

**This importance of an
Oakland Citywide PLA**

Presenters

1. Jason Gumataotao, IBEW 595 – Why we are engaging in the PLA?
2. Vince Sugrue, SMW 104 – Data Presentation
3. Beli Acharya, CTWI – Workforce Development
4. Andreas Cluver – Recommendations and Summary

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**Why are we
engaging in
this PLA?**



Oakland, May Day, 2019

Why we are engaging?

Local 483 Sedakao Whittington speaking on
May Day, 2019

- PLAs protect workers and give them a voice on the job.
- The BTC wants to establish a pipeline similar to what we have with the County, Port, and OUSD.
- Address the severe lack of Union construction and local workers building private high-rise and mid-rise development projects.

The OUSD PLA is a story of success.



- Work in lock-step with the Architecture Academy at Fremont High School.
- With a PLA, we have a Joint Administrative Committee that oversees the goals of the PLA. It is comprised of the administrator, the Unions, community groups, and contractors.
- The Joint Administrative Committee has a proven track record of addressing issues and improving with best practices.

Snapshot of the JAC for OUSD

OUSD Active Projects Summary by Trades

Data as of December 31, 2021

Source: Elation Systems

TRADE	TOTAL HOURS				APPRENTICE HOURS		
	Total reported as of 12/31/2021	% of Total Hrs worked	Total hours by Oakland Residents	% of Oakland Residents Total Goal - 50%	Total	Total % Goal - 20%	Targeted Apprentices
Laborer And Related Classifications	14,486.00	23.7%	4,810.00	33.20%	1,286.00	8.88%	
Laborer And Related Classifications (Special Single And Second Shift)	190.50	0.3%	30.00	15.75%	-	0.00%	
Operating Engineer	1,030.50	1.7%	1,030.50	100.00%	1,030.50	100.00%	
Operating Engineer (Heavy And Highway Work)	2,498.50	4.1%	56.00	2.24%	-	0.00%	
Painter	2,230.50	3.6%	-	0.00%	298.00	13.36%	
Plasterer	718.00	1.2%	119.00	16.57%	159.00	22.14%	
Plumber	2,783.66	4.5%	246.00	8.84%	940.00	33.77%	
Roofer	1,330.00	2.2%	591.00	44.44%	345.50	25.98%	
Sheet Metal Worker	1,772.00	2.9%	-	0.00%	100.00	5.64%	
Terrazzo Worker	869.50	1.4%	-	0.00%	182.00	20.93%	
Tile Finisher	202.00	0.3%	60.00	29.70%	68.00	33.66%	
Tile Setter	135.00	0.2%	31.00	23.00%	-	0.00%	
Project: Fremont HS Increment 3&4	217,127.07	100.0%	93,470.54	43.05%	49,872.75	23.34%	2
Project: Fremont HS Increment 3&4 with off-site credit included	217,127.07	100.0%	110,589.04	50.93%	49,872.75	23.34%	2

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Oakland Building Trades Data Presentation

New Oakland Apprentices (07–21)

Building Trades Apprenticeship Programs (Joint Labor-Management)

TOTAL: 962

Year	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
# of Apprentices	1	1	0	0	1	0	3	6	8	30	81	165	220	196	250

ABC Apprenticeship Programs (Unilateral)

TOTAL: 8

Year	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
# of Apprentices	0	0	0	0	0	0	0	1	0	0	1	1	2	2	1

