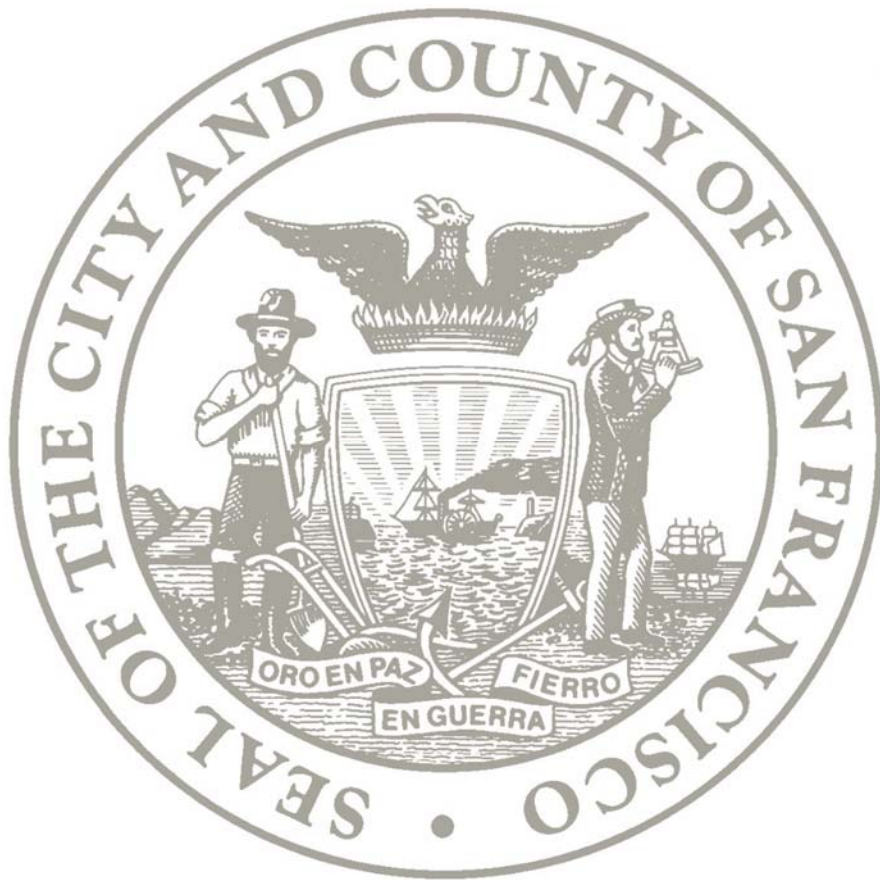




# **San Francisco** **LOCAL HIRING POLICY FOR CONSTRUCTION**

**2016 | 2017**

**Annual Report**  
**To the San Francisco  
Board of Supervisors**





An aerial, grayscale photograph of the San Francisco skyline serves as the background. The image shows a dense cluster of skyscrapers, including the Transamerica Pyramid on the left and the cylindrical Transamerica Pyramid on the right. The city extends to the waterfront, with the bay and hills visible in the distance.

**City & County of San Francisco, California**

**The San Francisco Local Hiring Policy for Construction**

**2016 – 2017**

**ANNUAL REPORT**

**to the San Francisco Board of Supervisors**



A background image of a construction site. In the upper portion, several construction workers in orange safety vests and hard hats are standing near a red concrete mixer truck. Yellow caution tape is strung across the area. In the lower portion, a large concrete structure is being poured, with a vertical pipe or chute visible. The overall scene is a busy urban construction environment.

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**“Through the Local Hiring Policy, San Francisco continues to lead the nation in economic growth while providing sustainable careers for its residents.”**

**EDWIN M. LEE**

Mayor, San Francisco





## GREETINGS FROM THE MAYOR

On behalf of the City and County of San Francisco, I am happy to present the sixth Annual Report for the San Francisco Local Hiring Policy for Construction. Creating fulfilling jobs for San Franciscans and growing the local economy have always been top priorities of my administration. Through the Local Hiring Policy, San Francisco continues to lead the nation in economic growth while providing sustainable careers for its residents. I am proud of the jobs this initiative has kept in San Francisco, and I am optimistic about its future success.

As this report shows, more local jobs are going to local residents. San Franciscans are actively engaged in the improvements of the City's infrastructure, the creation of open community space and the developments of new housing units. Most importantly, San Francisco's construction market will continue to provide sustainable and well-paying careers for our residents.

I am proud of all the City departments that exceeded their goals and contributed to the success of the strategy over the last six years. I would especially like to thank the Mayor's Construction and Workforce Advisory Committee, who recently worked with the Board of Supervisors to permanently hold the local hiring requirement for construction projects at 30 percent. That was a major win for San Francisco construction workers.

Construction in San Francisco is at an all-time high, and thanks to the Local Hiring Policy, the benefits are staying with San Franciscans. I am encouraged by the economic opportunities and partnerships that have emerged because of this policy, and I look forward to continued collaboration between builders, community members and the City of San Francisco.

All the best,



# EXECUTIVE SUMMARY

“As this report shows, more local jobs are going to local residents.”

The sixth Annual Report for the San Francisco Local Hiring Policy for Construction was produced to inform the Board of Supervisors of the progress achieved during the Policy’s first six years. This report highlights trade performance data, identifies workforce demographics and addresses priorities for the coming year.

## ABOUT THE POLICY

In December of 2010, the San Francisco Board of Supervisors approved amendments to Chapter 6.22(g) of the San Francisco Administrative Code, adopting the San Francisco Local Hiring Policy for Construction (“Policy”). The Policy was implemented on March 25, 2011 and is recognized as one of the strongest pieces of legislation in the country to promote the utilization of resident-hiring on locally sponsored projects.

In the Policy’s first year, the mandatory local hiring requirement was 20% by trade. The local hiring requirement increased by 5% each of the subsequent two years on March 25<sup>th</sup>. In its third year, after the local hiring requirement increased to 30% by trade as scheduled, the Policy entered an extended legislative review period. Subsequently, local workforce data provided in the 2013-2014 annual report was evaluated and Policy recommendations for legislative consideration were adopted by the San Francisco Board of Supervisors.

In September 2014, the Board of Supervisors amended the Policy to extend local hiring onto privately-funded projects on City-owned property. The Policy was expanded to cover new developments and tenant improvement work, as well as temporary construction associated with special events lasting four or more days.

In December 2015, the Board of Supervisors voted to further expand the Policy to cover construction work performed on real property leased by the City or sold by the City for housing development, regardless of the project's funding source.

