

- 11.3 Grievances between a Union(s) and a Union(s)' signatory Contractor/Employer(s) involving interpretation or application of the MLA shall be governed by the grievance procedures contained in the MLA.

ARTICLE 12

UNION RECOGNITION AND REPRESENTATION

- 12.1 The Contractor/Employer(s) recognize the Union(s) signatory hereto as the sole and exclusive collective bargaining representatives for all craft employees on the Project.
- 12.2 The Contractor/Employer(s) shall require all employees who work on a Construction Contract on or before eight days of consecutive or cumulative employment on the Project to comply with the applicable Union(s)' security provisions, and to maintain compliance for the period of time they are performing work on the Project, which requirement shall be satisfied by the tendering of periodic dues and fees uniformly required to the extent allowed by law. Further, there is nothing in this Agreement that would prevent non-union employees from joining the Union(s).
- 12.3 Authorized representatives of the Union(s) shall have access to the site at all times. Such representatives shall comply with reasonable visitor safety and security rules established for the Project.

ARTICLE 13

REFERRAL PROCESS

13. The Union(s) shall be the primary source of all craft labor employed on the Project. However, in the event that an Oakland Certified Local Business Contractor has its own core workforce, or a non-Local Contractor/Employer has Oakland Residents on its own core workforce, (collectively "Core Employees") the following provisions shall apply, consistent with the MLA hiring hall provisions:

A. Contractor/Employers with Oakland Resident employees may request by name, and the Union(s) shall honor, referral of persons who have applied to the local union for Project work and who demonstrate the following qualifications:

- 13.1.1 possess any license and/or certifications required by state or federal law for the Project work to be performed;
- 13.1.2 have worked a total of at least one thousand five hundred (1500) hours in the construction craft during the prior three (3) years;
- 13.1.4 were on the Contractors' active payroll for at least sixty (60) out of one hundred forty (140) days the Contractor was actively performing work prior to the contract award;

13.1.5 have the ability to perform safely the basic functions of the applicable trade;
and

13.1.6 be an Oakland Resident at least six months prior to the award of the contract
for which they are being dispatched.

B. Oakland Certified Small Local Contractors may request by name, and the Union(s) shall honor, referral of persons who have applied to the local union for Project work and who demonstrate the following qualifications:

13.1.6 possess any license and/or certifications required by state or federal law for
the Project work to be performed;

13.1.7 have worked a total of at least five hundred (500) hours in the construction
craft during the prior three (3) years;

13.1.8 were on the Contractors' active payroll for at least forty-five (45) out of the
one hundred forty (140) calendar days prior to the contract award.; and

13.1.9 have the ability to perform safely the basic functions of the applicable trade.

13.2 A Sole Operator, as defined in this Agreement under section 1.10, self-performing work on a covered Project shall not be required to request dispatch from the union hall with jurisdiction over the Sole Operator's work. However, if the Sole Operator hires any additional employees subsequent to starting work on a covered Project, the Sole Operator will be treated as the core employee and any subsequent employee(s) will be dispatched from the hiring hall. Before hiring an employee(s) on the Project, the Sole Operator must request permission from the JAC through the Coordinator and provide evidence of compliance with CLSB and Workers Compensation requirements. For purposes of this Agreement, Trucking Sole Operators will be treated as the core employee, but must nevertheless be dispatched from the hiring hall, will be exempt from trust fund obligations but must pay representational fees. All Sole Operators, including truckers, must sign this Agreement's Letter of Assent prior to starting work on a covered Project

13.3 The Union will first refer to such Local or Non-local Contractor/Employer(s) one employee from the hiring hall out-of-work list for each affected craft and will then refer one of the Core Employees who meet the listed qualifications. This referral process shall be repeated until such Contractor/Employer's crew requirements are met or until such Contractor has hired five (5) Core workers, whichever occurs first. Thereafter, all additional employees in the affected trade or craft shall be hired exclusively from the hiring hall out-of-work list(s). Employees shall be laid off in the same one-for-one manner in the inverse order of their hiring. For the duration of the Contractors' work the ratio shall be maintained and when the Contractors' workforce is reduced, Employees shall be laid off in the same ratio of core employees to hiring hall referrals as was applied in the initial hiring. Contractors signatory to a Local, Regional, and/or National collective bargaining agreement(s) with Signatory Union(s) hereto shall be bound to use the hiring hall provisions contained in the relevant MLA of the affected Union(s), and nothing in the referral provisions of this Agreement shall be construed to supersede the local hiring hall provisions of the MLAs as they relate to such Contractors.

