

Review:  
Oakland Army Base  
Project Labor Agreement

Community Workforce Agreement Task Force  
City of Oakland  
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## Oakland Army Base Public Improvements

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### PLA and Construction Jobs Policy

- \$200 million public construction project
- Infrastructure support for OAB development
- Construction from 2013-2019
- PLA, Construction Jobs Policy, and L/SLBE Policy applied to OAB Public Improvements Construction
- Terms negotiated as part of full OAB development deal
- Community Jobs Oversight Commission

## Local Worker and Apprentice Utilization Requirements

- 50% requirement for employment of Local Residents
  - specified steps for contractors
  - by work hour, by trade, and by contractor
- 25% of Apprentice hours to be worked by local Disadvantaged Workers
- Overall 20% Apprentice utilization goal
- Overall project requirement: at least one new local apprentice sponsored, enrolled, and employed, for each 20,000 hours of project work
- Reporting and financial consequences for shortfall

## Terms of Project Labor Agreement

- Standard PLA terms: no strike/no lockout; dispute resolution; etc.
- Local Employment:
  - priority referral of local workers as needed to satisfy Construction Jobs Policy
  - pipeline to West Oakland Job Resource Center
  - assistance with apprenticeship access and referral
  - strong reporting requirements
- Fair Chance Employment (“ban the box”)
- “Carve out” for S/LBEs with contracts under \$1 million. Five percent cap. No labor actions based on use of carve-out.

## Results

### Local Employment:

- Goal: 50%
- *achievement: 45% (50% including off-site)*
- *substantial liquidated damages assessments*

### Disadvantaged Apprentices:

- Goal: 25%
- *achievement: 25%*

### Overall Apprentice Utilization:

- Goal: 20%
- *achievement: 20%*

### Local Business:

- *achievement: 67%*

### Small Local Business:

- *achievement: 8%*

## Possible Task Force Recommendations for Inclusion in CWA

- Priority referral of Oakland residents
- Pipeline to West Oakland Job Resource Center
- Apprentice sponsorship requirements
- “Carve out” for contracts under \$1 million awarded to S/LBEs