On March 14, 2017, the San Francisco Board of Supervisors voted in favor of amending the Local Hiring Policy to permanently set the mandatory participation level at 30% by trade. The local resident apprenticeship requirement has remained unchanged at 50%.

With multiple amendments to the Policy since its implementation, the Board of Supervisors approved movement of the Local Hiring Policy from Chapter 6 of the San Francisco Administrative Code into Chapter 82 in March 2017. The movement of the Policy into its own independent chapter provides clarity on the modifications to the Policy, as well as highlights the Policy as a critical piece of workforce legislation in San Francisco.

## ABOUT OEWD

The mission of the Office of Economic and Workforce Development (OEWD) is to support the ongoing economic vitality of San Francisco. Under the direction of Mayor Edwin M. Lee, OEWD provides city-wide leadership for workforce development, business attraction and retention, neighborhood commercial revitalization, international business engagement and development planning.

The OEWD's Workforce Development Division coordinates the San Francisco Workforce Development System, which is a network of public, private, and nonprofit service providers that serve San Francisco job seekers and employers. The role of the Workforce Division is to expand employment opportunities for San Francisco residents by providing employers with skilled workers to meet the demands of sustainable and growing industries.

## REPORT HIGHLIGHTS

The 456 projects included in this report were awarded and managed by six departments within the City and County of San Francisco: Municipal Transportation Agency (MTA), Port of San Francisco (Port), Public Utilities Commission (PUC), Recreation and Parks Department (RPD), San Francisco International Airport (SFO), and San Francisco Public Works (SFPW).



## REPORT HIGHLIGHTS *Continued*

- A total of 8,365,427 hours have been worked on projects subject to the Local Hiring Policy
- 79 projects have been subject to the 20% requirement and have reported an overall local hiring performance of 33%
- 84 projects have been subject to the 25% requirement and have reported an overall local hiring performance of 33%
- 293 projects have been subject to the 30% requirement and have reported an overall local hiring performance of 43%
- Overall, apprentice participation continues to exceed the 50% requirement with an average performance of 57%

## CHALLENGES AND RECOMMENDATIONS

Developing a strong pipeline of skilled workers to meet the growing demands of the construction industry remains the primary challenge to the ongoing success of the Local Hiring Policy for Construction. Overall, local workforce participation across most trades has continued to meet the Policy's requirements. However, there is still potential for a shortage of skilled local workers. With the decline in unemployment rates across the region, other sectors are competing to acquire a workforce that meets the needs of various industries. Pressure from private development, the initiation of projects with similar local hiring goals and the expansion of Local Hire have all reinforced the need to expand workforce training citywide.

To meet industry demand, OEWD works to strengthen construction career pathways by building on its relationships with industry and training partners. Through ongoing efforts with the San Francisco Unified School District, the San Francisco Community College District, Adult Probation and other re-entry service providers, and community-based organizations, OEWD enhances and expands training in specialized trades for local residents. Options to enhance GED programming and other barrier removal strategies will need to be explored.

## LOOKING AHEAD

OEWD's goal is to ensure that the Local Hiring Policy for Construction remains beneficial to local workers and the San Francisco economy. Analysis of the Policy's impact, and assessment of the availability of qualified workers over the past six years has allowed the Board of Supervisors to determine that a 30% mandate is a sustainable performance level within the San Francisco construction market. OEWD will continue to build on existing industry partnerships to respond to the changing workforce needs of the construction industry.













# 8.4 million hours

8.4 million total work hours were  
reported on projects subject to the  
Policy

*Photo courtesy of San Francisco Public Works*



# 38% local hours

Of all hours reported on projects covered by the Policy, 3.1 million were performed by local workers













# 57% local apprentice hours

Local apprentice participation  
consistently exceeds the 50%  
requirement mandated by the  
Policy









## Port of San Francisco

Port of San Francisco projects support maritime operations, environmental and historic preservation and public recreation.

**15** Port projects covered by the Policy

**428K** hours performed on Port projects

**27%** local worker hours

**42%** local apprentice hours



*Photo by Dave Rauenbuehler, Port of SF*









## **SF International Airport**

San Francisco International Airport (SFO) projects covered by the Policy include the reconstruction of Terminal 1 and the ongoing improvements to Terminal 3.

**56** SFO projects covered by the Policy

**2.1M** hours performed on SFO projects

**39%** local worker hours

**58%** local apprentice hours





## **SF Municipal Transportation Agency**

San Francisco Municipal Transportation Agency (MTA) projects focus on the improvement of San Francisco's street landscapes and traffic conditions.

**11** MTA projects covered by the Policy

**164K** hours performed on MTA projects

**45%** local worker hours

**56%** local apprentice hours









## SF Public Utilities Commission

San Francisco Public Utilities Commission (PUC) projects include infrastructure upgrades on operations that maintain the City's wastewater and clean water delivery systems.

**145** PUC projects covered by the Policy

**2.0M** hours performed on PUC projects

**42%** local worker hours

**69%** local apprentice hours













## SF Public Works

San Francisco Public Works (SFPW) projects include street improvements and the renovation and new construction of public facilities.

**185** SFPW projects covered by the Policy

**3.0M** hours performed on SFPW projects

**34%** local worker hours

**52%** local apprentice hours

*Photo courtesy of San Francisco Public Works*









## SF Recreation and Parks

San Francisco Recreation and Parks (RPD) projects include improvements to and new construction of recreation and park facilities.

