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,

Jake Sloan, President
Davillier Sloan, Inc.
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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 draft 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.

Daviller-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 Davilier-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: 
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<td><strong>Apprentice Name, Address and Phone Number</strong></td>
<td><strong>Craft</strong></td>
<td><strong>Apprentice Level</strong></td>
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</tbody>
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| 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  
   info@davillier-sloan.com  
   3/16/2005

   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
Maritime Aviation Project Labor Agreement (MAPLA)
Summary of Utilization of Off-Site Apprentice Work Force

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<th>Apprentice Name, Address and Phone Number</th>
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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
3/18/2005
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
## SUMMARY OF UTILIZATION OF CONSTRUCTION WORKFORCE

**PROJECT:** Reconstruction of Berths # 00/00  
**WEEK ENDING:** 2/28/00

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**Signature:**  
**Secretary**  
**Title:**  
**Date:** 3/7/00

**Company:** ABC Contractors, Inc.
**Address:** 1111 11th St. Oakland, CA 94607
**Telephone:** (000) 333-4455

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*Ethnicity and Gender information is optional*

**LIA:** Oakland, Alameda, Emeryville and San Leandro  
**LBA:** Alameda County and Contra Costa County (Minus LIA cities)

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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:  

<table>
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<th>Construction Trade</th>
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**Signature:** ____________________________  

**Company:** ____________________________

**Title:** ____________________________  

**Address:** ____________________________

**Date:** ____________________________  

**Telephone:** ____________________________

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*Ethnicity and Gender information is optional

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

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

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

f:/users/cmckinne/laborcom/utilsum.doc
SOCIAL JUSTICE LABOR MANAGEMENT COOPERATION TRUST FUND

The Port of Oakland Maritime and Aviation Project Labor Agreement (MAPLA) contains a provision (Article XI, Section 3) that requires contractors to pay into certain, Port-approved so-called “contract administration funds”. The Contractor shall implement and fulfill the requirements of Section 3 in the following manner:

1. In addition to paying established employee benefits funds in the amounts designated in the appropriate prevailing wage determination for fringe benefit contributions, pursuant to the MAPLA Article XI, Section 3, contractors performing work under MAPLA shall pay fifteen cents ($0.15) per hour worked or paid into the Social Justice Labor Management Cooperation Trust Fund/EBCF (Social Justice Trust Fund) established to manage the MAPLA Social Justice Program.

2. The Contractor should include the payment referenced in Item 1 above and any administration costs associated with complying with the payment, in its bid.

3. Payment to the Social Justice Trust Fund shall be made monthly by the Prime Contractor (for its and all its subcontractors’ workforce) and shall cover the hours reported on the Summary of Utilization of Construction Workforce Reports required to be submitted weekly to the Port by the last day of the month for which the payment is being made. Copies of the Summary Workforce Reports shall accompany each monthly payment.

4. The amount of the monthly payment to the Social Justice Trust Fund is the total number of workforce hours worked or paid shown on the Summary Workforce Reports submitted weekly during that month times fifteen cents ($0.15) per hour.

5. Monthly payment to the Social Justice Trust Fund shall be made within twenty (20) calendar days of the last day of the preceding month. Late payments shall be subject to interest charges of 1% per month on the unpaid balance.

6. Transmittal form must be filed monthly even if no hours have been worked or paid until a final payment statement has been sent.

7. Make checks payable to Social Justice Labor Management Cooperation Trust Fund/EBCF. Mail check, associated Summary Workforce Reports, and transmittal letter to:

Social Justice Labor Management Cooperation Trust Fund/EBCF
c/o East Bay Community Foundation
DeDomenico Building
200 Frank H. Ogawa Plaza
Oakland, CA 94612.

The transmittal letter (Attachment A to this Document 00825) shall contain the following information:

a) The name and address of the Contractor
b) The title and contract number of the Port Project
c) The period covered by the enclosed payment
ATTACHMENT A

SOCIAL JUSTICE TRUST FUND CONTRIBUTION
LETTER OF TRANSMITTAL

Social Justice Labor Management Cooperation Trust Fund/EBCF
c/o East Bay Community Foundation
DeDomenico Building
200 Frank H. Ogawa Plaza
Oakland, CA 94612

Subject: Port of Oakland Maritime and Aviation Project Labor Agreement (MAPLA)
Social Justice Trust Fund Contribution
Contract Title and Number:

Enclosed is a check in the amount of $_____________ for payment of the MAPLA Social Justice Trust
Fund contribution for the period beginning ___________ and ending ___________. Copies of the
Summary Workforce Reports covering the same period are also enclosed.