- 13.4 All Contractors shall be bound by and utilize the registration facilities and referral systems established or authorized by the Signatory Union(s) so long as such procedures are in compliance with applicable federal, state or local law. The Contractor shall have the right to determine the competency of all employees and may reject any referral for any reason, provided that the Contractor complies with Article 22, Non-Discrimination, and in accordance with the applicable MLA.
- 13.5 In accordance with the Master Labor Agreement and in the event that referral facilities maintained by the Union(s) are unable, despite good faith efforts, to fill the request of a Contractor for employees within a forty-eight (48) hour period after such request is made by the Contractor, Saturdays, Sundays and Holidays excluded, the Contractor shall be free to obtain work persons from any source ("Alternative Employees"). Upon hiring Alternative Employees, the Contractor shall immediately notify the appropriate Union(s) of the name and address of the Alternative Employees hired, which Alternative Employees shall be bound by the provisions of this Article and the Union(s)' hiring hall rules.
- 13.6 The Union(s) will exert their utmost efforts to recruit sufficient numbers of skilled craft persons to fulfill the requirements of the Contractors. The parties to this Agreement support the development of increased numbers of skilled construction workers from the Residents of Oakland / District to meet the needs of the Project and the requirements of the industry generally. Accordingly, contingent upon request by the Contractor, the Unions agree to encourage the referral and utilization of Residents as journeyman and apprentices on the Project and the entrance of Residents into apprenticeships and training programs, as long as such Residents possess the requisite skills and qualifications.

ARTICLE 14

LOCAL HIRING

- 14.1 The Parties agree to achieve the inclusion of OUSD graduates and Oakland Residents in the employment and apprenticeship opportunities created by the Covered Work, which will be known as the Local Hiring Program (LHP). With day-to-day support from the District, the Joint Administrative Committee (JAC) formed pursuant to the provisions of Article 8 shall monitor the progress of the LHP and will serve as the central forum for representatives of all affected parties to exchange information and ideas and to advise the District staff and consultants concerning the implementation and enforcement of the LHP.
- 14.2 The parties agree to a goal that for each construction contract, Residents of the District will perform up to 50 percent (50%) of all hours worked on all covered projects, on a craft-by-craft basis, if such workers are available, capable and willing to work on the projects, together with the apprentice goals established in Article 15, below.
- 14.3 The Contractors shall make good faith efforts to reach these goals, as described in Article 14.4 below and to reach these goals in accordance with the hiring hall procedures listed in the MLAs and the procedures identified in Article 15.4. The

District and the Unions shall make good faith efforts to assist the Contractor in reaching this goal. In cases of alleged noncompliance, the issue may be initially referred to the JAC for resolution. If the JAC can make no resolution, the issue may then be referred to the grievance procedure described in Article 11 for a final and binding determination. For purposes of resolution of any dispute arising under this Section or Article, the District shall be considered a party-in-interest with full right of participation in the arbitration proceeding.

