



## Legislation Text

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**File #:** 18-998, **Version:** 1

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Report regarding a resolution approving a Project Labor Agreement (Project Stability Agreement) specifically for the Community Civic Campus project. (*Marian Lee, Assistant City Manager and Dolores Montenegro, Kitchell Program Manager*)

### **RECOMMENDATION**

**It is recommended the City Council approve a Project Labor Agreement (Project Stability Agreement), specifically for the Community Civic Campus project.**

### **BACKGROUND/DISCUSSION**

In November 2017, City Council provided staff direction to prepare a Project Labor Agreement (Project Stability Agreement) for the Community Civic Campus project. This recommendation was also supported by the Measure W Subcommittee on September 20, 2017.

The draft final Project Labor Agreement has been completed and is attached as Exhibit A to the associated resolution to this report.

Negotiations with labor representatives were professional, reasonable and productive and are appreciated by the City's negotiations team comprised of the Assistant City Manager, City Attorney and Project Program Manager (Kitchell). The City's negotiations team was also informed by the Police, Library and Parks and Recreation, and IT departments.

The agreement is a pre-hire collective bargaining agreement that establishes terms and conditions of construction employment for the Community Civic Campus project. It is designed to create an enforceable commitment between the construction parties to use a "skilled and trained workforce" to perform all work on the project. This agreement:

- Commits to union wages;
- Ensures a steady supply of skilled labor for the project;
- Includes an agreement not to strike; and
- Ensures expeditious resolution of worker grievances.

### **FISCAL IMPACT**

The City of South San Francisco supports labor rights, prevailing wage, and the creation of quality jobs in its community. Based on comparables, there is no distinguishable difference between prevailing wage requirements and union labor wages. The financial impact to entering into a Project Labor Agreement for the Community Civic Campus project is negligible.

CONCLUSION

Staff recommends that City Council approve a Project Labor Agreement for the Community Civic Campus project. Having such an agreement will provide the project with labor stability, which is critical to minimizing risk as they relate to labor availability and support for the project. If approved by City Council, the contractor to be selected will be required to abide by the agreement.