Source: California Division of Apprenticeship Standards

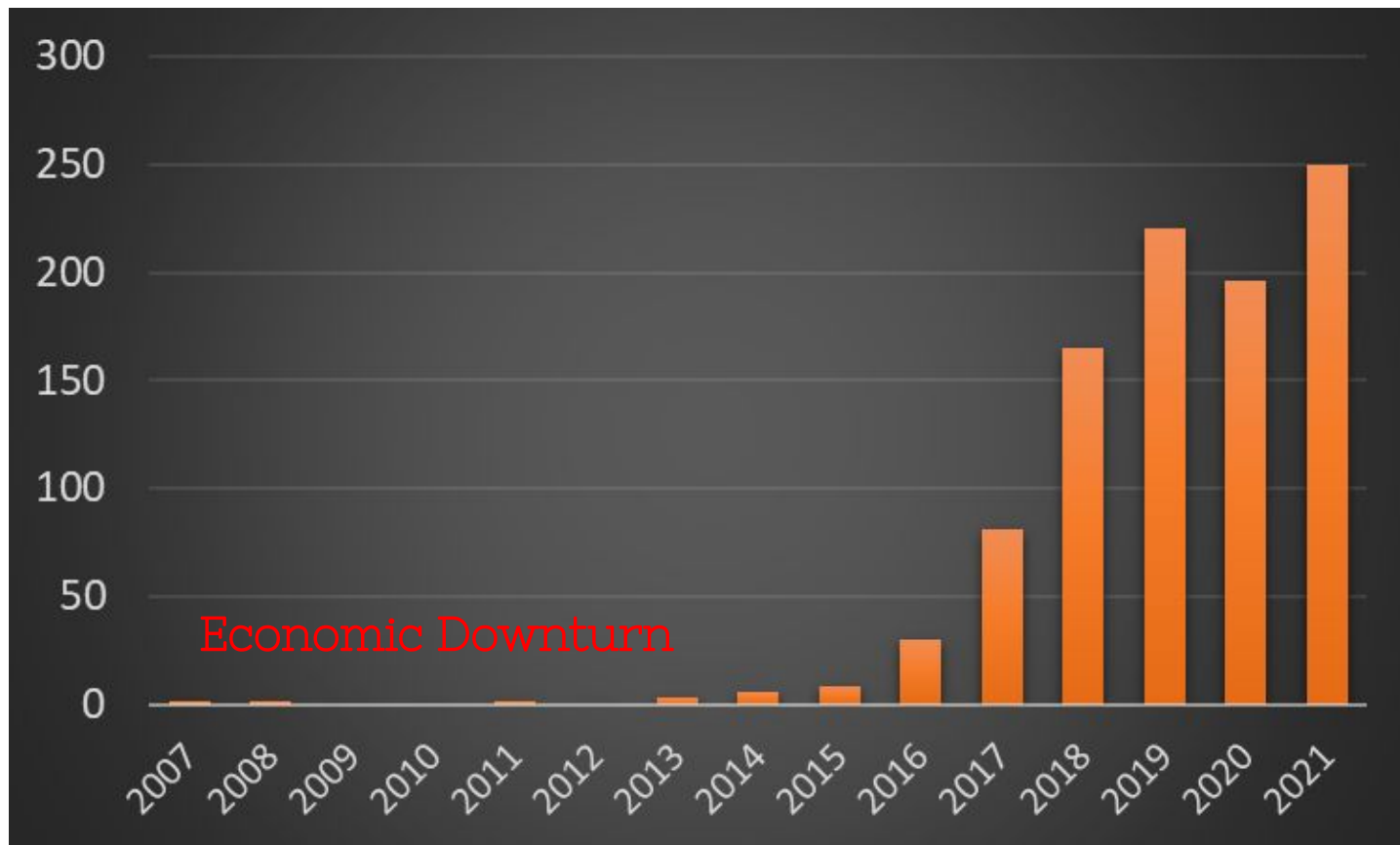
Associated Builders and Contractors (ABC) Political Contributions

**2020 Federal Election Cycle -
\$859,815 given to Republicans - \$0 to Democrats**

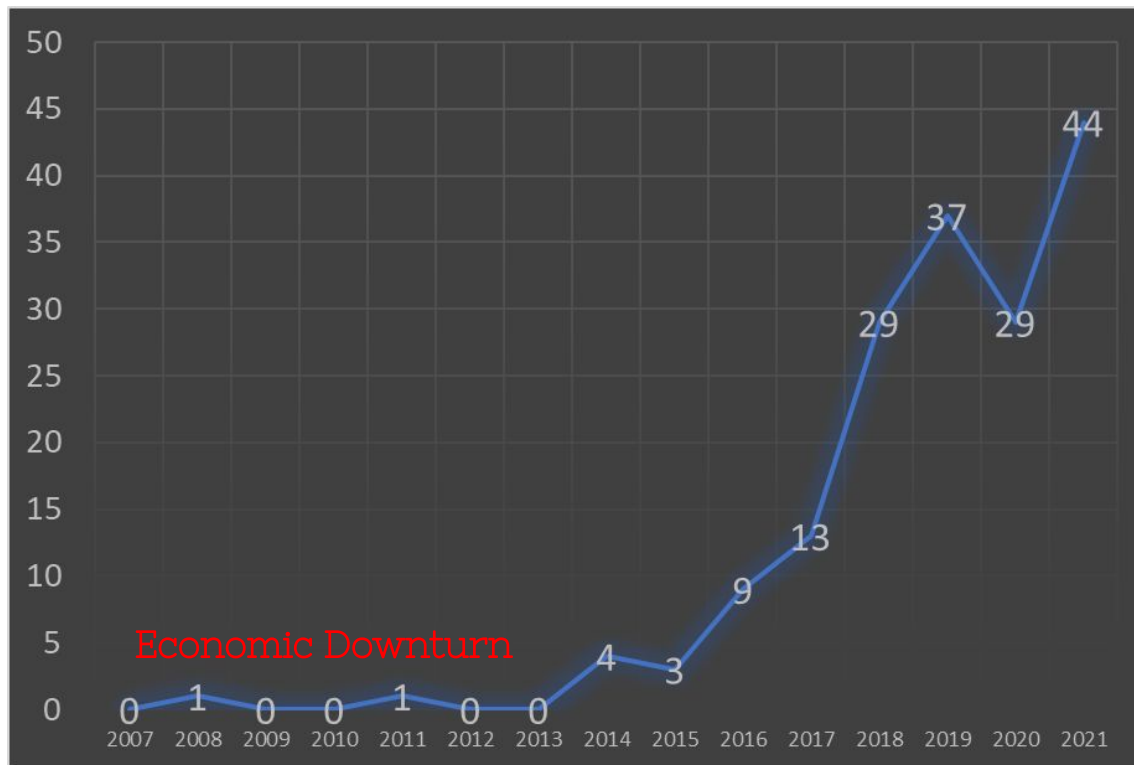
Examples of ABC PAC contributions:

