

Port's Maritime Aviation Project Labor Agreement and Alameda County's Project Stabilization/Community Benefits Agreement

Lessons Learned and
Ideas for inclusion in negotiating points



Local Hiring, Training & Retention

1. Lesson learned: **Supply is low** = not enough local residents in the unions to reach all the goals in the area.

→ Idea for: CWA language that **requires unions to work with community-based organizations to build pipeline by annual increase on intake of local residents**

- Focus on high paying list (mechanical) trades
- Focus on retention



Local Hiring, Training & Retention

2. Lesson learned: **Enforcement of goals is key**

→ Idea for: CWA language that **includes strong enforceable penalty language** in contract as well as CWA

→ Idea for: **Proactively monitor progress**, include oversight committees (Social Justice and Joint Administrative)

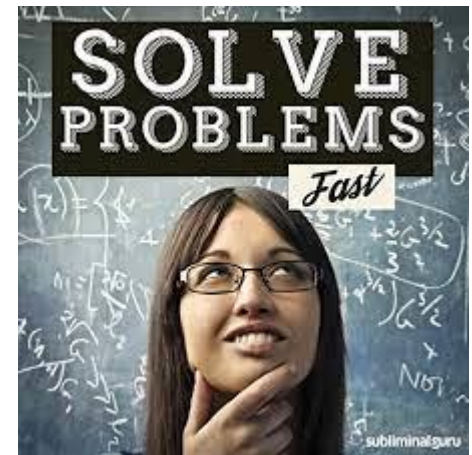


Local Hiring, Training & Retention

3. Lesson learned: **Resolve problems at lowest level**

→ Idea for: **Early education of contractors** consistent message and tools for contractors to identify early how they plan to reach goals

→ Idea for: **Early education of signatory crafts**, including union dispatchers, apprenticeship programs



Local, Small, Minority, NonUnion Businesses

1. Lesson learned: **challenged and confused by existing CWA requirements**

→ Idea for: CWA language that includes provisions for **Contractor assistance**; expand to union's providing contractor assistance i.e. how to work with unions, bonding, estimating, etc.

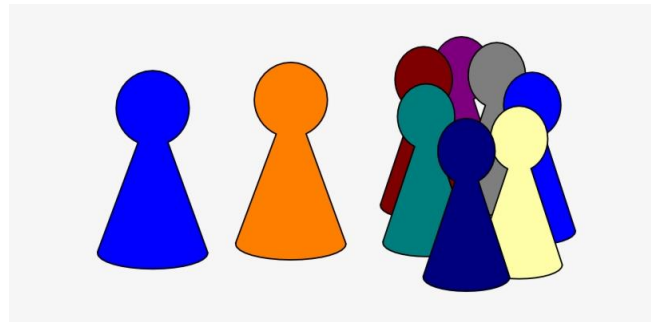


Local, Small, Minority, NonUnion Businesses

2. Lesson learned: **limited staff**

→ Idea for: CWA language that **edits existing Referral/Core Worker so 1st person on the project is contractor's employee**

- Some allowance already for sole proprietors



Local, Small, Minority, NonUnion Businesses

3. Lesson learned: **inexperienced at working under CWAs**

→ Idea for: CWA language that includes **Carve Out and Graduation program**

- Exempt from CWA requirements but keep prevailing wage and related agency requirements but after reaching threshold, graduating to work under CWA



Summary – Ideas for inclusion in negotiating points

Local Hiring, Training and Retention

1. Require union to build a pipeline
2. Include strong enforceable penalties and proactively monitor
3. Provide early education of contractors and signatory crafts

Local, Small, Minority, Non-Union Businesses

1. Provide contractor assistance
2. Edit Referral/Core Worker provision
3. Include Carve out and Graduation