**56** RPD projects covered by the Policy

**2.1M** hours performed on RPD projects

**38%** local worker hours

**59%** local apprentice hours

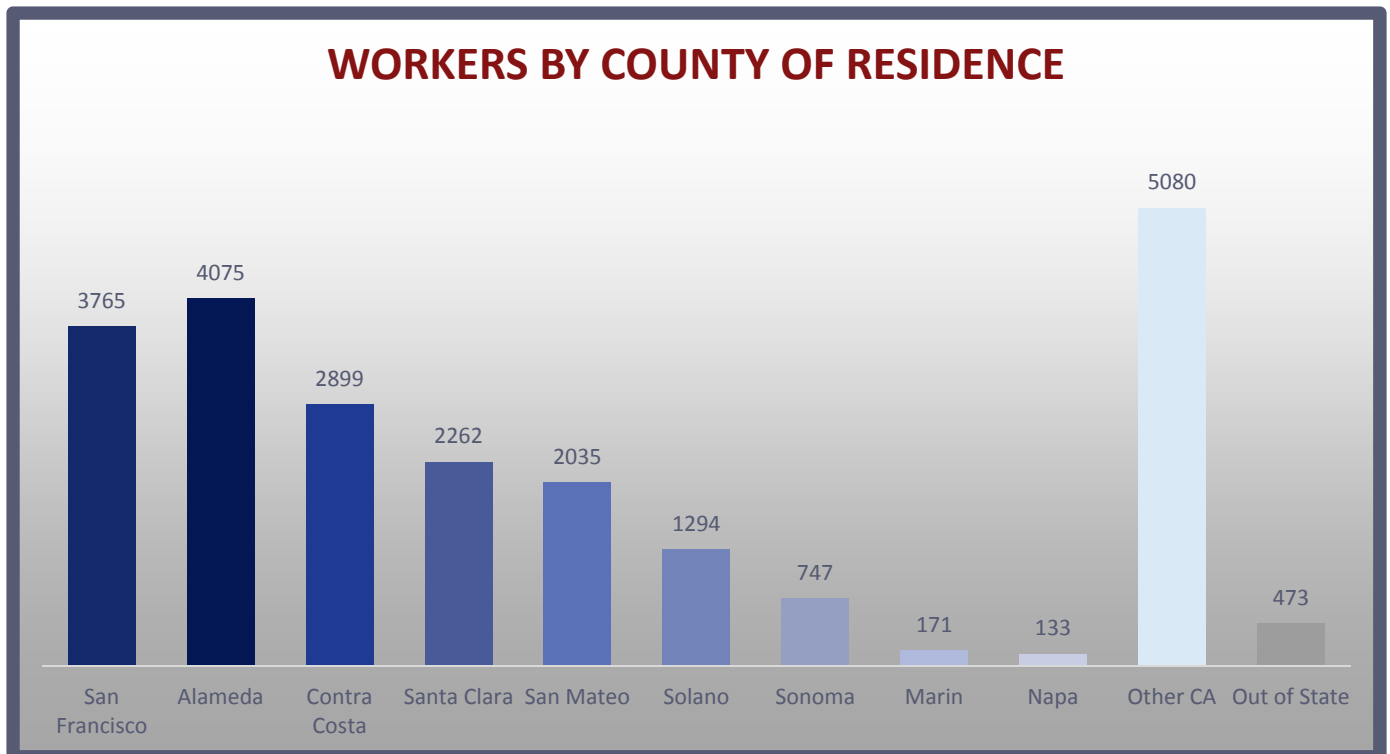


*Photo courtesy of San Francisco Recreation and Parks Department*



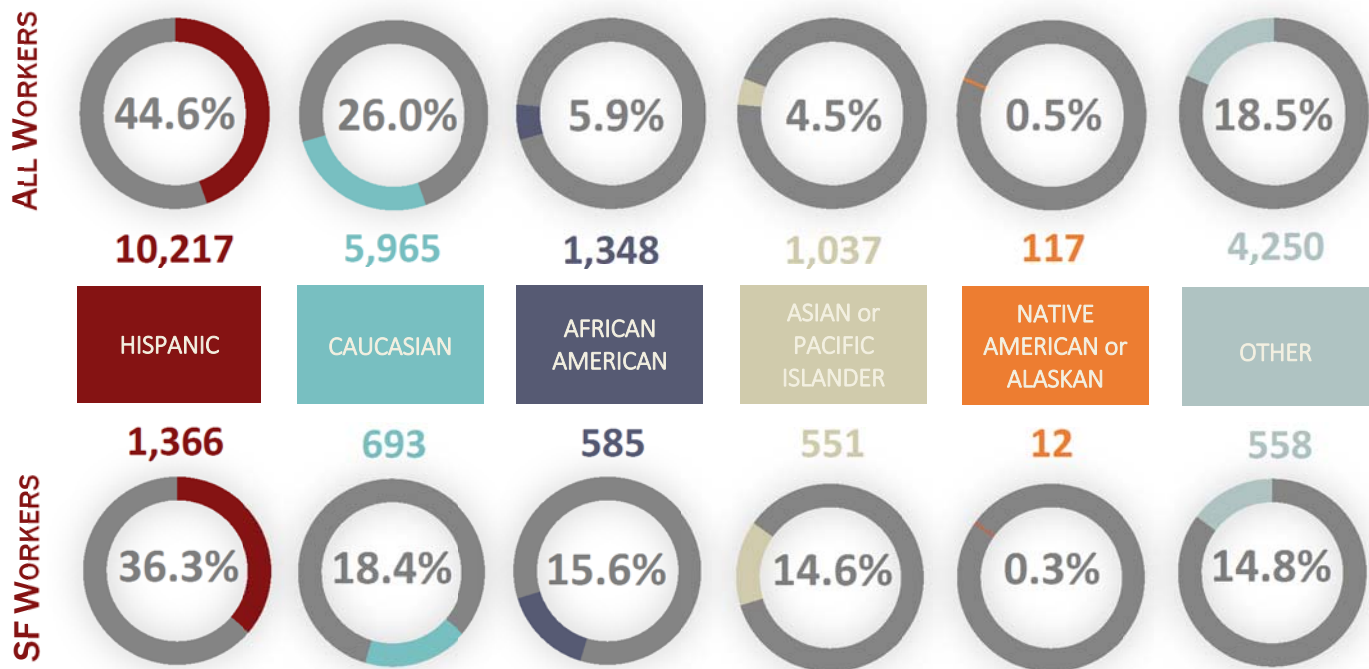
# WORKER DEMOGRAPHICS

The following charts illustrate residency, race and ethnicity, and gender for all workers on all active Local Hiring projects between March 25, 2011 and March 1, 2017. Demographic data is quantified in total workers, rather than in hours, and is self-reported by workers through the City's Project Reporting System.