TED CRUZ (R - Texas) 2018	\$10,000
RICK SCOTT (R - Florida) 2018	\$7,500
KEVIN MCCARTHY (R - CA) 2016, 2018, & 2020	\$25,000
RAND PAUL (R - KY) 2016	\$5,000
MARJORIE TAYLOR GREENE (R- GA) - 2020	\$1,500

Total Number of New Oakland Apprentices in the Building Trades by Year (2007-2021) TOTAL: 962 Oakland Residents

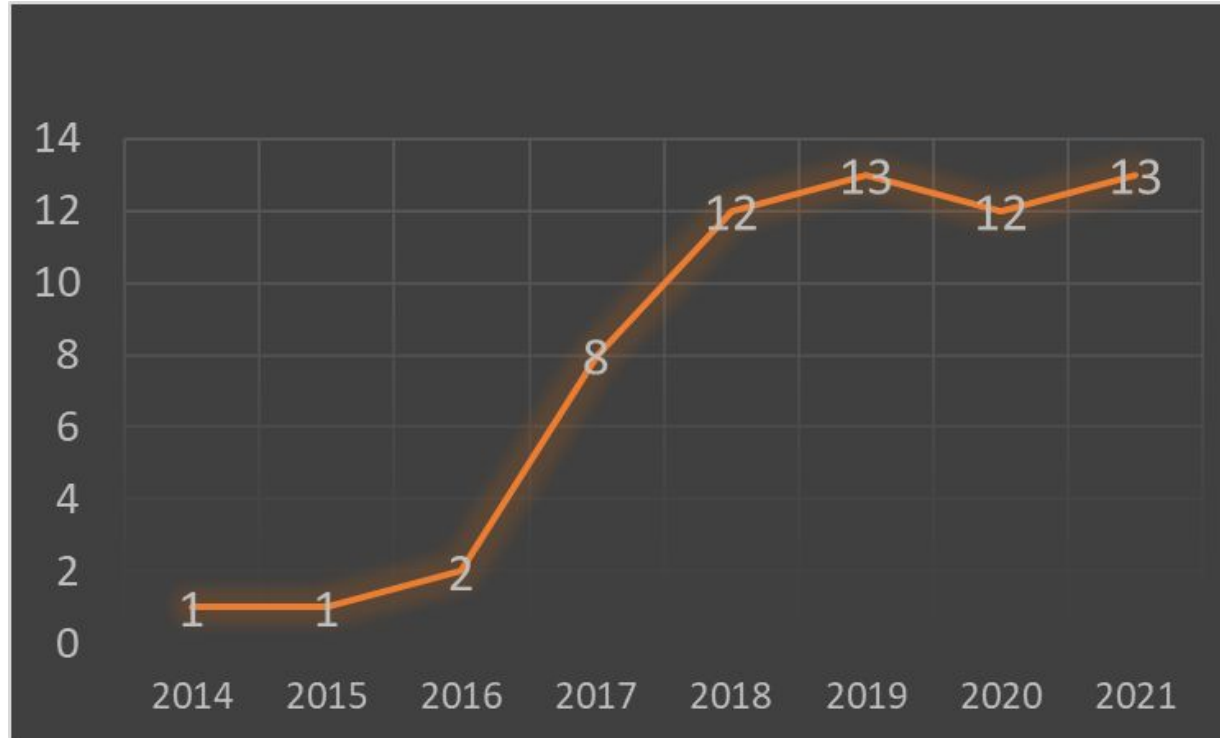


Total Number of New Black Oakland Apprentices in the Building Trades by Year (2007-2021)