The payment amount is calculated as follows:

Social Justice Trust Fund Contribution = Total Number of
Hours Worked or Paid X Hourly Contribution
($0.15)

= _______________ Hours X $0.15

= $_____________ (Amount Due)

Check if applicable:
☐ No hours worked or paid this period. ☐ This is the final payment under this contract.

I certify under penalty of perjury that the above calculation accurately reflects hours worked or paid.

Contractor: ________________________________

Name and Signature:
(Print Name)
(Signature)
(Telephone Number)

Enclosures: Payment and Summary Workforce Reports

cc (transmittal letter and Summary Workforce Reports):
Jake Sloan
David-Sloan
Labor Management Consultants
1630 12th Street
Oakland, CA 94607

Social Responsibility Division (SJTF)
Port of Oakland
530 Water Street
Oakland, CA 94607

AA-3785/106676

00825-Attachment A-1
d) The payment amount calculation

8. Copies of the transmittal letter and the Summary Workforce Reports shall be sent to:

   Jake Sloan          Social Responsibility Division (SJTF)
   Davillier-Sloan     Port of Oakland
   Labor Management Consultants 530 Water Street
   1630 12th Street    Oakland, CA 94607
   Oakland, CA 94607

9. The provisions herein are applicable to any change order work negotiated.

10. If payments to the Social Justice Trust Fund are not made in a timely manner as stated above, the Port shall deduct and retain the estimated amount owed plus 25% of the estimated amount owed from the progress payment or from any other moneys due or that may become due the Contractor under the Contract Documents.

END OF DOCUMENT
Resources for Local Hiring

The following agencies can help with meeting local workforce requirements for the Project Labor Agreement. These agencies conduct recruitment and training of local residents who are interested in entering the construction industry.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Phone</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Port of Oakland - Employment Resources Development Program</td>
<td>(510) 627-1183  Jo Ann Yoshioka  (510) 627-1161  Ben Bailon</td>
<td></td>
</tr>
</tbody>
</table>

Maintains a database of residents from the Local Impact Area (LIA) interested in construction employment. Makes referral to apprenticeship programs and to organizations that provide pre-apprenticeship training services.

Bay Area Construction Sector Intervention Collaborative (BACSIC)  
(510) 891-8773  DeLynda DeLeon

Designated to serve as the Community Resource Center for the MAPLA Local Hire program. Provides an array of supportive and case management services to at-risk populations. Works with Building & Construction Trades Council of Alameda County to obtain apprenticeship placements for their participants.

Cypress Mandela Women in skilled trade pre-apprentice program  
(510) 208-7354  Art Shanks

Provides pre-apprenticeship training through a 16-week curriculum that incorporates hands-on training augmented with customized classroom instruction. Works with the Building & Construction Trades Council of Alameda County to obtain apprenticeship placements for its graduates.

City of Oakland Construction Employment Referral Program  
(510) 238-7359  Jonathan Dumas

Maintains database on Oakland residents available for work in the construction trades. Monitors the City of Oakland’s local hire program for apprentice utilization on City of Oakland sponsored public works projects.
• Tradeswomen, Inc.
  (510) 891-8773  Beth Youhn
  Provides a range of services devoted to bringing women into the skilled trades and
  support services to help them succeed in the construction industry. Provides job
  placement assistance to help economically disadvantaged women obtain and retain
  jobs in the construction trades.

• Youth Employment Partnership (YEP)
  (510) 533-3447  Michelle Clark
  Sponsors a GED education and a driver license program to assist young people with
  services to overcome barriers to employment and to obtain the qualifications needed
  to enter the trades.

• Dr. J Alfred Smith Training Center
  (510) 567-1493  Frank Davis
  Provides supportive and case management services to at-risk and hard to serve
  populations located primarily in the East Oakland area. Coordinates with the
  Cypress Mandela-Women In Skilled Trades program to enroll its students into pre-
  apprenticeship training.

• Davillier-Sloan (DSI)
  (510) 385-1262  Gene C. Johnson
  Partnered with Parson Constructors DSI monitors the MAPLA Local Hire Program.
  Plays a coordinative role with community based organizations involved in pre-
  apprenticeship training and the referral of residents of the Local Impact Area (LIA).
  DSI also works closely with union apprenticeship programs to assess their needs for
  LIA residents and to determine opportunities for enrolling new LIA apprentices.
Estimated Apprentice Availability in Alameda and Contra Costa Counties

The following information was obtained through telephone surveys with the different trades. Given work calls and related the actual number of apprentices available for dispatch will vary from time to time. In addition, the listed number of apprentices will also be subject to change. This survey will be updated periodically to reflect any changes in the apprentice availability.