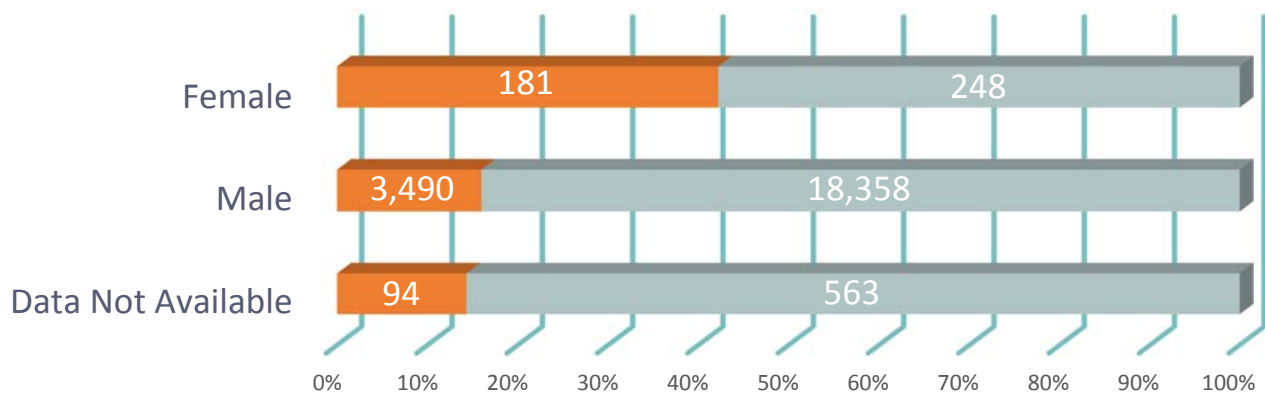




## RACE AND ETHNICITY



## WORKERS BY GENDER



	SAN FRANCISCO WORKERS	ALL WORKERS
Female	181	429
Male	3,490	21,848
Data Not Available	94	657
Total	3,765	22,934
Female Percentage	4.8%	1.9%









## CityBuild Academy

CityBuild Academy aims to meet the demands of the construction industry by providing comprehensive pre-apprenticeship and construction administration training to San Francisco residents.

### CITYBUILD ACADEMY

CityBuild Academy offers an 18-week pre-apprenticeship and construction skills training program at the City College of San Francisco, Evans Campus. Trainees can earn college credits while learning foundational skills, obtaining industry recognized certifications, and gaining knowledge to enter the construction trades as successful new apprentices. Since 2006, 987 San Francisco residents have graduated from CityBuild Academy and 837 graduates have secured employment in various construction trades.

### CONSTRUCTION ADMINISTRATION AND PROFESSIONAL SERVICES ACADEMY (CAPSA)

The Construction Administration and Professional Services Academy (CAPSA) is a semester-long program offered at the City College of San Francisco, Mission Campus. The program prepares San Francisco residents for entry-level careers as professional construction office administrators. Participants graduate with extensive knowledge of the construction sequence of work, construction office accounting, construction project coordination and other professional skills. Since 2010, 267 San Francisco residents have completed the program and 150 graduates have been placed in administrative positions.







A photograph of two construction workers, a man and a woman, wearing white hard hats and safety vests. They are leaning over a table, looking at a set of blueprints. The man is on the left, and the woman is on the right. They are both focused on the task. The background shows a construction site with a white door and some equipment.

## CityBuild Partnerships

In an ongoing effort to strengthen and expand the Academy curriculum, CityBuild has cultivated partnerships with various union apprenticeship programs.

- Carpenters' Training Committee of Northern California
- Northern California Laborers' Training Center (NCLTC)
- Cement Mason Pre-Apprenticeship Training Program
- Painters and Allied Trades District Council 16
- Bay Area Plastering Industry Joint Apprenticeship Training Committee
- Ironworkers Apprenticeship Training
- San Francisco Fire Department's Neighborhood Emergency Response Team Training
- Habitat For Humanity



# THE OFFICE OF ECONOMIC AND WORKFORCE DEVELOPMENT WOULD LIKE TO THANK OUR PARTNERS IN THIS EFFORT

## OFFICE OF MAYOR EDWIN M. LEE

## SAN FRANCISCO BOARD OF SUPERVISORS

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## THE MAYOR'S CONSTRUCTION WORKFORCE ADVISORY COMMITTEE

In July 2012, Mayor Lee established the Committee to evaluate the impact of the San Francisco Local Hiring Policy for Construction. Stakeholders in the local construction industry are represented by twelve committee members from local construction companies, trade unions, community organizations, and City departments.

Naomi Kelly, *Committee Chair*, City Administrator, City and County of San Francisco

Bob Alvarado, Executive Officer, Northern California Carpenters Regional Council

Josh Arce, Executive Director, Brightline Defense Project (*through November 2016*)

James Bryant, Western Regional Director, A. Philip Randolph Institute

Oscar De La Torre, Business Manager, Northern California District Council of Laborers

John Doherty, Business Manager, International Brotherhood of Electrical Workers, Local 6

Miguel Galarza, Vice Chair, Coalition for Economic Equality (*November 2016 – present*)

Harlan Kelly, Jr., General Manager, San Francisco Public Utilities Commission

Florence Kong, President, Build Bayview

Kent M. Lim, President, Kent M. Lim & Company, Inc.

Bob Nibbi, President, Nibbi Brothers General Contractors

Mohammed Nuru, Director, San Francisco Public Works

Jes Pedersen, Chief Executive Officer, Webcor Builders

Ed Reiskin, Director, San Francisco Municipal Transportation Agency



## **CITY & COUNTY OF SAN FRANCISCO CITY AGENCIES**

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Office of the City Administrator

Office of the City Attorney

Office of the Controller

Port of San Francisco

San Francisco International Airport

San Francisco Municipal Transportation Agency

San Francisco Public Utilities Commission

San Francisco Public Works

San Francisco Recreation and Parks

## **LABOR ORGANIZATIONS**

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Carpenters Local 22

Cement Masons Local 300

District Council 16

International Brotherhood of Electrical Workers Local 6

Ironworkers Local 377

Laborers' Local 261

Northern California Carpenters Regional Council (NCCRC)

Northern California District Council of Laborers (NCDCL)

Operating Engineers Local 3

Pile Drivers Local 34

Plasterers and Shophands Union Local 66

Roofers and Waterproofers Local 40

Sheet Metal Workers' Local 104

## **CONTRACTOR ASSOCIATIONS**

---

Associated General Contractors

Construction Employers' Association

United Contractors

Wall and Ceiling Alliance

## **COMMUNITY ORGANIZATIONS**

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A. Philip Randolph Institute

Anders and Anders Foundation

Asian Neighborhood Design

Brightline Defense Project

Charity Cultural Services Center

Chinese for Affirmative Action

Mission Hiring Hall

San Francisco Conservation Corps

Young Community Developers, Inc.

## **PHOTOGRAPHY**

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Lewis S. Hernandez, SFO, Construction Services Department,

Robert J. Pierce, SFMTA, Central Subway

Dave Rauenbuehler, Port of SF, Maintenance Division, [www.flickr.com/photos/daver6](http://www.flickr.com/photos/daver6)

San Francisco Public Utilities Commission; Robin Scheswohl

Recreation and Parks Department

San Francisco Public Works









**“I look forward to  
continued collaboration  
between builders,  
community members and  
the City of San Francisco”**

**- Mayor Ed Lee**





## WORK HOUR TABLES

The following tables present hours worked by local residents on projects subject to the Policy. Local participation levels are summarized by mandated percentages and departmental performance.