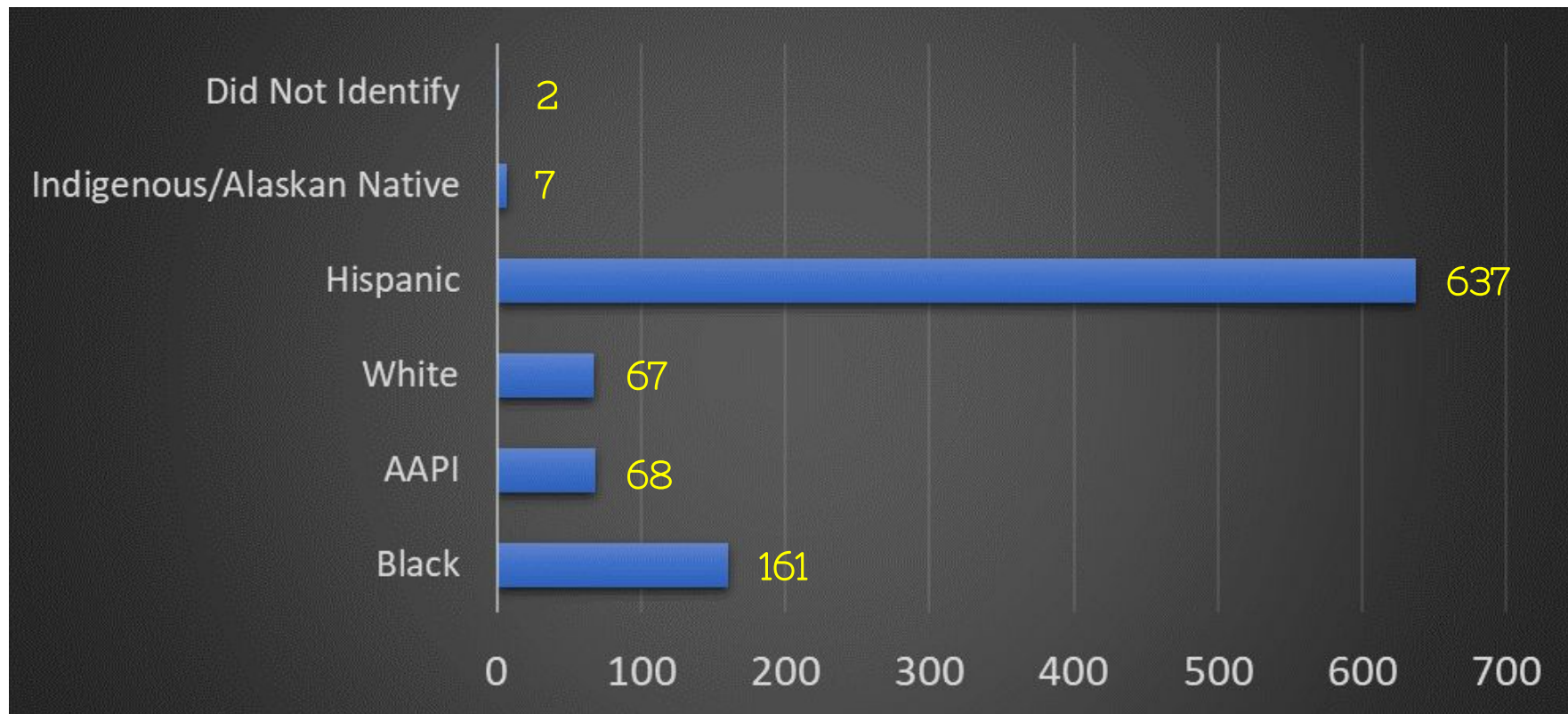
TOTAL: 170 New Black Oakland Apprentices

Total Number of New Female Oakland Apprentices in the Building Trades by Year (2014–2021)

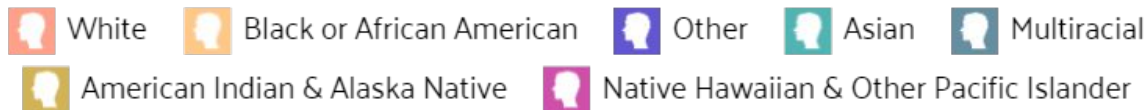
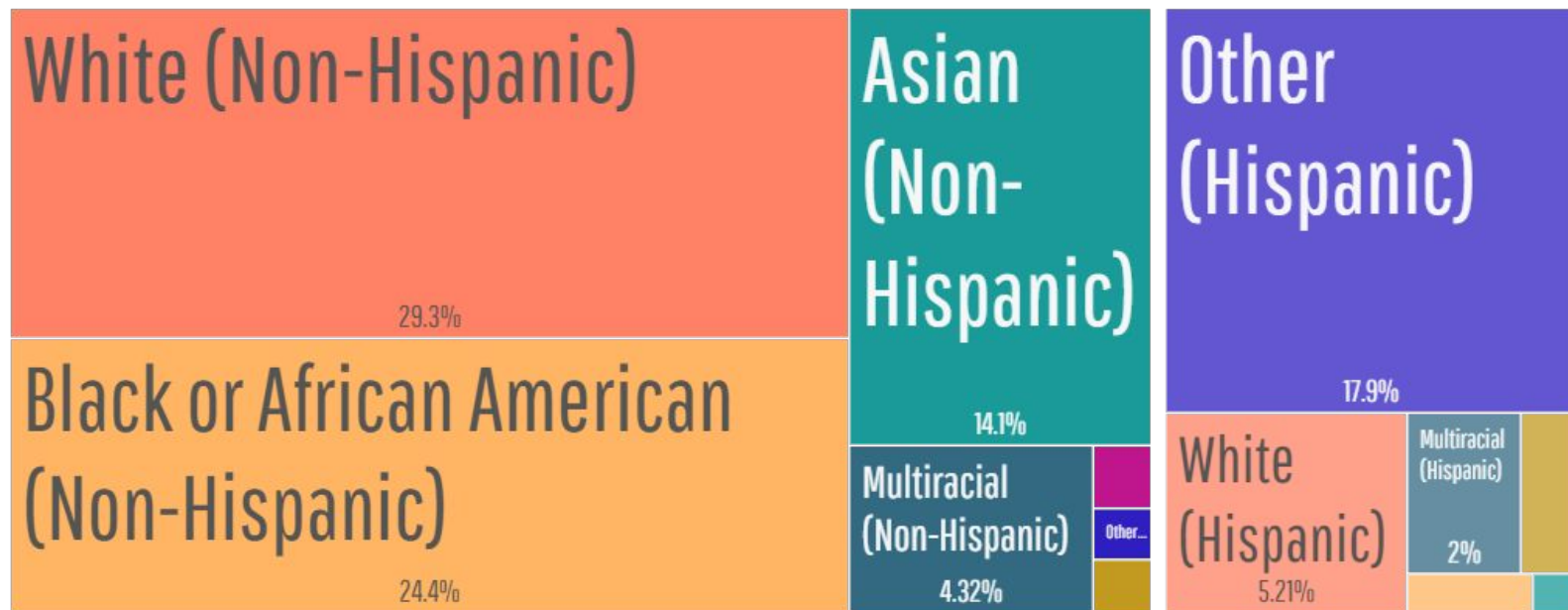