<table>
<thead>
<tr>
<th>Craft</th>
<th>Alameda</th>
<th>Contra Costa</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operators</td>
<td>147</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td>Carpenters</td>
<td>286</td>
<td>243</td>
<td></td>
</tr>
<tr>
<td>Sheet Metal</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>Sprinkler Fitters</td>
<td>120</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>Laborers</td>
<td>60</td>
<td>35</td>
<td></td>
</tr>
<tr>
<td>Electrical</td>
<td>197</td>
<td>141</td>
<td></td>
</tr>
<tr>
<td>Cement Masons</td>
<td>23</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Glaziers</td>
<td>44</td>
<td>21</td>
<td></td>
</tr>
<tr>
<td>Pile Drivers</td>
<td>149*</td>
<td></td>
<td>*This count is for all Bay Area Counties</td>
</tr>
<tr>
<td>Pipe Trades</td>
<td>275</td>
<td>75</td>
<td>For any work in Alameda County, will not dispatch apprentices from Contra Costa unless specifically requested by Alameda County</td>
</tr>
<tr>
<td>Drywall Workers</td>
<td>175</td>
<td>114</td>
<td></td>
</tr>
<tr>
<td>Iron Workers</td>
<td>48</td>
<td>76</td>
<td></td>
</tr>
<tr>
<td>Roofers</td>
<td>404*</td>
<td></td>
<td>*Serves 8 Bay Area Counties</td>
</tr>
<tr>
<td>Surveyors</td>
<td>25</td>
<td>35</td>
<td></td>
</tr>
<tr>
<td>Tile Layers/Setters</td>
<td>*69</td>
<td></td>
<td>*Serves all Bay Area Counties</td>
</tr>
<tr>
<td>Painters</td>
<td>116*</td>
<td></td>
<td>*Serves all of California north of Fresno-Reno also</td>
</tr>
<tr>
<td>Drywall Tapers</td>
<td>37*</td>
<td></td>
<td>*Serves all of California north of Fresno-Reno also</td>
</tr>
<tr>
<td>Marble/Terrazzo</td>
<td>46*</td>
<td></td>
<td>*For all of Northern California</td>
</tr>
<tr>
<td>Masons</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bricklayers and</td>
<td>56*</td>
<td></td>
<td>*For Contra Costa County also</td>
</tr>
<tr>
<td>Caulkers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Floor Covering</td>
<td>29</td>
<td>42</td>
<td></td>
</tr>
</tbody>
</table>

Last Revised 12/04
Local Hiring Compliance Plan

Check one
[ ] General Contractor
[ ] Sub-contractor, to who

Name of Firm:  
Contractor Estimated Start Date:  

Project Name & #:  
Contractor Estimated Completion Date:  

Date of Meeting:  
Attendees:  

Name of General Contractor  
Project Contract Amount:  
Company Contract Amount:  
Date of Peak Workforce Level  

<table>
<thead>
<tr>
<th>Trade(s)</th>
<th>Estimated Total Hours (J+A)</th>
<th>Estimated *LIA Hours (J+A)</th>
<th>Estimated **LBA Hours (J+A)</th>
<th>Estimated Apprentice Hours</th>
<th>Estimated *LIA Apprentice Hours</th>
<th>Estimated **LBA Apprentice Hours</th>
</tr>
</thead>
<tbody>
<tr>
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</tbody>
</table>

Proposed Good Faith Effort

Will you be sponsoring a new apprentice on this project? YES or NO
If yes how many? And from which trade(s)

Contractor's Plan (Narrative description of compliance plan):

DSI's Comments:

Follow up meeting will be held:

Project %  
Date:  
Project %  
Date:  

<table>
<thead>
<tr>
<th>Agreement:</th>
</tr>
</thead>
</table>
| DSI Representaive:  
Date:  
Contractor's Representative:  
Date:  |

Signature  
Print

* LIA = Local Impact Area which is Oakland, San Leandro, Alameda and Emeryville  
**LBA = Local Business Area which is Alameda County (minus LIA cities) and Contra Costa County

GENERAL CONTRACTOR MUST ATTACH A LIST OF KNOWN SUB-CONTRACTORS

Daviller-Sloan, Inc.  
3/18/2005