### METHODS OF ANALYSIS

OEWD utilizes certified payroll records from Elation Systems, the City's Project Reporting System (PRS), to verify hours worked by San Francisco residents. Certified payroll data entered into the City's PRS between March 25, 2011 and March 1, 2017 was used to produce this report. The data presented summarizes local hours performed on covered projects by hiring requirement rather than by annual performance. The data in this report does not include hours that were credited toward local hiring deficiencies through the use of policy off-ramps.



## 20% OVERVIEW

Projects advertised between March 25, 2011 and March 24, 2012 are subject to a 20% local hiring requirement.

### NUMBER AND VALUE OF PROJECTS SUBJECT TO 20% REQUIREMENT BY DEPARTMENT

Department	PORT	SFO	MTA	PUC	SFPW	RPD	Total
Number of Active Projects	9	10	1	26	25	8	79
Total Award Amount	\$117M	\$157M	\$1M	\$78M	\$39M	\$30	\$422M

### WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 20% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Port	378,122	93,030	25%	53,384	20,489	38%
SFO	438,780	153,602	35%	69,887	42,672	61%
MTA	6,813	2,940	43%	1,112	818	74%
PUC	410,766	145,924	36%	39,845	31,050	78%
SFPW	229,297	91,954	40%	18,645	12,601	68%
RPD	192,432	61,750	32%	20,781	13,425	65%
<b>Grand Total</b>	<b>1,656,210</b>	<b>549,199</b>	<b>33%</b>	<b>203,653</b>	<b>121,054</b>	<b>59%</b>

### WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 20% REQUIREMENT

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Asbestos Removal Worker	23,431	4,848	21%	0	0	0%
Carpenter And Related Trades	114,954	47,069	41%	16,159	8,133	50%
Cement Mason	59,203	14,962	25%	6,060	5,032	83%
Drywall Installer/Lather	63,615	9,269	15%	7,956	3,738	47%
Electrician	211,123	101,002	48%	36,702	23,880	65%
Glazier	13,691	2,190	16%	1,945	641	33%
Iron Worker	86,069	25,995	30%	16,013	8,113	51%
Laborer And Related Classifications	637,718	220,848	35%	61,915	45,699	74%
Operating Engineer	135,526	48,319	36%	5,682	4,604	81%
Painter	29,170	7,127	24%	2,744	854	31%
Pile Driver	43,127	5,206	12%	10,751	1,936	18%
Plaster Tender	12,125	1,571	13%	0	0	0%
Plasterer	11,622	2,175	19%	2,940	1,454	49%
Plumber	61,096	22,754	37%	16,741	8,728	52%
Roofer	14,008	1,706	12%	2,604	1,262	48%
Sheet Metal Worker	40,476	10,379	26%	7,007	3,226	46%
Other Trades*	99,258	23,784	24%	8,437	3,757	45%
<b>Total</b>	<b>1,656,210</b>	<b>549,199</b>	<b>33%</b>	<b>203,653</b>	<b>121,054</b>	<b>59%</b>

\*Other Trades: Asbestos Worker, Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Carpet, Linoleum, Soft Floor Layer, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Marble Finisher, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement, Parking And Highway Improvement Painter, Slurry Seal Worker, Steel Erector And Fabricator, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure, Tunnel Worker.



## 25% OVERVIEW

Projects advertised between March 25, 2012 and March 24, 2013 are subject to a 25% local hiring requirement.

### NUMBER AND VALUE OF PROJECTS SUBJECT TO 25% REQUIREMENT BY DEPARTMENT

Department	PORT	SFO	MTA	PUC	SFPW	RPD	Total
Number of Active Projects	1	9	1	28	37	8	84
Total Award Amount	\$0.4M	\$247M	\$4M	\$140M	\$575M	\$18M	\$984M

### WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 25% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Port	1,370	903	66%	215	0	0%
SFO	945,399	345,943	37%	167,277	92,342	55%
MTA	24,096	9,161	38%	8,537	3,771	44%
PUC	488,679	186,438	38%	56,776	36,359	64%
SFPW	1,539,624	440,703	29%	263,130	118,259	45%
RPD	74,020	32,374	44%	6,659	3,608	54%
<b>Grand Total</b>	<b>3,073,187</b>	<b>1,015,523</b>	<b>33%</b>	<b>502,593</b>	<b>254,339</b>	<b>51%</b>

### WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 25% REQUIREMENT

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Asbestos Removal Worker	69,721	14,344	21%	0	0	0%
Carpenter And Related Trades	243,467	87,556	36%	34,696	17,588	51%
Cement Mason	68,024	18,555	27%	9,485	5,486	58%
Drywall Installer/Lather	169,636	31,798	19%	23,902	8,263	35%
Electrician	520,750	240,699	46%	122,655	72,750	59%
Glazier	37,089	11,936	32%	8,828	6,204	70%
Iron Worker	206,529	66,128	32%	55,420	29,255	53%
Laborer And Related Classifications	879,392	304,248	35%	76,435	49,331	65%
Operating Engineer	170,208	55,264	32%	5,535	3,151	57%
Painter	102,310	17,144	17%	14,702	3,004	20%
Pile Driver	24,143	7,100	29%	2,445	1,433	59%
Plaster Tender	10,048	1,930	19%	0	0	0%
Plasterer	31,855	4,636	15%	2,933	1,658	57%
Plumber	162,421	66,613	41%	54,957	28,170	51%
Roofer	69,588	14,818	21%	23,803	7,618	32%
Sheet Metal Worker	107,307	33,895	32%	29,093	13,303	46%
Other Trades*	200,701	38,860	19%	37,706	7,127	19%
<b>Total</b>	<b>3,073,187</b>	<b>1,015,523</b>	<b>33%</b>	<b>502,593</b>	<b>254,339</b>	<b>51%</b>

\*Other Trades: Asbestos Worker, Heat and Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector and Field Soils and Material Tester, Carpet, Linoleum, Soft Floor Layer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Marble Finisher, Marble Mason, Marble Setter, Metal Roofing Systems Installer, Modular Furniture Installer, Mover, Parking and Highway Improvement, Parking and Highway Improvement Painter, Slurry Seal Worker, Steel Erector and Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure, Tree Trimmer and Water Well Driller.



## 30% OVERVIEW

Projects advertised since March 25, 2013 are subject to a 30% local hiring requirement.

