

DRAFT FOR DISCUSSION

LOCAL BUSINESS IDEAS FOR CONSIDERATION

Goal Setting Ideas for maximum Participation of Local Contractors and Businesses

1. Set thresholds for working under a PLA with suggestion ranging from \$1M to \$5M
2. Establish needed carve outs for non-union contractors, truckers, and very small local businesses, whether union or not.
3. Set aside some projects for minority contractors that can be negotiated as opposed to competitive bidding.

Ideas for Addressing Barriers / Changing Culture

1. Include CWA language that somehow provides for a range of financial support and technical assistance for local, non-union contractors. This technical assistance could include, but not be limited to prevailing wages, workers comp, bonding, innovative banking relationships, competitive bidding, and progress payments.
2. Include CWA language that allows non signatory contractors to use all their local core workers before going 1 to 1 dispatch from union hiring halls
3. Include CWA language that allows union and non-union local contractors to pay benefits into a Social Justice Trust fund to help with legal fees, accounting, childcare, transportation, union dues, access to capital, etc. instead of into union benefits
4. Include CWA language that requires unions to dispatch competent workers to non-union contractors working under the PLA.
5. Include CWA language that encourages the education of general contractors on the challenges of working under an innovative PLA and require that they educate their sub-contractors prior to bidding
6. Establish a Contractor Assistance Center funded by the City to assist small contractors on how to work under PLAs.
7. Include CWA language that requires unions to create measurable programs that address the challenges minority non-union businesses face when becoming union
8. Include CWA language that allows local contractors to sign letters of consent for more than 1 project.
9. Include CWA language that requires the unions to host workshops to support and assist small, local businesses, including tours of training facilities that demonstrate new industry training techniques
10. Include CWA language that encourages unions to establish reasonable auditing systems and auditing timetables. The system should allow for mediation before legal action is taken
11. Include CWA language that allows local contractors to cancel union relationship at will.
12. Include CWA language that allows owners to work on their own projects if they want
13. Include CWA language that establishes committees open to public contractors where they can present complaints about union actions, including Trust Fund issues

14. Include CWA language that encourages diversity training for union business agents and pension trust administrators.
15. Include CWA language that encourages sensitivity training by unions to educate their workforces on benefits of having a diverse set of contractors on CWA covered projects

Strong Compliance

1. Require adequate monitoring and compliance oversight by independent 3rd party consultant(s) to provide CWA monitoring and technical assistance. The consultant should make regular reports on the progress of both contractors and unions on goals established by the CWA.
2. City staff or a 3rd party consultant should conduct regular field site visits
3. The CWA should establish committees open to public to work with city or 3rd party consultant on compliance oversight for both contractors and unions.
4. Establish strong, enforceable financial penalties for both non-compliant contractors and unions.

Non-CWA

1. Open the negotiation team to include local businesses, or-trades people, National Association of minority Contractors, Coalition for Trade Unionist, and young people
2. Open voting for union board seats to the local contracting community
3. This CWA should be a pilot program for a period to determine its effectiveness