



PORT OF OAKLAND

**MARITIME AND AVIATION PROJECT LABOR AGREEMENT
(MAPLA)
SOCIAL JUSTICE
LOCAL HIRING PROGRAM**

CONTRACTOR INFORMATION PACKET



Dear Contractor,

When you sign a construction contract with the Port of Oakland, you agree to comply with the Maritime and Aviation Project Labor Agreement (MAPLA). A very important component of the Port of Oakland's MAPLA is the Social Justice Program, which focuses on the hiring, training and retention of local area residents. This Contractor Information Packet contains important information on the goals and requirements of the program as well as information on how to comply.

Davillier Sloan, Inc. (DSI) and Parsons Constructors, Inc. (PCI) are the administrators of the MAPLA. PCI focuses primarily on the traditional labor relations aspects of the MAPLA, while DSI focuses on the Social Justice and local hiring aspects.

The goal of MAPLA Social Justice Program is to have contractors meet their requirement to hire and retain as many Local Impact Area residents as possible. We believe very strongly that our goal is to guide and assist contractors in reaching and, when possible, exceeding the goals of the program. The DSI program manager is Gene Johnson. I'm also available if need be. Please do not hesitate to call upon us.

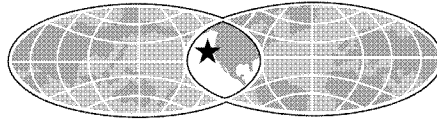
Sincerely,

A handwritten signature in black ink, appearing to read 'Jake Sloan', written in a cursive style.

Jake Sloan, President
Davillier Sloan, Inc.

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PORT OF OAKLAND

BIDDING UNDER THE PROJECT LABOR AGREEMENT

The Port of Oakland entered into an historic Project Labor Agreement in 1999, and then adopted the Maritime and Aviation Project Labor Agreement (MAPLA) in 2000. The MAPLA covers a multi-year, \$1.5 billion capital improvement program that will expand facilities at both the airport and the maritime port. Bidders on MAPLA projects are required to comply with the following (among other) items:

PREVAILING WAGES

All workers covered by the MAPLA will be paid prevailing wages as determined by the California State Davis-Bacon Wage Determination.

LETTERS of ASSENT

All prime contractors and all sub-contractors, no matter what tier, working on a MAPLA project must sign a letter of assent to the Project Labor Agreement. This letter binds the contractor to the terms of the Port's agreement, including trust fund obligations noted below. It does not bind any contractor to any other union collective bargaining agreement or any other trust fund obligations.

USING NON-UNION WORKERS

Non-signatory contractors may use up to ten of their own "core" employees per craft provided that they hire the first person from the union hall and every other employee after that. All workers must be dispatched from the hiring hall, and the union must dispatch requested core employees.

BENEFIT PAYMENTS

Non-union contractors please note that your core employees are required to pay union initiation fees and monthly dues/representation fees while they will be working on the project. Also required is payment into the union's vacation, health & welfare, apprenticeship and pension trust funds for the hours worked on the project for both core and union employees.

USING LOCAL RESIDENTS

The MAPLA requires contractors to use Local Impact Area (LIA) residents to perform 50% of the hours on the project on a craft by craft basis. It also requires that 20% of the hours be performed by local impact area apprentices. Local Business Area residents may be used if the Contractor cannot find LIA residents to perform the work. Bidders should consider their workforce composition and the changes that may be required when bidding Project Labor Agreement projects.

SOCIAL JUSTICE TRUST FUND CONTRIBUTION

Bidders should include an additional \$0.15 per hour above the Prevailing Wage Determination for hours worked and/or paid to craft employees. This money will go into the Social Justice Trust Fund, which assists local residents and community based organizations eliminate barriers to employment in the construction industry.

DRUG TESTING

Include in your bid the price of Substance abuse testing. MAPLA has a uniform substance abuse policy. All craft employees, including your core employees, must be tested for controlled substances before they start work at the job site.

LOCAL BUSINESS UTILIZATION

The Port's bidding process places emphasis on contracting with locally owned businesses. Bidders should include local businesses in the list of subcontractors on projects. The Airport Terminal Expansion Project contract includes special incentives for the master builder to include local businesses as subcontractors.

SMALL BUSINESS EXCLUSION

Some contracts under \$ 1 million will be bid under the small business exclusion included in the Project Labor Agreement. Eligible small local contractors that have been certified by the Port will be asked to participate in an informal bidding process for this work. Work done under the small business exclusion is exempt from Project Labor Agreement requirements. Of course, all public works jobs must pay prevailing wages and should be bid accordingly.

