

International
Electrical



Brotherhood
Workers

AFL-CIO

Local Union No. 332

2125 CANOAS GARDEN AVENUE, SUITE 100

SAN JOSE, CALIFORNIA 95125

Telephone: (408) 269-4332

Fax: (408) 979-5500

October 23, 2017

Honorable Mayor and City Council
San Jose City Hall
200 East Santa Clara Street
San Jose, CA 95113

**RE: Support for Councilmember Perez Memorandum
City Council Agenda Item 3.3 – Community Workforce Agreements**

Dear Mayor and Council,

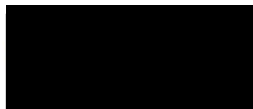
We strongly urge you to vote for Councilmember Perez's memorandum that outlines a fair and reasonable Community Workforce Agreement (CWA) policy that will ensure local skilled construction trades workers are provided good jobs at a fair wage for the critical work they perform on public works projects.

A pipeline of skilled construction workers, that a vibrant apprenticeship program produces, is in everyone's best interest. It will allow our local middle-class to grow and will allow our youth, veterans, and disadvantaged workers that live in San Jose to have a career pathway to success. Strong apprenticeship programs are a key ingredient to a successful CWA policy and the Perez memo provides the appropriate direction to staff on this important component.

The Valley Transportation Authority and the County of Santa Clara have each approved a CWA policy and San Jose should follow their lead. We are appreciative of Mayor Liccardo's support for the VTA CWA policy and urge him, and you, to adopt the same for San Jose.

Please feel free to phone me with any questions you may have.

Sincerely,



Dan Rodriguez
Business Manager/Financial Secretary

jr/opei#29/afl-cio

SPRINKLER FITTERS AND APPRENTICES

LOCAL 483

OF THE UNITED ASSOCIATION OF PLUMBERS,
PIPEFITTERS AND SPRINKLER FITTERS OF THE
UNITED STATES AND CANADA AFL-CIO



Stanley M. Smith
Business Manager

Jeffrey M. Dixon
John Medina
Organizers

Dylan M. Boldt
Tony Rodriguez
Dan Torres
Business Agents

Bill Bourgeois
*Market Development
Representative*

October 23, 2017

Honorable Mayor and City Council
San Jose City Hall
200 East Santa Clara Street
San Jose, CA 95113

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City Council Agenda Item 3.3 – Community Workforce Agreements**

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Sincerely,

SPRINKLER FITTERS & APPRENTICES

STANLEY M. SMITH

Business Manager/Financial Secretary

SMS/dk
OPEIU-29-AFL-CIO

2525 Barrington Court • Hayward, California 94545
Telephone (510) 785-8483 • Fax (510) 785-8508
www.sprinklerfitters483.org

INTERNATIONAL ASSOCIATION
OF SHEET METAL,
AIR, RAIL AND
TRANSPORTATION
WORKERS



SHEET METAL WORKERS'
LOCAL UNION NO. 104

2610 CROW CANYON ROAD, SUITE 300
SAN RAMON, CALIFORNIA 94583-1547
TEL: (925) 314-8600 • FAX: (925) 831-0231

Rick Werner
PRESIDENT/BUSINESS MANAGER

October 23, 2017

Honorable Mayor and City Council
San Jose City Hall
200 East Santa Clara Street
San Jose, CA 95113

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Sincerely,

A black rectangular box redacts the signature of Rick Werner. A handwritten flourish or underline is visible to the right of the box.

Rick Werner
President/Business Manager



Responsible Development San Jose
BUILDING THE MIDDLE CLASS



Responsible Development San Jose
BUILDING THE MIDDLE CLASS

October 23, 2017

Hon. Mayor & City Council
200 E. Santa Clara Street
San Jose, CA 95113

Dear Mayor and Council:

We write to address the myth-laden press release issued by Councilmember Khamis with regard to Community Workforce Agreements. While we understand that he may have a need for political grandstanding, we are troubled by his effort to enflame the public. As such, we would like to provide you with some facts.

Councilmember Khamis erroneously states that Project Labor Agreements (PLAs) increase labor costs. This is untrue. The wages and benefits required under a PLA are the State prevailing wage standards – **exactly the same standards** that are required on all public works projects, with or without a PLA.

What PLAs do is provide stronger enforcement tools for the existing labor standards, to ensure that all workers are getting paid a fair wage and have access to benefits. A City PLA would ensure that when tax payer funds are invested, they invest in the training and skills needed for the future workforce, and ensures that all contractors have a level playing field. We are unsure why Councilmember Khamis opposes having a well-trained workforce and supports discriminating against companies who invest in its employees.