TOTAL: 62 New Female Oakland Apprentices

Ethnicity of New Oakland Apprentices in the Building Trades by Year (2016–2021)



Source: California Division of Apprenticeship Standards

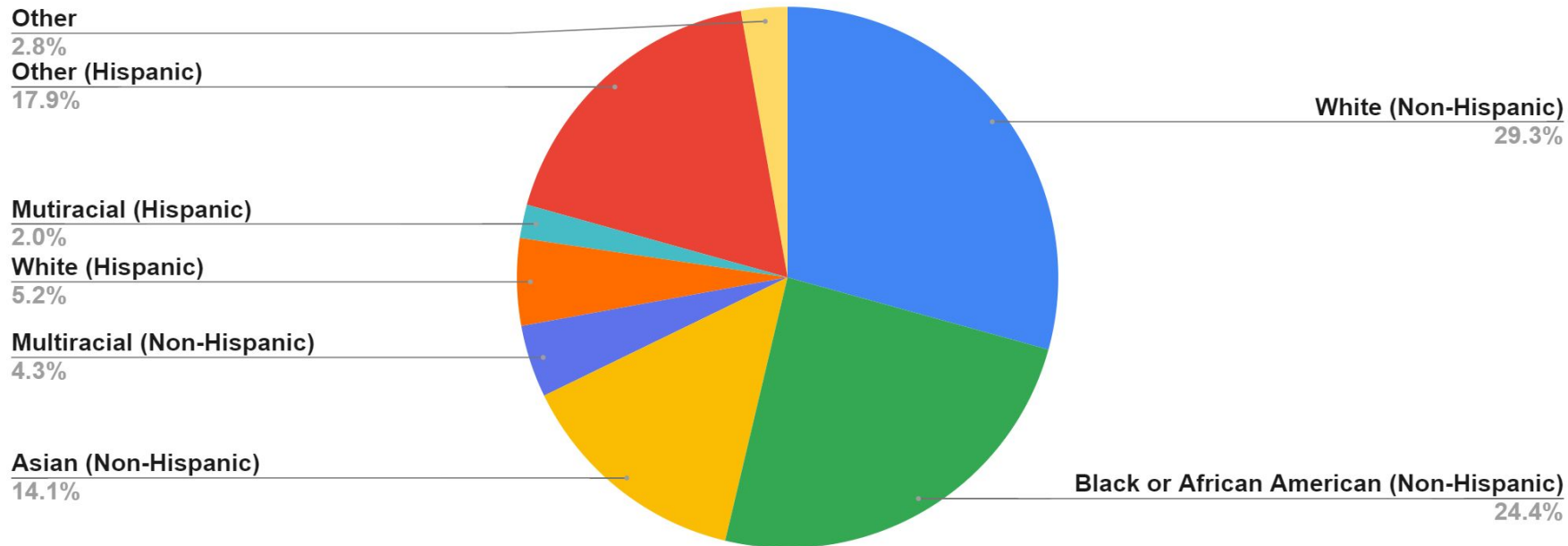


2013 2014 2015 2016 2017 2018 2019

Ethnicity Data of the City of Oakland, 2019

Source: <https://datausa.io/profile/geo/oakland-ca/>

Ethnicity Data of the City of Oakland, 2019



Comparison of Aggregate Oakland Building Trades New Apprentice Ethnicity Data (2016–2021) to 2019 Oakland Ethnicity Data

Oakland Building Trades New Apprentice Ethnicity Data (2016-2021)

Hispanic	67%
Black	17.7%
AAPI	7.2%
White	7.1%
Indigenous	0.7%

2019 Oakland Ethnicity Data (Top 5)

White	29.3%
Black	24.4%
Hispanic	17.9%
AAPI	14.1%
White (Hispanic)	5.2%

New Apprentice Recruitment into Building Trades Apprenticeship programs by cities in Alameda County (2007 to 2021)

City	# of Residents
Oakland	962 residents
Hayward	664 residents
San Leandro	284 residents
Fremont	181 residents
Livermore	146 residents

Questions – Please reach out.