SUMMARY OF
MARITIME AND AVIATION PROJECT LABOR AGREEMENT
SOCIAL JUSTICE PROGRAM
LOCAL HIRING GOALS

An important element of the Maritime and Aviation Project Labor Agreement (MAPLA) is its “Social Justice” program. Among other requirements the MAPLA sets specific goals for the hiring of residents from the Port’s Local Impact Area (LIA) and the Local Business Area (LBA). The LIA includes the cities of Oakland, Alameda, Emeryville, and San Leandro. The LBA includes Alameda County, minus LIA cities, and all of Contra Costa County. The goals are the following:

- A goal that 50% of hours worked on a craft by craft basis be worked by residents of the LIA if such workers are available, capable and willing to work on the projects. If the contractor cannot identify LIA resident apprentices, LBA residents are then to be hired as a next choice to meet this goal.
- Failing that, 50% of the hours worked by a combination of residents of the LIA/LBA if they are available, capable and willing to work on the projects.
- A goal that 20% of the hours worked on a craft by craft basis be worked by apprentices and that all the apprentices be residents of the LIA if they are available, capable and willing to work on the projects. If the contractor cannot identify LIA resident apprentices, LBA residents are then to be hired as a next choice to meet this goal.
- The Unions have pledged to cooperate in using their local hiring hall rules to achieve these goals through such devices as name call, etc.

In order to assist contractors in meeting the local hiring goals for apprentices, contractors can receive up to 50% credit for utilizing apprentices from the LIA on non-MAPLA projects.

The good faith efforts required are outlined in Item Four on page 6. For more specific information or assistance with the program, please contact Gene Johnson, Program Manager at (510) 835-7603, Extension 26.

Davillier-Sloan, Inc.
1630 12th Street
Oakland, CA 94607
Cell 510-385-1262, fax: 510-835-7613
Gene C. Johnson, Program Manager

DOCUMENT 00826

**MARITIME AND AVIATION PROJECT LABOR AGREEMENT (MAPLA)
SUMMARY OF UTILIZATION OF OFF-SITE APPRENTICE WORK FORCE**

The Port of Oakland Maritime and Aviation Project Labor Agreement (MAPLA) includes provisions that encourage the recruitment, training, and employment of residents of the Port's Local Impact Area (LIA, defined as the cities of Alameda, Oakland, San Leandro, and Emeryville). MAPLA has particular requirements for contractors to use LIA-resident apprentices, including an off-site credit to encourage their continuous employment. The Port has adopted MAPLA's apprenticeship goals as a means to provide career opportunities for local workers and to develop adequate numbers of competent construction workers in the local workforce.

Article XIII, Section 2 of the MAPLA specifies the following goals for employment of apprentices on each MAPLA-covered project:

1. Apprentices must perform (on a craft-by-craft basis) 20% of all craft hours worked, or more if the craft apprentice requirement is higher than 20%. (Contractors should check the Schedule A or with the State Division of Apprenticeship Standards (DAS) to determine whether the apprentice requirement for a particular craft exceeds 20%. Examples: Under MAPLA, if workers in one craft performed 1000 hours of work, a minimum 200 hours must be performed by apprentices of that craft. If the DAS requirement is one apprentice out of four workers for that craft, then apprentices must perform 250 hours of that craft's work. If the DAS requirement is one apprentice out of six workers, the minimum requirement remains 200 hours.)
2. All apprentices must be residents of the Port LIA if possible. If good faith efforts to employ LIA apprentices cannot achieve this goal because of lack of availability, then contractors may use Local Business Area (Alameda and Contra Costa counties) resident apprentices.
3. A contractor may receive credit for up to 50% of the LIA-resident apprentice requirement by employing LIA-resident apprentices on non-MAPLA projects during the course of the contractor's work on a MAPLA project. To claim this credit, the contractor must file the form on page 4. Example: If the contractor was required to have apprentices work 200 hours, but only had LIA-resident apprentices work 100 hours, it could employ LIA-resident apprentices on 100 hours of non-MAPLA work and receive 100 hours credit toward the MAPLA goal. The contractor still must meet the apprentice utilization goal of 20% or more apprentice hours per craft on the MAPLA covered project.)

The report form on page 4 was developed to assist contractors to receive full credit for their off-site use of LIA apprentices. A contractor applying for this credit should submit this report form directly to Davillier-Sloan, Inc. and a copy to the Port of Oakland Social Responsibility Division at the addresses listed on the form. Questions about the off-site apprentice credit may be addressed to Meg Vasey at mvasey@portoakland.com or 510-627-1222.

Maritime Aviation Project Labor Agreement (MAPLA)

Summary of Utilization of Off-Site Apprentice Work Force

Check One: Contractor	Sub	Week Ending:			LIA Hours
Apprentice Name, Address and Phone Number	Craft	Apprentice Level	Off-Site Job Address Phone Contact #	Oakland Hours	LIA Hours
1. John Doe 123 No Name St. (000) 555-6666	Electrician	60%	Must be a project not covered by MAPLA	if applicable	800
2. THIS FORM MUST BE FILLED OUT IN ADDITION TO THE SUBMISSION OF SUPPORTING DOCUMENTATION					

1. Company Name: _____
 Address: _____
 Phone Number: _____

Mail or Email to: Davillier-Sloan, Inc.
 1630 12th Street
 Oakland, CA. 94607

Prepared By and Title: _____
 LIA: Local Impact Area (Oakland, Alameda, Emeryville and San Leandro)
 LBA: Local Business Area (Alameda County and Contra Costa County) Minus LIA cities

info@davillier-sloan.com
 3/16/2005

Maritime Aviation Project Labor Agreement (MAPLA)

Summary of Utilization of Off-Site Apprentice Work Force

Check One: Contractor	Sub	Week Ending:	Apprentice Level	Off-Site Job Address Phone Contact #	Oakland Hours	LIA Hours
1.						
2.						