- 14.4 In accordance to the MLA dispatch procedures, the Contractors must take, and require their subcontractors to take, the following good faith steps to demonstrate that they have made every effort to reach the Local Hiring Goals:
 - 14.4.1 The Contractors shall attend the scheduled pre-job meetings identified in Article 7. At this meeting, the Contractor must submit written workforce projections and projected man-hours on a craft-by-craft basis, consistent with the Contractor's bid proposal. In the event the pre-job meeting is waived, the Contractor must submit written workforce projections to the Coordinator within five (5) days.
 - 14.4.2 Within one week of the issuance of the Notice to Proceed, the Contractors shall meet with the District to review and approve the Contractor's compliance plan for reaching the Local Hiring and apprentice Goals, using the required compliance plan form provided by the District.
 - 14.4.3 The Contractors shall submit copies of hiring hall dispatch requests and responses to the Coordinator within ten (10) days of Coordinator's request at any point during the execution of the Project.
 - 14.4.4 The Contractors shall immediately contact the District if a union hiring hall dispatcher, upon request of the Contractor, is unable to dispatch local Residents.
 - 14.4.5 The Contractors shall use the "Name Call," "Rehire" or other available hiring hall procedures to reach goals and shall provide documentation of such requests to the Coordinator upon request per subsection.
 - 14.4.6 The Contractors shall use community based organizations from the list approved by the District and the Council as a resource for local labor resources, if a union cannot provide local Residents as requested.
 - 14.4.7 The Contractors shall sponsor local Residents as defined herein for apprenticeship, when possible.
 - 14.4.8 The Contractors shall maintain records for each Resident of Oakland/District who was referred but not hired along with an explanation why the worker was not hired. Upon request, such records shall be made available for review by the District, Coordinator, and JAC for the duration of the Covered Projects.
 - 14.4.9 The Contractors shall document participation in any local employment training programs and submit documentation of such to the Coordinator within ten (10) days if requested by Coordinator.

- 14.4.10 In the event that Local Unions are unable to fill any request for local employees within forty-eight (48) hours after such request is made by the Contractor (Saturdays, Sundays, and holidays excepted), the Contractor may employ local residents from any other available source, including District apprentice program graduates and community-based pre-apprentice organizations located within the District. However they must be dispatched through the union halls through the dispatch procedures outlined in the MLAs.
- 14.5 To the extent possible, the parties agree to implement the Local Hiring Program while complying with the District's Local Business programs for the covered project. To the extent that the District determines, in its sole discretion, that there is a conflict between the Local Hiring Program established in this Agreement and the District's Local Business Program, the conflict shall be resolved in favor of the Local Hiring Program on the construction work covered by this Agreement.
- 14.6 For the purposes of reaching the goal established in this Article, a Contractor may qualify for full credit toward the goal by employing OUSD Graduates and Oakland Residents for other work the Contractor is performing in any of the nine Bay Area counties of: Alameda, Contra Costa, San Francisco, San Mateo, Santa Clara, Marin, Solano, Napa and Sonoma. Credit will only be given for work performed during the life of the Covered Project. In order to receive such credit, the Contractor must submit certified payrolls as documentation to the Coordinator. No credit for off-site work will be allowed until the Contractor has received approval from the District.

ARTICLE 15

APPRENTICES

- 15.1. The District and Unions recognize the need to maintain continuing support of programs designed to develop adequate numbers of competent workers in the construction industry. The District and the Unions agree to provide financial and other assistance to enhance and sustain such programs through appropriate sources. The Contractor(s) will employ apprentices in the respective crafts, which are performing work on the Covered Project, and within the jurisdiction of the craft in which those apprentices are working.
- 15.2. Subject to any restrictions contained in law, the Parties agree to a goal that apprentices will perform up to twenty percent (20%) of the total craft work hours. The Unions agrees to cooperate with the Contractor in furnishing apprentices as requested and in accordance to the dispatch procedures of the MLAs.
- 15.3. The parties agree to a goal that only Oakland residents, especially District graduates shall be utilized as apprentices. The Contractor shall make good faith efforts to reach this goal through the utilization of MLA hiring hall and apprentice procedures and, when apprentices are not available; Contractors shall work with community-based organizations such as, but not limited to, the Cypress Mandela Training Center and the West Oakland Jobs Resource Center to identify potential apprentices.

