



REQUEST FOR PROPOSALS

GRANTS TO SUPPORT EFFORTS TO PLACE AND RETAIN LOCAL RESIDENTS IN THE CONSTRUCTION TRADES

Background

The Port of Oakland (Port) Maritime and Aviation Project Labor Agreement (MAPLA), originally negotiated in 2000 and renegotiated in 2016, contains provisions to promote the employment of local area residents on MAPLA-covered construction projects. The MAPLA—a partnership between the community, the Port and the Alameda County Building and Construction Trades Council, AFL-CIO (and its affiliated Local Unions) –periodically provides grants to community based organizations capable of identifying and preparing individuals for placement in apprenticeship and work with the Port and Unions to support their retention in apprenticeship and journey status.

The Joint Administrative and Social Justice Trust Committee (JASTC) of the MAPLA oversees the collection and administration of funds, and grants such funds to help assure measurable/quantitative success towards reaching the local hiring goals set by the MAPLA. An additional goal is the annual placement of no fewer than 25 local residents into construction union apprenticeship programs. The goal is that at least 10 of the 25 will enter the “list” trades (as defined in MAPLA 2016): Electrical Workers, Plumbing and Pipefitting Workers; Sheet Metal Workers; Sprinkler Fitter Workers; Glaziers, and Architectural Metal & Glass Workers; and Elevator Constructor Workers. A copy of the complete MAPLA document is available on-line at http://www.portofoakland.com/files/PDF/MAPLA_Agreement_2016.pdf. Article 8.17 through 8.21 pertain to this goal and is attached for your convenience and review.

Purpose of Request for Proposals

This notice is a Request for Proposals (RFP) to invite your organization to submit a proposal to the JASTC to assist in addressing the goals/requirements of Article 8.17 through 8.21 of the MAPLA. Proposals should be a narrative of no longer than five pages, with an additional one-page cost summary of the proposal that includes a brief accounting of how this grant figures in your overall operations, and signed by a responsible officer of your organization. Proposals are due at 5:00PM Monday, April 3rd, 2017 by e-mail to MAPLA Social Justice Committee, c/o Kitty Creech, Davillier-Sloan, Inc. at kitty@davillier-sloan.com. Questions regarding the RFP shall be placed in writing to Ms. Creech at kitty@davillier-sloan.com no later than March 17th, 2017. Interviews may be scheduled.

Minimum Requirements

The JASTC is seeking established construction-related community-based organizations that have the following experience:

- i Working with Alameda County Building & Construction Trade Council and its affiliates
- i In-depth knowledge of the requirements to enter apprenticeship training in the List trades identified above
- i Working with labor agreements with embedded local hiring provisions
- i Identification, placement and retention of local workers
- i Working with Port construction contracting community
- i Working with other, related community based organizations

All proposals will be evaluated according to the following criteria and scoring will be based on response to each of the bullets below. See scoring points for each.

- i A work plan to assist in the recruitment and placement of 25 local residents into the construction trades, with a focus of 10 into the “list” trades, and to support your referral’s retention following placement, including mentorship and any numerical placement and retention-rate goals during the grant’s term. (25 points)
- i An acceptable plan to monitor client placement and retention in regards to the 25/10 goal and to provide reporting on referral’s success rates, including any information relative to your organizational past performance in this area. (15 points)

- i The elements of any on-going, or proposed, organizational program you have to maintain relationships with local Joint Apprentice Training Committees and how those elements will be utilized in your organization's effort to expand Trade Union involvement in the Referral Organization's proposed retention support efforts. (15 points)
- i A proposed budget for performing the services requested, including a cost breakdown per referral, as well as best value practices for leveraging the grant funds. (15 points)
- i Three references for similar work in the last four (4) years, including brief description of work and contact information. (15 points)
- i Additionally, please provide background information, including but not limited to: your organization's mission statement, list and brief resumes of Board of Directors, Trustees and or Officers as applicable, and past three years' financial statement, preferably reviewed or audited. (15 points)

Scope of Services to be provided:

Proposers are encouraged to work in collaboration with other applicable community based organizations to provide the following services, at minimum:

- i Close coordination with apprenticeship training coordinators and union business agents;
- i Outreach to identify and help prepare Local Impact Area (LIA) residents for apprenticeship training;
- i Provide 25/10 LIA residents referrals for entrance into apprenticeship;
- i Attend pre-bid, pre-construction and or pre-job meetings to describe services for participating contractors;
- i Attend and participate in monthly meetings of the MAPLA Social Justice Committee;
- i Make monthly or as-need reports to the JASTC. The reports must detail lists of names, timelines

Schedule:

Issue RFP:	Monday, March 6 th
Questions due:	Friday, March 17 th
Responses to questions:	Friday, March 24 th
Proposals due:	Monday, April 3 rd at 5PM
Interviews, if needed:	Thursday or Friday, April 6 th or 7 th
Selection/Award:	Monday, April 10 th
Notice to Proceed:	Tuesday, April 11 th

Payment Schedule/Milestones:

It is anticipated that a single grant will be made to one organization for one year. The grant amount shall not exceed \$70,000. Progress payments will be made on a quarterly basis upon submittal and acceptance of invoices and progress reports on defined, measurable progress based on each successful LIA referral, per the requirements below.