1. Company Name: _____

Address: _____

Phone Number: _____

Prepared By and Title: _____

LIA: Local Impact Area (Oakland, Alameda, Emeryville and San Leandro)
 LBA: Local Business Area (Alameda County and Contra Costa County) Minus LIA cities

Mail or Email to: Davillier-Sloan, Inc.

1630 12th Street

Oakland, CA. 94607

info@davillier-sloan.com

3/18/2005

Summary of Port MAPLA Good Faith Efforts

The following are some of the “Good Faith” steps that a contractor can take to demonstrate that they have made every effort to reach the local hiring goals of the Port of Oakland MAPLA. This list is a minimum and additional efforts may be required.

1. Attend pre job meeting and submit workforce projections.
 2. Within one week of starting work, meet with DSI to develop a plan of action for reaching 50% and 20% hiring goals.
 3. Meet with DSI on monthly or as needed basis to discuss progress.
 4. Submit copies of dispatch requests in writing with copy to DSI. Maintain documentation of union response.
 5. Contact DSI if union cannot provide local residents as requested.
 6. Use “Name Call” and “Rehire” or other programs to reach goals when they are available as part of the hiring hall dispatch procedures.
 7. Use BACSIC, the Community Resource Center, as a resource if union cannot provide local residents as requested.
 8. Submit copies of “Summary of Utilization of Construction Workforce” reports each week directly to DSI.
 9. Submit copies of DAS form 140 to DSI.
 10. Sponsor local residents for apprenticeship when possible.
-

Davillier-Sloan, Inc.
1630 12th Street
Oakland, CA 94607
Tel: 510-835-7603
Fax: 510-835-7613
Contact: Gene Johnson

Proper Port Project Name

SUMMARY OF UTILIZATION OF CONSTRUCTION WORKFORCE

Must always indicate

PROJECT: Reconstruction of Berths # 00/00

WEEK ENDING: 2/28/00

Construction Trade	Craft Level:	Total Employee Hours	*African American Hours	*Hispanic Hours	*Asian Hours	*Native American/Other Hours	*Caucasian Hours	*Female Hours	*Male Hours	Oak. Hours	HARP Hours	LIA Hours **	LBA Hours ***
	Journey												
	Apprentice												
	Subtotal												
	Journey												
	Apprentice												
	Subtotal												
	Journey												
	Apprentice												
	Subtotal												
Laborers	Journey	53.5		53.5					53.5	4.0		8.0	45.5
	Apprentice	8	8					8	8	8		8	
	Subtotal	61.5	8	53.5				61.5	12	16		16	45.5
TOTAL JOURNEY HOURS		53.5	8	53.5					53.5	4		8	45.5
TOTAL APPRENTICE HOURS		8	8					8	8	8		8	
GRAND TOTAL		61.5	8	53.5				61.5	12	16		16	45.5

Must list Trade

Signature: _____ Company: **ABC Contractors, Inc.**
 Title: **Secretary** Address: **1111 11th St. Oakland, CA 94607**
 Date: **3/7/00** Telephone: **(000) 333-4455**

Must be legible

*Ethnicity and Gender information is optional

**LIA: Oakland, Alameda, Emeryville and San Leandro

***LBA: Alameda County and Contra Costa County (Minus LIA cities)

If all of the required fields are not completely and properly filled in this Summary report will not be monitored.

If LIA and LBA hours are not listed, it may show apparent non-compliance with the MAPLA Local hiring goals.

SUMMARY OF UTILIZATION OF CONSTRUCTION WORKFORCE

PROJECT:

WEEK ENDING:

Construction Trade	Craft Level:	Total Employee Hours	*African American Hours	*Hispanic Hours	*Asian Hours	*Native American/Other Hours	*Caucasian Hours	*Female Hours	*Male Hours	Oak. Hours	HARP Hours	LIA Hours **	LBA Hours ***
	Journey												
	Apprentice												
	Subtotal												
	Journey												
	Apprentice												
	Subtotal												
	Journey												
	Apprentice												
	Subtotal												
	Journey												
	Apprentice												
	Subtotal												
TOTAL JOURNEY HOURS													
TOTAL APPRENTICE HOURS													
GRAND TOTAL													
Signature: _____										Company: _____			
Title: _____										Address: _____			
Date: _____										Telephone: _____			

Please submit to: Davillier-Sloan, Inc.
1630 12th Street
Oakland, CA 94607

***Ethnicity and Gender information is optional**
****LIA:** Oakland, Alameda, Emeryville and San Leandro
*****LBA:** Alameda County and Contra Costa County
 (Minus LIA cities)