### NUMBER AND VALUE OF PROJECTS SUBJECT TO 30% REQUIREMENT BY DEPARTMENT

Department	PORT	SFO	MTA	PUC	SFPW	RPD	Total
Number of Active Projects	5	37	9	91	123	28	293
Total Award Amount	\$14M	\$970M	\$66M	\$576M	\$576M	\$63M	\$2.3B

### WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 30% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Port	49,021	20,616	42%	11,485	6,824	59%
SFO	762,976	339,266	44%	137,126	83,394	61%
MTA	133,201	61,755	46%	13,739	8,401	61%
PUC	1,138,691	524,494	46%	116,480	80,312	69%
SFPW	1,212,530	494,403	41%	137,921	88,000	64%
RPD	339,612	135,894	40%	35,127	19,950	57%
<b>Grand Total</b>	<b>3,636,031</b>	<b>1,576,430</b>	<b>43%</b>	<b>451,878</b>	<b>286,880</b>	<b>63%</b>

### WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 30% REQUIREMENT

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Asbestos Removal Worker	57,557	6,630	12%	0	0	0%
Carpenter And Related Trades	244,761	111,253	45%	40,464	25,917	64%
Cement Mason	159,914	72,649	45%	22,767	15,047	66%
Drywall Installer/Lather	68,230	20,064	29%	10,230	3,998	39%
Electrician	400,973	242,838	61%	105,228	73,233	70%
Glazier	9,453	3,070	32%	2,597	1,049	40%
Iron Worker	66,555	17,033	26%	11,762	4,417	38%
Laborer And Related Classifications	1,707,280	737,874	43%	168,711	118,312	70%
Operating Engineer	406,900	208,184	51%	16,677	13,379	80%
Painter	54,358	17,145	32%	6,418	2,220	35%
Pile Driver	13,269	2,084	16%	1,884	707	38%
Plaster Tender	178	56	31%	0	0	0%
Plasterer	1,684	522	31%	49	0	0%
Plumber	90,408	47,255	52%	21,420	12,911	60%
Roofer	44,474	15,373	35%	15,539	5,204	33%
Sheet Metal Worker	39,671	15,433	39%	10,506	4,192	40%
Other Trades*	270,368	58,967	22%	17,627	6,296	36%
<b>Total</b>	<b>3,636,031</b>	<b>1,576,430</b>	<b>43%</b>	<b>451,878</b>	<b>286,880</b>	<b>63%</b>

\*Other Trades: Asbestos Worker, Heat and Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector and Field Soils and Material Tester, Carpet, Linoleum, Resilient Tile Layer, Carpet, Linoleum, Soft Floor Layer, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Marble Finisher, Marble Mason, Metal Roofing Systems Installer, Modular Furniture Installer, Parking and Highway Improvement Painter, Slurry Seal Worker, Steel Erector and Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure, Tree Maintenance, Tunnel Worker and Water Well Driller.



## WORK HOURS REPORTED

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	9	378,122	93,030	25%	53,384	20,489	38%
25%	1	1,370	903	66%	21	0	0%
30%	5	49,021	20,616	42%	11,485	6,824	59%
<b>Total</b>	<b>15</b>	<b>428,513</b>	<b>114,549</b>	<b>27%</b>	<b>65,084</b>	<b>27,313</b>	<b>42%</b>

## WORK HOURS BY TRADE

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	20%	1,142	80	7%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	4,164	572	14%	0	0	0%
CARPENTER AND RELATED TRADES	20%	30,014	11,561	39%	3,416	1,210	35%
	25%	0	0	0%	0	0	0%
	30%	11,076	7,727	70%	3,891	3,891	100%
CEMENT MASON	20%	15,852	2,786	18%	966	124	13%
	25%	0	0	0%	0	0	0%
	30%	1,514	736	49%	0	0	0%
DRYWALL INSTALLER/LATHER	20%	18,152	3,200	18%	923	913	99%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
ELECTRICIAN	20%	61,824	9,755	16%	9,611	3,133	33%
	25%	927	648	70%	215	0	0%
	30%	523	101	19%	45	16	34%
GLAZIER	20%	4,821	1,245	26%	474	148	31%
	25%	0	0	0%	0	0	0%
	30%	916	470	51%	0	0	0%
IRON WORKER	20%	42,125	12,640	30%	8,057	4,644	58%
	25%	0	0	0%	0	0	0%
	30%	1,239	433	35%	105	40	38%
LABORER AND RELATED CLASSIFICATIONS	20%	68,439	25,092	37%	2,492	1,949	78%
	25%	339	256	75%	0	0	0%
	30%	9,368	3,375	36%	858	666	78%
OPERATING ENGINEER	20%	24,349	4,674	19%	1,141	1,089	95%
	25%	104	0	0%	0	0	0%
	30%	2,320	898	39%	249	249	100%
PAINTER	20%	12,620	2,908	23%	1,675	397	24%
	25%	0	0	0%	0	0	0%
	30%	1,612	957	59%	0	0	0%
PLUMBER	20%	26,298	7,982	30%	9,694	4,371	45%
	25%	0	0	0%	0	0	0%
	30%	3,301	2,359	71%	597	261	44%
ROOFER	20%	1,772	42	2%	272	40	15%
	25%	0	0	0%	0	0	0%
	30%	10,529	2,811	27%	5,149	1,661	32%
SHEET METAL WORKER	20%	13,676	3,017	22%	2,588	290	11%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
OTHER TRADES *	20%	15,262	3,181	21%	1,873	338	18%
	25%	0	0	0%	0	0	0%
	30%	1,948	138	7%	358	0	0%

\*Other Trades: Asbestos Worker, Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Carpet, Linoleum, Soft Floor Layer, Dredger Operating Engineer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement Painter, Pile Driver, Plasterer, Teamster, Tile Finisher, and Tile Setter



# San Francisco International Airport



In accordance with a reciprocity agreement between the City and County of San Francisco and San Mateo County, both San Francisco and San Mateo County residents working on public works projects at SFO are considered local workers. Requirements for SFO were established at 7%, 8% and 11%.