In the event that a LIA resident referred by the Referral Organization is not successfully admitted into an applicable Alameda County Building Trade union's apprenticeship program, the Referral Organization may still receive payment if all the following good faith efforts are documented and submitted:

- i Proof that a referral is a resident of the Port's LIA, which includes Alameda, Emeryville, Oakland, and San Leandro.
- i Proof that a referral submitted a complete application to an apprenticeship program.
- i Proof that a referral had recently graduated from an MC3 pre-apprenticeship program.
- i Proof that a referral had current supportive documentation necessary to enter the applicable apprenticeship program (documentation varies with each apprenticeship program. Some examples include but not limited to valid California driver's license, diploma or transcript, etc.).
- i As applicable, proof that referral had completed preparatory math or English course.
- i Proof that, as needed, the Referral Organization has provided bridge services assistance. These services can include, but may not be limited to, providing or referring to successful substance abuse counseling and record expungement or payment of any required fees, etc.
- i As an alternative to direct placement, the Referral Organization can provide proof of a contractor willing to sponsor the LIA referral.

Contract Execution:

Successful proposer(s) will be expected to promptly execute an agreement with the JASTC and make quarterly or as needed reports to the JASTC.

Attachment

- 8.17 The Unions agree, for the life of this Agreement, to the annual placement of no fewer than twenty-five (25) LIA residents, at least ten (10) of whom will enter the List Trades. The LIA residents must have graduated from MC3-approved pre-apprenticeship programs. Those include, but are not limited to, Cypress Mandela, Rising Sun, Future Build, City-Build and Richmond-Build. The responsibility of the Port, working with the Unions and applicable community based organizations, is to maintain and track a list of such graduates. These graduated LIA residents will become part of a pool of New Hire Apprentices for the Contractors to draw from for hiring on Covered Project(s). The requirements of this Section are in addition to any other goals and requirements discussed in this Article.
- 8.18 For purposes of monitoring and compliance with respect to the placement requirements of Section 8.17, the Port and the Unions agree to the following process:
- 8.18.1 Each January, the Council shall submit a Plan for Compliance (as used in this Article, the "Plan") to the SJC. The Plan will include projections/schedules for new apprentice intakes and available information on the projected use of Disadvantaged Workers. It may also include the Union's commitment to job fairs, financial or human support in tutoring of LIA residents for math exam preparation, opportunities for LIA residents to enroll in Union pre-apprenticeship programs, support of and participation in LIA high school construction academies, etc.
 - 8.18.2 The Council will submit a bi-annual in-person report to SJC on the status of recruitment, placement and retention of LIA new apprentices, including details of outreach in the LIA, based on available information.
 - 8.18.3 If a Union is found to be in apparent non-compliance with the Commitments in Section 8.17 the SJC will request that the MAPLA Administrator invite the Council Representative before it for a presentation on why the goals are not being met, along with a revised proposed Plan. Any revisions to the commitments must be approved by the JASTC.
 - 8.18.4 If approved, the MAPLA Administrator will track the Council's adherence to the revised Plan, offering assistance with local resources, as requested. If the Unions fail to meet the goals of the revised Plan, the SJC may refer the issue to the JASTC. At any time before referral to JASTC, the Unions will have the opportunity to seek resolution in the SJC.
 - 8.18.5 The Port will, in coordination with the Council and other agencies, commit to supporting organizations that facilitate at least two Construction Job fairs per year aimed at identifying LIA residents that would be eligible for apprenticeship and pre-apprenticeship programs. These job fairs should identify a minimum of 50 interested applicants. In addition, the Port will make every effort to advocate for funding for MC3-certified pre-apprenticeship programs with the goal of 50 LIA graduates. Finally, the Port will support educational institutions and community based organizations that teach LIA residents the necessary math skills to enter into the List Trades. These education institutions and community-based organizations will graduate a minimum of 20 students that are LIA residents. Failure of any of these program targets to materialize relieves the Council of its obligations specified in Section 8.17.
- 8.19 The Unions agree to coordinate with the Workforce Development Centers to create and maintain an integrated database of hiring list members from the LIA and LBA, and agree that such Union out-of-work-list registrants may use the Workforce Development Center(s) as a facility from which they may be referred for Covered Project(s). Further, the Parties agree, that a Contractor may use the Workforce Development Center(s) as a resource for identifying LIA/LBA Union out-of-work-list registrants who could be made subject to applicable name call for the purpose of meeting the LIA/LBA hiring goals. A Contractor will contact the applicable Union dispatcher to request a name-call worker, and the Union will dispatch such a worker from the Union hall. The Workforce Development Center(s) will provide the necessary confirmation to the Union dispatcher that the worker has received and accepted the dispatch and will also provide confirmation to the Contractor. Contractors shall also use the Workforce Development Centers for the purpose of sponsoring New Hire Apprentices, when applicable.
- 8.20 On a quarterly basis, the appropriate Joint Apprenticeship Coordinator(s) will be invited to the JASTC to discuss progress on the number and status of apprentices.
- 8.21 The Unions, Contractors, and the Port will cooperate with the City and other community-based organizations in the LIA in conducting outreach activities to recruit and refer local resident applicants to programs for which they are qualified or qualifiable. The Unions will conduct outreach activities to recruit and refer qualified LIA resident applicants to apprenticeship programs.