Vince Sugrue
vince@smw104.org

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WORKFORCE DEVELOPMENT: Strengthening Construction Trades Pathways for Oakland Residents

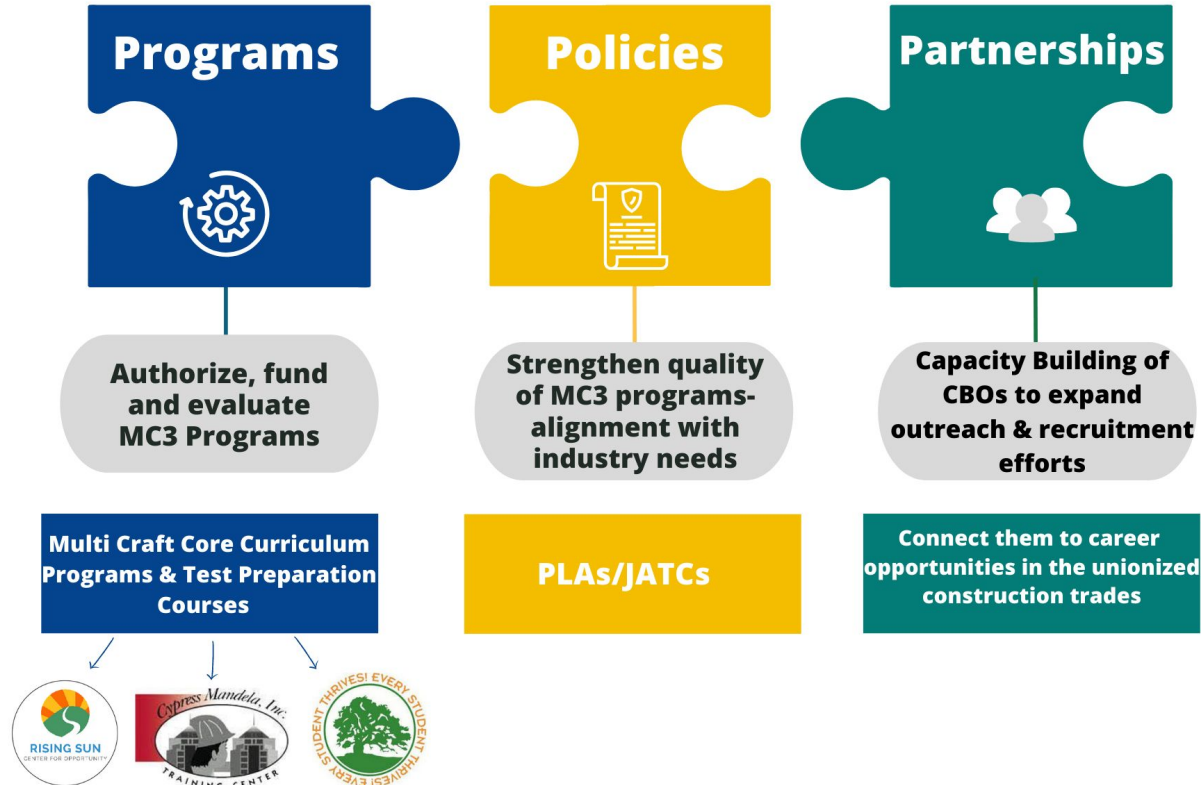
AGENDA

- Our Mission
- Our Work
- Our Impact
- Next Steps

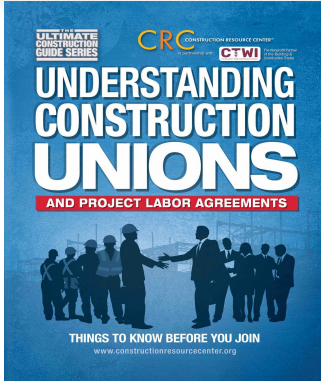
WHO WE ARE

- **Nonprofit workforce development partner of the BTCs** in Alameda, Contra Costa, and Napa-Solano Counties
- **MISSION:** Create greater employment opportunities for underrepresented populations in the union construction trades

OUR WORK

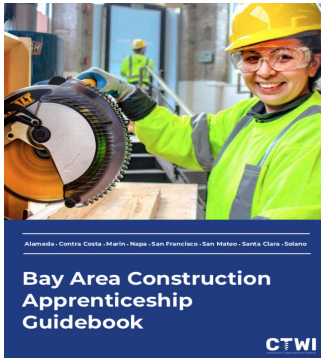


RESEARCH & PUBLICATIONS



Understanding Construction Unions & PLA

- Unpacks Project Labor Agreements
- Overview on how to become a union contractor
- Guide on how to work with union labor

