plan prior to pre-construction meeting**

Check one <input type="checkbox"/> General Contractor <input type="checkbox"/> Sub-contractor	Name of Firm:	Estimated Start Date:
	Project Name & #:	Estimated Completion Date:

Name of General Contractor:	Contract Amount:	Estimated Peak Workforce:
_____	_____	_____

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.

Proposed Good Faith Effort						
MAPLA GOALS	50%		20%		20%	
Trade(s)	Estimated Total Hours (J+A)	Estimated *LIA Hours (J+A)	Estimated **LBA Hours (J+A)	Estimated Apprentice Hours	Estimated *LIA Apprentice Hours	Estimated **LBA Apprentice Hours

Narrative description of compliance plan:

DSI's Comments:

Prepared by (Contractor's representative)

Signature \_\_\_\_\_ Print \_\_\_\_\_

Date: \_\_\_\_\_

\*LIA= Local Impact Area which is Oakland, San Leandro, Alameda and Emeryville  
 \*\*LBA = Local Business Area which is Alameda County and Contra Costa County

Below is partial list of community based organizations who may assist in reaching MAPLA local hiring goals:  
**West Oakland Job Resource Center** (510) 419-0509  
**Cypress Mandela Training Center** (510) 208-7350  
**TradesWomen, Inc.** (510) 891-8773

**GENERAL CONTRACTOR & SUBCONTRACTORS - ATTACH A LIST OF KNOWN SUB-TIER CONTRACTORS**

GENERAL CONTRACTOR IS RESPONSIBLE FOR THE SUBMISSION OF THE LOCAL HIRING COMPLIANCE PLAN FORM FROM ALL TIER CONTRACTORS

**Mail or Email to: Davillier-Sloan, Inc.**  
 1630 12<sup>th</sup> Street  
 Oakland, CA. 94607  
[info@davillier-sloan.com](mailto:info@davillier-sloan.com)

**Send Copy to: Social Responsibility Division (Attn: Public Works Unit)**  
 Port of Oakland  
 530 Water Street  
 Oakland, CA 94607

**Port MAPLA  
Social Justice Program  
Good Faith Efforts**

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The following are some of the “Good Faith” steps that a contractor can take to demonstrate that it has made every effort to reach the local hiring goals of the Port of Oakland’s MAPLA. This list is a minimum and additional efforts may be required.

1. Submit compliance plan to DSI with a copy to Port Social Responsibility Division, outlining local workforce projection prior to pre-construction meeting. Attached is a copy of the compliance plan form.
2. Attend pre-job meeting and discuss any local hire concerns before project begins.
3. Meet with DSI or the Social Justice Committee on as needed basis to resolve compliance issues.
4. Use “Name Call” and “Rehire” or other programs to reach goals when they are available as part of the hiring hall dispatch procedures.
5. Maintain copies of all dispatch requests for local residents along with Union responses.
6. Contact DSI if union cannot provide local residents as requested.
7. Use community based organizations as a resource if unions cannot provide local residents, as requested. Partial list of community based organizations:
  - a. West Oakland Job Resource Center – (510) 419-0509
  - b. Cypress Mandela Training Center – (510) 208-7350
  - c. TradesWomen, Inc. – (510) 891-8773
8. Sponsor local residents for apprenticeship, when possible.

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Davillier-Sloan, Inc. (DSI)  
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Tel: 510-835-7603 x 24  
Fax: 510-835-7613  
Contact: Kitty Creech