Councilmember Khamis' claims rest on the assumption that on current public, taxpayer-funded projects, some employers are cutting costs by cheating – stealing wages and benefits from their workers, refusing to invest in the State-required apprenticeship training, and undercutting honest contractors by illegally cutting corners. Councilmember Khamis wants to encourage more of this behavior with our tax dollars? It's the definition of irresponsible investment.

Rather than resorting to tired, recycled rhetoric, we urge you to look to a real analysis of PLAs. The most comprehensive study to date of the impact of PLAs on cost and bidding competitiveness was released by UC Berkeley in January 2017 & can be found at <http://laborcenter.berkeley.edu/project-labor-agreements-and-bidding-outcomes/>. Researchers analyzed 263 projects built by California community colleges between 2007 and 2016, including 88 performed under a PLA and 175 with no PLA. Controlling for project timing, size and location, they found that PLAs had **no effect** on either the number of bidders, or on project cost (PLA projects actually had slightly more bidders, but the difference was not statistically significant.).

Putting aside Councilmember Khamis' press release, we urge you to focus on the policy outcomes you can achieve with a CWA/PLA. You can ensure that all city projects that qualify are built with a skilled workforce. You can ensure that every qualified firm, that is committed to complying with State and local law, that values its employees, has a fair opportunity to earn the City's business. You also can help ensure that the local workers who build those projects on our residents' behalf, earn a fair wage and have quality benefits so they can help support their families.

Living in San Jose is unsustainable for too many families. How you invest their tax dollars is not only a reflection of our community's values but sends a message that local workers are valued. Perhaps Mr. Khamis should avoid governing by press release, avoid political hysteria and make good public policy decisions based on facts.

Sincerely,

A black rectangular box redacting the signature of Steve Flores.

Steve Flores, UA Local 393 Business Manager

cc: Dan Rodriguez, IBEW Local 332 Business Manager
Rick Werner, SMART Local 104 Business Manager
Stan Smith, UA Local 483 Business Manager



**PLUMBERS, STEAMFITTERS
&
REFRIGERATION FITTERS
UA LOCAL UNION 393**

Steve Flores
Business Manager

6150 Cottle Road
San Jose, CA 95123
Ph: 408.225.3030
Fax: 408.225.3405

October 23, 2017

Honorable Mayor and City Council
San Jose City Hall
200 East Santa Clara Street
San Jose, CA 95113

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City Council Agenda Item 3.3 – Community Workforce Agreements**

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Please feel free to phone me with any questions you may have.

Sincerely,



Steve Flores
Business Manager

SF:yrw(Opeiu29-afl-cio)



October 24, 2017

Mayor Sam Liccardo and City Council
City of San Jose
200 East Santa Clara Street
San Jose, CA 95113

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Goodwill Silicon Valley

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Jim Lynch
San Jose Water Company

PRESIDENT & CEO
Matthew R. Mahood
The silicon valley organization

Re: Item 3.3 – Addendum to PLA/CWA Task Force Recommendation

Honorable Mayor Liccardo and Council:

On behalf of The Silicon Valley Organization (The SVO), we are writing in support of Mayor Liccardo's memo under item 3.3 on the October 24, 2017 San Jose City Council agenda, CWA/PLA Task Force Committee Recommendations. We are also adding an addendum to our original letter to support item 2 under a memorandum put forward by Councilmember Khamis, which would require necessary base-level data to be implemented alongside any action that imposes a CWA/PLA requirement.

We recognize the memo put forward by Mayor Liccardo as a best faith-effort to minimize the negative effects of mandated project labor agreements and the increased costs on San Jose's businesses and taxpayers. We support the Mayor's efforts to maintain a \$10 million threshold on PLA requirements for CIP projects in San Jose. Over the past five years, only 2% of CIP's have been north of that threshold, and as such, this memo limits the City's exposure to the increased financial and regulatory burdens of PLA's. The Mayor's memo can be further augmented by including the data requirement provisions of Councilmember Khamis' memo.

We agree with the findings in both city staff and the Mayor's memo, which shows the potential for increased costs as high as 15% when project labor agreements are required. As such, we view these increased costs as an extremely poor use of critical taxpayer dollars that could be better spent on providing vital public safety and infrastructure needs. Additionally, we support the small business protections contained in the Mayor's memorandum, and also the best efforts at draft PLA language that will further insulate the City and its taxpayers from these proposed burdens.

The SVO remains a tireless advocate against the mandating of PLA's for public and private projects in San Jose. However, under the circumstances, we are willing to accept a best effort at avoiding the most burdensome portions of such a mandate, and as such, would respectfully ask for your vote in favor of Mayor Liccardo's memorandum, with a friendly amendment to incorporate item 2 of Councilmember Khamis' memorandum.