## WORK HOURS REPORTED

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
7%	10	438,780	153,602	35%	69,887	42,672	61%
8%	9	945,399	345,943	37%	167,277	92,342	55%
11%	37	762,976	339,266	44%	137,126	83,394	61%
<b>Total</b>	<b>56</b>	<b>2,147,155</b>	<b>838,277</b>	<b>39%</b>	<b>374,289</b>	<b>218,408</b>	<b>58%</b>

## WORK HOURS BY TRADE

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	7%	7,813	1,671	21%	0	0	0%
	8%	18,637	3,103	17%	0	0	0%
	11%	34,735	4,593	13%	0	0	0%
CARPENTER AND RELATED TRADES	7%	40,610	11,603	29%	5,231	3,233	62%
	8%	60,361	20,443	34%	4,569	2,552	56%
	11%	78,235	25,710	33%	11,020	4,514	41%
CEMENT MASON	7%	7,315	429	6%	311	167	54%
	8%	10,077	1,114	11%	1,502	236	16%
	11%	6,610	2,787	42%	1,265	553	44%
DRYWALL INSTALLER/LATHER	7%	42,878	5,778	13%	6,524	2,678	41%
	8%	94,481	17,805	19%	11,342	4,339	38%
	11%	42,520	13,010	31%	7,490	3,159	42%
ELECTRICIAN	7%	110,908	73,762	67%	21,899	18,186	83%
	8%	295,057	161,474	55%	70,364	46,796	67%
	11%	271,878	171,211	63%	72,294	48,727	67%
GLAZIER	7%	6,027	689	11%	1,148	493	43%
	8%	17,368	5,041	29%	4,084	2,327	57%
	11%	5,089	1,624	32%	1,646	590	36%
IRON WORKER	7%	33,824	9,959	29%	7,238	3,313	46%
	8%	60,667	11,503	19%	13,656	4,217	31%
	11%	20,486	3,963	19%	5,040	1,525	30%
LABORER AND RELATED CLASSIFICATIONS	7%	74,851	17,240	23%	8,280	3,419	41%
	8%	153,288	35,584	23%	14,306	7,803	55%
	11%	140,214	46,613	33%	11,725	7,108	61%
OPERATING ENGINEER	7%	13,739	3,260	24%	493	493	100%
	8%	18,223	3,624	20%	744	55	7%
	11%	34,654	13,818	40%	2,374	1,773	75%
PAINTER	7%	10,488	1,973	19%	540	124	23%
	8%	31,072	7,080	23%	2,567	291	11%
	11%	14,674	3,954	27%	496	12	2%
PLUMBER	7%	21,699	10,791	50%	5,137	3,127	61%
	8%	69,830	40,026	57%	19,291	11,655	60%
	11%	38,827	22,728	59%	9,193	7,336	80%
ROOFER	7%	6,100	956	16%	1,158	665	57%
	8%	8,686	775	9%	2,340	775	33%
	11%	8,022	2,688	34%	2,330	888	38%
SHEET METAL WORKER	7%	14,580	5,914	41%	3,304	2,917	88%
	8%	44,331	20,300	46%	11,900	6,004	50%
	11%	19,531	10,189	52%	5,575	3,504	63%
OTHER TRADES *	7%	25,666	5,998	23%	5,318	2,422	46%
	8%	42,218	15,590	37%	9,372	4,892	52%
	11%	40,126	15,455	39%	6,169	3,707	60%

\*Other Trades: Asbestos Worker, Heat And Frost Insulator, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Carpet, Linoleum, Soft Floor Layer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Marble Finisher, Marble Mason, Modular Furniture Installer, Parking And Highway Improvement Painter, Pile Driver, Plasterer, Slurry Seal Worker, Steel Erector And Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure, and Water Well Driller.



## WORK HOURS REPORTED

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	1	6,813	2,940	43%	1,112	818	74%
25%	1	24,096	3,161	38%	8,537	3,771	44%
30%	9	133,201	61,755	46%	13,739	8,401	61%
<b>Total</b>	<b>11</b>	<b>164,109</b>	<b>73,856</b>	<b>45%</b>	<b>23,387</b>	<b>12,989</b>	<b>56%</b>

## WORK HOURS BY TRADE

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	3,516	1,848	53%	1,016	840	83%
CARPENTER AND RELATED TRADES	20%	785	182	23%	9	9	100%
	25%	0	0	0%	0	0	0%
	30%	10,711	2,878	27%	1,445	966	67%
CEMENT MASON	20%	1,132	860	76%	476	215	45%
	25%	1,974	1,024	52%	157	157	100%
	30%	3,694	2,308	62%	1,439	680	47%
DRYWALL INSTALLER/LATHER	20%	0	0	0%	0	0	0%
	25%	201	70	35%	70	70	100%
	30%	0	0	0%	0	0	0%
ELECTRICIAN	20%	0	0	0%	0	0	0%
	25%	231	112	48%	0	0	0%
	30%	237	89	38%	33	14	42%
GLAZIER	20%	4,471	1,705	38%	627	594	95%
	25%	0	0	0%	0	0	0%
	30%	83,940	36,725	44%	8,204	4,370	53%
IRON WORKER	20%	401	171	43%	0	0	0%
	25%	352	0	0%	0	0	0%
	30%	22,036	15,563	71%	1,495	1,457	97%
LABORER AND RELATED CLASSIFICATIONS	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	3,516	1,848	53%	1,016	840	83%
OPERATING ENGINEER	20%	785	182	23%	9	9	100%
	25%	0	0	0%	0	0	0%
	30%	10,711	2,878	27%	1,445	966	67%
PAINTER	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
PLUMBER	20%	0	0	0%	0	0	0%
	25%	42	42	100%	0	0	0%
	30%	495	8	2%	0	0	0%
ROOFER	20%	0	0	0%	0	0	0%
	25%	16,451	5,831	35%	7,801	3,544	45%
	30%	0	0	0%	0	0	0%
SHEET METAL WORKER	20%	0	0	0%	0	0	0%
	25%	4,846	2,083	43%	510	0	0%
	30%	0	0	0%	0	0	0%
OTHER TRADES *	20%	25	22	88%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	8,564	2,337	27%	109	75	69%

\*Other Trades: Brick Tender, Bricklayer/ Blocklayer, Driver, Electrical Utility Lineman, Field Surveyor, Parking and Highway Improvement Painter, Pile Driver, Teamster, and Traffic Control/Lane Closure.