- a. For the purposes of meeting the goals established in Section 15.2 and 15.3, a Contractor may qualify for up to one-half (1/2) of the goal by employing Oakland resident apprentices, especially District graduates on non-Covered work the Contractor is performing at the same time it is working on Covered Project. In order to receive such credit, the Contractor must submit request for off-site credit along with supportive documentation such as but not limited to certified payroll reports to the Coordinator. No credit for other work will be allowed until the Contractor has received written approval from the Coordinator.
 - b. For the purposes of meeting the goal established in Section 15.2, District apprentices hired to perform Covered Project who have graduated and become journeypersons may continue to be counted towards the goal for the duration of the Covered Project or until such time as they are laid-off in the normal course of worker reductions at the end of the contractor's scope of work, whichever is sooner. In order to receive such credit, the Contractor must submit request for graduated apprentice credit along with supportive documentation such as but not limited to certified payroll reports to the Coordinator.
- 15.4. For each Covered Project, a Contractor and/or its subcontractors must hire at least one (1) Qualifying Apprentice (as described in 15.6a) for the first one million dollars (\$1 million) of construction bid value. For each additional five million dollars (\$5 million) of construction bid value (beyond the first \$1 million), a Contractor and/or its subcontractors must hire at least one (1) additional Qualifying Apprentice.
- a. A Contractor shall make a good faith effort to maximize the Covered Project hours for the Qualifying Apprentices and shall report those hours to the JAC through the Coordinator, which will evaluate those good faith efforts. A Contractor cannot hire more than one (1) Qualifying Apprentices exclusively for a single trade to satisfy the hiring goals in this section unless approved by the JAC.
 - b. A Contractor shall make all requests for apprentices in writing. The Contractor shall report the number of Qualifying Apprentices, date of hire and hours worked to the Coordinator as well as any information about the Contractor's hiring efforts. The Coordinator will evaluate such information to determine whether the Contractor has acted in good faith to comply with this section.
 - c. In accordance with the dispatch procedures of the MLAs, each Signatory Union will be responsible for dispatching/referring District residents as Qualifying Apprentices to a Contractor on a priority basis if they are available, capable and willing to work on Covered Project. If apprentice(s) are not available, a Contractor shall be free to obtain Qualifying Apprentices from the District.
 - d. The Coordinator will track all Contractor requests for District Qualifying Apprentices and the Union responses to such requests. Copies of the written

requests shall be provided to the Coordinator within ten (10) days of request by the Coordinator.

- 15.5. The parties to this agreement shall exercise, to the extent of their authority, their best efforts to recruit District graduates as apprenticeship program applicants. In coordination with the District, the Unions will conduct outreach activities to recruit and refer qualified District graduates to apprenticeship programs. In addition, The Unions agree, for the life of this Agreement, to the annual enrollment of no less than twenty-five (25) District graduates, at least ten (10) of whom will enter the List Trades. The responsibility of the District, working with the Unions and applicable community based organizations, is to maintain, provide and track a list of such graduates. These District graduates will become part of a pool of Qualifying Apprentices for the Contractor/Employers to draw from for hiring on Covered Project. The requirements of this Section are in addition to any other goals and requirements discussed in this Article.
- 15.6. For purposes of monitoring and compliance with respect to the enrolment requirements of Section 15.5, the District and the Unions agree to the following process:
 - a. The District shall maintain and make available to the Unions a database of OUSD students enrolled in District sponsored construction related academies and District graduates of those academies. The District graduates must have graduated from MC3 approved pre-apprenticeship programs. Those would include, but may not be limited to, Cypress Mandela and Rising Sun,. These District students/graduates shall be referred to as "Qualifying Apprentices" for the purposes of assuring there is an adequate pool of Qualifying Apprentices for the Contractor/Employers to draw from on each Covered Project.
 - b. On an annual basis, in January, the Council shall submit a Plan for implementation (Plan) for approval by the JAC. The Plan will include projections/schedules for new apprentice intakes. It may also include the Union's commitment to job fairs, financial or human support in tutoring of District residents for math exam preparation, opportunities for District residents to enroll in union pre-apprenticeship programs, support of and participation in District high school construction academies, etc.
 - c. The Council will submit a bi-annual report to JAC on the status of recruitment, placement and retention of District apprentices, including details of outreach in the District. The reports should be made in person and with a representative of the applicable JATC present for participation in questions and discussion.
 - d. If the Council is found to be in apparent non-compliance with Article 15.5, the District may request that the Council to present to the JAC as to why the goals are not being met..

- e. If the Union fails to meet the goals of the revised Plan, the Coordinator may recommend to the JAC that the Union be referred to the grievance procedure outlined in Article 11.
 - f. At any time before referral arbitration, the Union will have the opportunity to make a satisfactory settlement agreement with the District.
- 15.7. Sanctions may be imposed for failure to meet, or demonstrate "good faith" effort to meet, any of the goals in this Article. In cases of alleged noncompliance, the issue may be referred to the JAC for resolution. If a majority of the JAC can make no resolution, the issue may then be referred to the grievance procedure of Article 11 (Grievance Procedure) for submission to an arbitrator for a final and binding determination. For purposes of resolution of any dispute arising under this Section, the District and the Coordinator shall be considered a party-in-interest with full right of participation in the arbitration proceeding.