Sincerely,

Matthew R. Mahood
President & CEO

From: Jerry Mungai]

Sent: Monday, October 23, 2017 10:13 PM

To: District1 <district1@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; The Office of Mayor Sam Liccardo <TheOfficeofMayorSamLiccardo@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; Liccardo, Sam <sam.liccardo@sanjoseca.gov>

Cc: City Clerk <city.clerk@sanjoseca.gov>

Subject: City Council meeting agenda, Oct. 24, 2017

I wish to comment on two items on the subject agenda:

Item 3.3: CWA/PLA Task Force Committee Recommendations

There are ample examples where these policies increase costs to taxpayers and benefit union coffers. San Jose has been experiencing high labor costs already thanks to increasing construction demand related to a booming economy. The demand for qualified construction related workers will only increase due to the economic losses associated with the Northern California fires.

San Jose taxpayers were promised extensive road repair with the passage of a quarter-cent tax increase last June AND with the County and state infrastructure repair tax increases approved by voters last November. Even with all these new monies, the current deferred road maintenance backlog will increase from the current \$500M to over \$1.5B by 2017.

These agreements will only increase the deferred maintenance backlog. And, of course, we will get less affordable housing than promised.

I urge the Council to reject this proposal.

Item 4.4: Extension of the Interim Apartment Rent Ordinance.

The City's proposal to decree inclusionary housing policies to fewer than 20 housing units will only make housing even more expensive than what is already is.

I urge the Council to reject this proposal.

Jerry Mungai
San Jose



Santa Clara & San Benito Counties Building & Construction Trades Council

2102 Almaden Road Suite 101 San Jose, CA 95125-2190 · Phone 408.265.7643 · Fax 408.265.2080

Josué García
Chief Executive Officer
Robert Baldini
President

Boilermakers 549
Brick & Tile 3
Northern California
Carpenters Regional Council
Carpenters 405
Carpenters 2236
Carpet & Linoleum 12
Cement Masons 400
Electricians 332
Elevator Constructors 8
Glaziers 1621
Heat & Frost Insulators 16
Iron Workers 377
Laborers 270
Laborers 67
Lathers 9144
Millwrights 102
Operating Engineers 3
Painters District Council 16
Painters & Tapers 507
Plasterers 300
Plumbers & Steamfitters 393
Roofers 95
Sheet Metal Workers 104
Sign, Display 510
Sprinkler Fitters 483
Teamsters 287

Affiliated with:
State Building and
Construction Trades
Council of California
California Labor Federation,
AFL-CIO
California Labor C.O.P.E.
South Bay AFL-CIO
Labor Council



October 23, 2017

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The Valley Transportation Authority and the County of Santa Clara have each approved a CWA policy and San Jose should follow their lead. We are appreciative of Mayor Liccardo's support for the VTA CWA policy and urge him, and you, to adopt the same for San Jose.

Please feel free to contact me at (408) 687-6883 with any questions you may have.

Sincerely,



Josué García
CEO



EXECUTIVE BOARD

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IBEW Local 332

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AFSCME Local 1587

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SEIU USWW

Dustin Tyssen
UFCW Local 5

Stanley Young
IFPTE Local 21

Robyn Zamora
AFSCME Local 101

October 23, 2017

Honorable Mayor and City Council
San Jose City Hall
200 East Santa Clara Street
San Jose, CA 95113

**RE: Support for Councilmember Perez Memorandum
City Council Agenda Item 3.3 – Community Workforce Agreements**

Dear Mayor and Council,

The South Bay AFL-CIO Labor Council strongly urges you to support Councilmember Perez's memorandum which provides clear guidelines for an equitable and sensible Community Workforce Agreement (CWA) policy on public works projects. This policy will be a key component in ensuring that our local skilled construction trades workers have access to quality, middle class jobs at a fair wage for the work they perform.

A CWA policy on public works projects is crucial to keeping the skilled construction workers that our apprenticeship programs produce local. It will allow our region's middle-class to grow and will provide a stable career pathway to the youth, veterans, and disadvantaged workers who live in San Jose. Strong apprenticeship programs, paired with a CWA policy have proven time and again to be an economic success, and Councilmember Perez's memo provides the appropriate direction to staff on this important component.

Both the County of Santa Clara and The Valley Transportation Authority (VTA) have approved a CWA policy, and we believe that the City of San Jose should follow suit. We are appreciative of Mayor Liccardo's support for the VTA CWA policy and urge him, and the entire City Council, to adopt the same for San Jose.

Thank you for your attention to this vitally important matter.

Sincerely,

David Urhausen
Political Director, South Bay AFL-CIO Labor Council