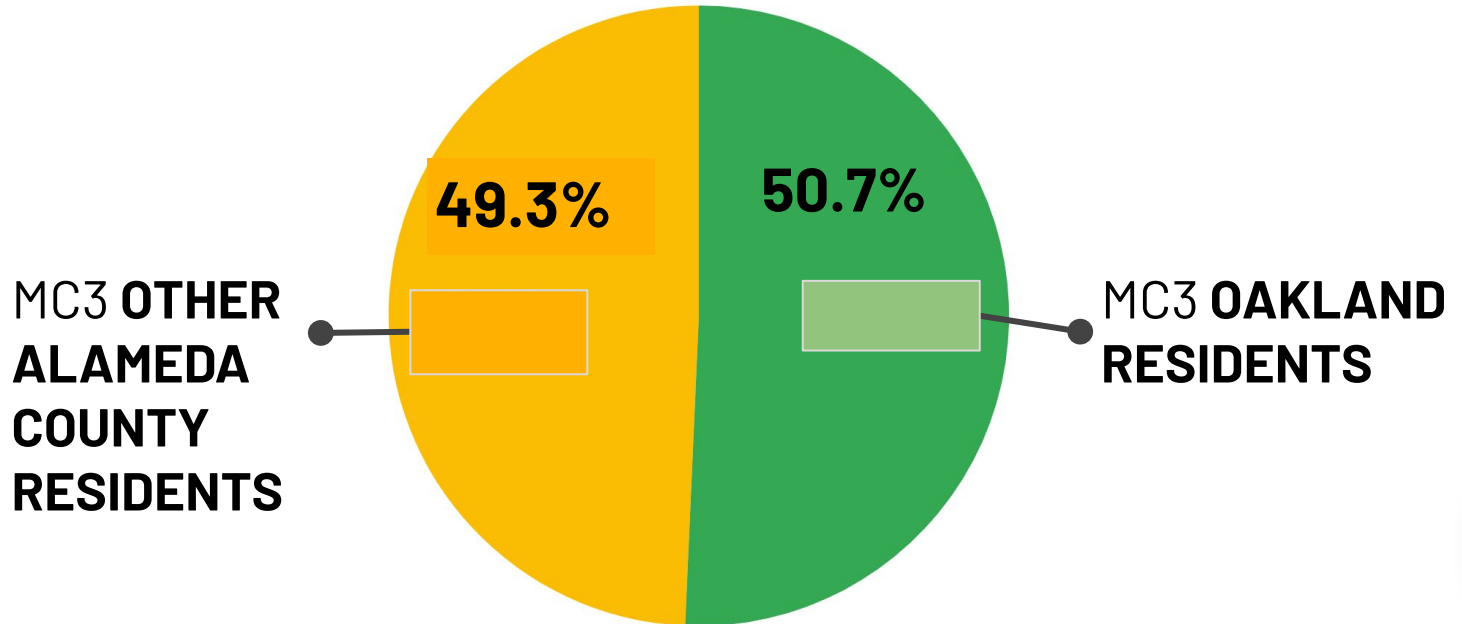


Bay Area Construction Guidebook

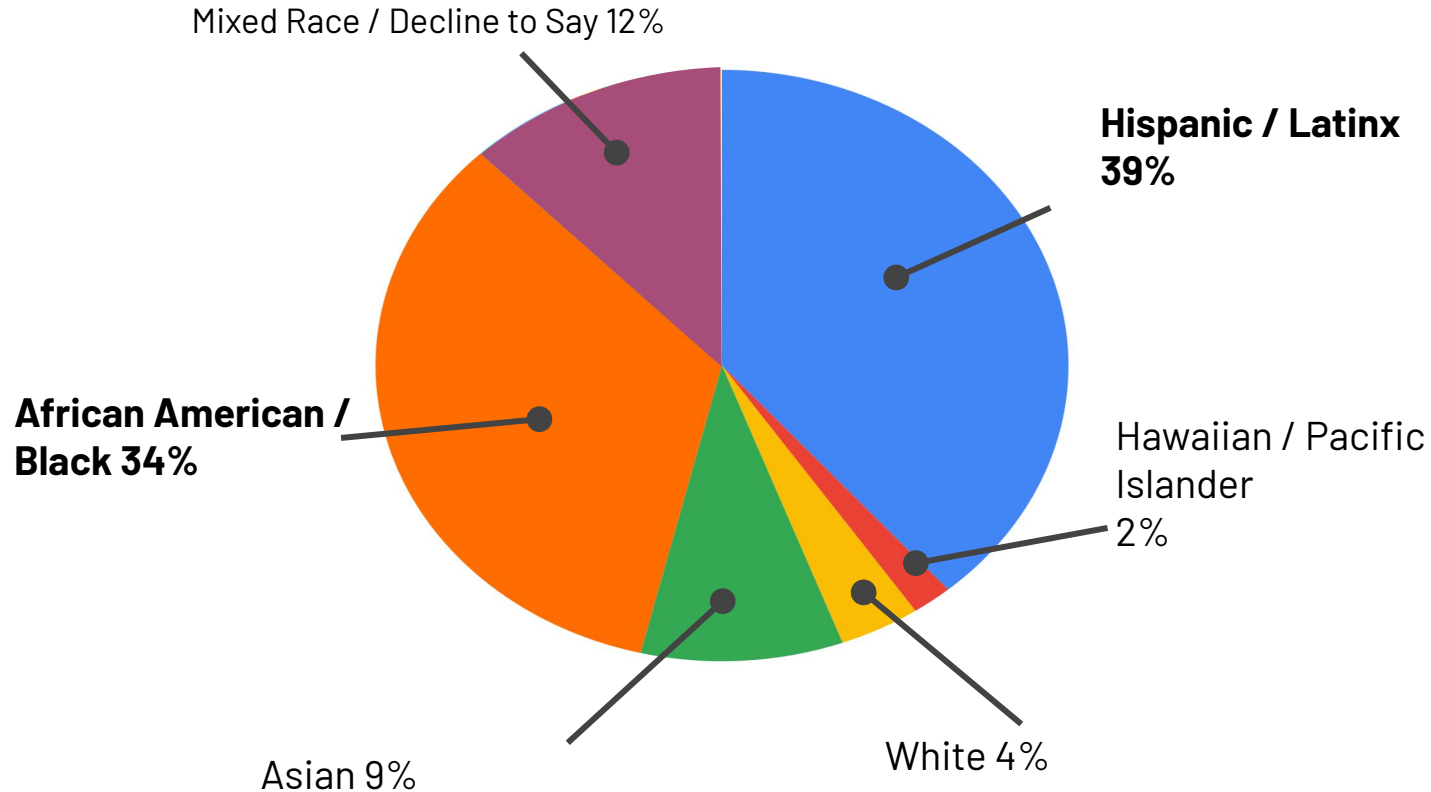
- Overview of union apprenticeship and pre-apprenticeship programs
- Application requirement and step-by-step processes
- Salary & Benefits Wage schedule
- Contact information

OUR IMPACT

Awarded and distributed \$2.6 million for MC3 Pre-apprenticeship Programs
ALLOWING US TO SERVE



MC3 Pre-Apprenticeship Demographics



Oakland MC3 Pre-Apprenticeship Programs OUTCOME

90%

MC3 graduation rate

60%

union apprenticeship
placement rate

\$42

average starting
hourly wage +
benefits

90%

BIPOC served

15%

Women served

34%

African Americans
served

NEXT STEPS

Retention

Design a retention framework to address the dropout rates among the African American community

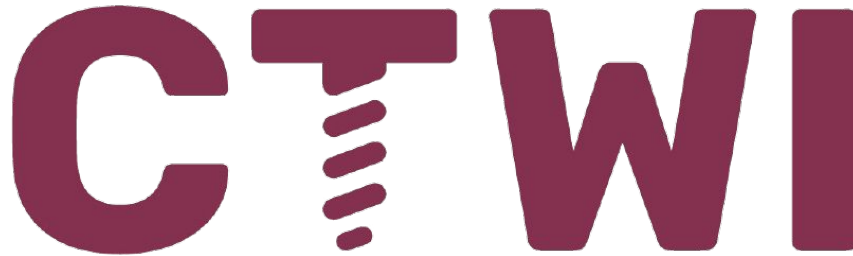
Relationships

Increase outreach and recruitment efforts: Partnership City of Oakland's Violence Prevention Department

Funding

- Ongoing financial support for MC3 programs
- Data Tracking and Collection for Pre-Apprenticeship and Apprenticeship Programs
- Technical Support for Contractors to meet PLA goals

CONTACT US



Construction Trades Workforce Initiative

Beli@ctwi-btca.org

www.ctwi-btca.org

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Recommendations and Summary

Workforce Recommendations

- Require trades to provide agreed upon demographic data in 1st year of PLA and every year thereafter.
- Include the City's commitment to properly fund MC3 Community-Based Pre-Apprenticeship Programs including but not limited to a PLA social justice fund.
- Targeted Hire: Focus on Oakland Zip Codes with high percentage of African Americans and Disadvantaged Populations. (For Example: 94601, 94603, 94605, 94607, 94621)
- Require contractors to hire, train, and retain new apprentices from MC3 certified programs serving predominantly African American residents.

Small/Local Business Inclusion Recommendations

- Include carve out for certified SLBEs that does not disproportionality impact any one craft.
- To qualify for the carve out, SLBEs should participate in information sessions on how to successfully bid on PLAs and grow their business.
- Include language that allows sole proprietor/owner operator to successfully bid in PLAs.
- The City commits to establishing one-stop center for SLBEs to work successfully on PLA Public Works projects.