ARTICLE 16

PRE-APPRENTICESHIP PROGRAMS

16.1 District and Unions are fully committed to workforce development, promoting local hiring and growing a pipeline of future employees who are Oakland residents to work on District capital projects funded with Oakland voter approved bonds. In order to achieve these goals the Parties hereby establishes the Construction and Building Trades Pre-Apprenticeship Program.

The Construction and Building Trades Pre-Apprenticeship Program is:

- a. A pathway similar to the Oakland College & Career Readiness For All Fund, *aka* Measure N, in that it will create career based learning and real-world work experiences for Oakland students;
 - 1. Will offer intensive, individualized support to create conditions for all students to succeed; and
 - 2. Will ensure that students who are interested in construction and building trades have the skills and knowledge necessary for Union apprenticeship programs.

The specific goals of the Construction and Building Trades Pre-Apprenticeship Program are: to increase high school graduation rates, decrease the high school dropout rate, increase high school students' readiness to succeed in college and career and to create a local workforce to work on District capital projects.

16.2 In order to implement the Construction and Building Trades Pre-Apprenticeship Program, the District shall:

16.2.1 Establish and fund a Summer Pre-apprenticeship Internship Program and a 3-year School Year Pre-Apprenticeship Program. The goal is to create summer pre-apprenticeships for at least thirty students at workforce development in the Building Trades.

The District will actively seek to develop at least one such program that focuses on gender equity in the building trades. The District anticipates that there may be more than one program or pathway that will meet the needs of Oakland students. Annually, for the 2017-18, 2018-19 and 2019-20, the Superintendent shall allocate \$60,000 from Measure J for the Summer Pre-apprenticeship Internship program.

16.2.2 The District shall, with the support of the Alameda County Building Trades Council, co-sponsor two Building & Construction Trades Career Fairs during each school year that provide exposure to Oakland students and families. The purpose of the career fair is to inform students and their families about career opportunities in the building trades and to inform student pathway selection and summer pre-apprenticeship programs in the building trades. The first career fair shall occur in the Fall of 2016 with the intent of exposing middle school and high school students to the trades.

16.2.3 Establish a Workforce Development Fund. The District will require that all contractors working under the Project Labor Agreement ("PLA") contribute \$.20 per work-hour performed under the PLA to a Workforce and Apprenticeship Development Fund administered by the District with the advice of the Joint Administration Committee of the PLA. The District shall establish an account for receipt and distribution of the funds. The Fund shall be audited annually as a part of the annual bond audit. 20% of the Fund may be used by the District for the costs of implementation and management of the Construction and Building Trades Pre-Apprenticeship Programs. No less than 80% of the Fund shall be used to fund direct work based learning programs and apprenticeships for Oakland students.

16.2.4. In collaboration with the Council, establish an Industry Partnership Council specifically focused on the Building and Construction Trades to support the successful implementation of this program including but not limited to:

- Establishing clear commitments for developing student pre-apprenticeships.
- Setting clear targets and goals for work based learning experiences, apprenticeships, and student outcomes.
- Identification of key industry standards necessary to achieve mastery in key industry standards
- Providing feedback on developed curriculum
- Providing feedback on the developed curriculum to support implementation including practical cases relevant for occupational expertise.
- Reflect yearly on the overall goals and targets that we set the previous year and track long term trends for student entry into the workforce.

ARTICLE 17

WAGE SCALES AND FRINGE BENEFITS

17.1 All Contractor/Employer(s) agree to pay contributions to the established vacation, pension and other form of deferred compensation plan, apprenticeship, health benefit funds, and all other contributions established by the applicable MLA for each hour worked on the Project in the amounts designated in the MLAs of the appropriate Union(s) and paid in accordance with the MLA. The Contractor/Employer(s) shall not be required to pay contributions to any other trust funds or other contributions that are not contained in the published prevailing wage determination to satisfy their obligation under this Article, except that those Contractor/Employer(s) who are