## WORK HOURS REPORTED

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	26	410,766	145,924	36%	39,845	31,050	78%
25%	28	488,679	186,438	38%	56,776	36,359	64%
30%	91	1,138,691	524,494	46%	116,480	80,312	69%
<b>Total</b>	<b>145</b>	<b>2,038,136</b>	<b>856,857</b>	<b>42%</b>	<b>213,101</b>	<b>147,720</b>	<b>69%</b>

## WORK HOURS BY TRADE

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	20%	232	0	0%	0	0	0%
	25%	3,548	1,166	33%	0	0	0%
	30%	1,956	372	19%	0	0	0%
CARPENTER AND RELATED TRADES	20%	4,128	2,319	56%	509	249	49%
	25%	27,747	9,683	35%	4,726	2,608	55%
	30%	48,194	20,996	44%	8,907	5,972	67%
CEMENT MASON	20%	9,219	2,208	24%	1,495	1,495	100%
	25%	11,797	5,422	46%	1,649	1,054	64%
	30%	23,575	10,875	46%	4,496	3,691	82%
DRYWALL INSTALLER/LATHER	20%	0	0	0%	0	0	0%
	25%	1,348	228	17%	0	0	0%
	30%	1,297	934	72%	0	0	0%
ELECTRICIAN	20%	19,350	7,603	39%	2,716	1,165	43%
	25%	49,323	24,768	50%	8,414	5,959	71%
	30%	60,487	33,022	55%	13,914	10,982	79%
GLAZIER	20%	0	0	0%	0	0	0%
	25%	319	177	56%	0	0	0%
	30%	168	98	58%	0	0	0%
IRON WORKER	20%	1,040	26	3%	191	0	0%
	25%	18,958	5,068	27%	5,385	3,039	56%
	30%	19,928	5,935	30%	2,272	1,229	54%
LABORER AND RELATED CLASSIFICATIONS	20%	262,850	93,412	36%	30,015	24,774	83%
	25%	222,706	92,069	41%	23,313	17,635	76%
	30%	647,698	314,091	48%	63,395	48,709	77%
OPERATING ENGINEER	20%	69,117	30,399	44%	2,166	2,122	98%
	25%	62,355	24,854	40%	1,417	1,380	97%
	30%	161,227	95,093	59%	3,978	2,867	72%
PAINTER	20%	349	14	4%	41	0	0%
	25%	28,879	3,529	12%	7,111	2,139	30%
	30%	20,536	3,857	19%	5,460	1,907	35%
PLUMBER	20%	20%	5,235	1,065	20%	632	335
	25%	25%	6,062	2,461	41%	1,262	1,197
	30%	30%	19,570	9,966	51%	3,068	1,958
ROOFER	20%	20%	76	6	8%	31	6
	25%	25%	3,935	1,173	30%	1,414	114
	30%	30%	11,432	5,158	45%	3,207	971
SHEET METAL WORKER	20%	20%	7,999	379	5%	973	0
	25%	25%	1,647	828	50%	188	134
	30%	30%	4,342	773	18%	1,341	217
OTHER TRADES *	20%	20%	31,039	8,430	27%	1,014	906
	25%	25%	32,112	8,906	28%	605	72
	30%	30%	114,786	22,164	19%	5,762	1,225

\*Other Trades: Asbestos Worker, Heat And Frost Insulator, Boilermaker, Brick Tender, Bricklayer/Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Carpet, Linoleum, Resilient Tile Layer, Carpet, Linoleum, Soft Floor Layer, Driver, Electrical Utility Lineman, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Mover, Pile Driver, Plasterer, Slurry Seal Worker, Steel Erector And Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Tunnel Worker, and Water Well Driller.



### WORK HOURS REPORTED

Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	25	229,297	91,954	40%	18,645	12,601	68%
25%	37	1,539,624	440,703	29%	263,130	118,259	45%
30%	123	1,212,530	494,403	41%	137,921	88,000	64%
<b>Total</b>	<b>185</b>	<b>2,981,451</b>	<b>1,027,060</b>	<b>34%</b>	<b>419,696</b>	<b>218,860</b>	<b>52%</b>

### WORK HOURS BY TRADE

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	20%	9,827	2,822	29%	0	0	0%
	25%	47,105	10,064	21%	0	0	0%
	30%	7,024	525	7%	0	0	0%
CARPENTER AND RELATED TRADES	20%	8,482	4,758	56%	244	232	95%
	25%	136,669	44,471	33%	23,782	11,705	49%
	30%	46,445	21,507	46%	6,462	3,432	53%
CEMENT MASON	20%	15,997	7,733	48%	3,267	3,238	99%
	25%	39,756	9,375	24%	5,910	3,772	64%
	30%	102,198	47,539	47%	15,071	9,469	63%
DRYWALL INSTALLER/LATHER	20%	535	0	0%	0	0	0%
	25%	73,448	13,575	18%	12,560	3,925	31%
	30%	22,601	5,308	23%	2,691	789	29%
ELECTRICIAN	20%	8,943	4,277	48%	955	681	71%
	25%	171,265	51,719	30%	43,223	19,614	45%
	30%	48,345	26,171	54%	12,263	9,308	76%
GLAZIER	20%	108	0	0%	15	0	0%
	25%	18,805	6,627	35%	4,620	3,807	82%
	30%	1,493	604	40%	441	232	53%
IRON WORKER	20%	378	146	39%	99	32	32%
	25%	123,348	48,546	39%	36,307	21,960	60%
	30%	13,937	2,971	21%	3,551	1,041	29%
LABORER AND RELATED CLASSIFICATIONS	20%	142,299	59,561	42%	12,646	7,800	62%
	25%	476,389	166,671	35%	36,481	22,398	61%
	30%	683,859	284,933	42%	73,522	52,108	71%
OPERATING ENGINEER	20%	14,208	5,569	39%	260	228	88%
	25%	83,928	25,170	30%	3,142	1,640	52%
	30%	149,073	70,808	47%	7,704	6,873	89%
PAINTER	20%	766	344	45%	8	8	100%
	25%	41,648	6,114	15%	5,024	574	11%
	30%	10,304	4,332	42%	419	257	61%
PLUMBER	20%	71	71	100%	0	0	0%
	25%	20,286	2,918	14%	2,708	1,658	61%
	30%	377	40	11%	16	0	0%
ROOFER	20%	2,892	732	25%	399	16	4%
	25%	85,763	23,652	28%	34,359	15,273	44%
	30%	21,309	8,028	38%	7,454	2,613	35%
SHEET METAL WORKER	20%	3,576	275	8%	477	275	58%
	25%	38,153	6,739	18%	11,555	2,997	26%
	30%	11,059	3,389	31%	3,858	1,243	32%
OTHER TRADES *	20%	2,193	634	29%	84	0	0%
	25%	56,319	10,581	19%	16,437	7,165	44%
	30%	13,646	3,854	28%	3,145	394	13%

\*Other Trades: Asbestos Worker, Heat And Frost Insulator, Brick Tender, Bricklayer, Blocklayer, Building/Construction Inspector And Field Soils And Material Tester, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Marble Finisher, Marble Mason, Modular Furniture Installer, Parking And Highway Improvement, Parking And Highway Improvement Painter, Roofer, Steel Erector And Fabricator, Teamster, Telecommunications Technician, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Traffic Control/Lane Closure and Water Well Driller.



## WORK HOURS REPORTED

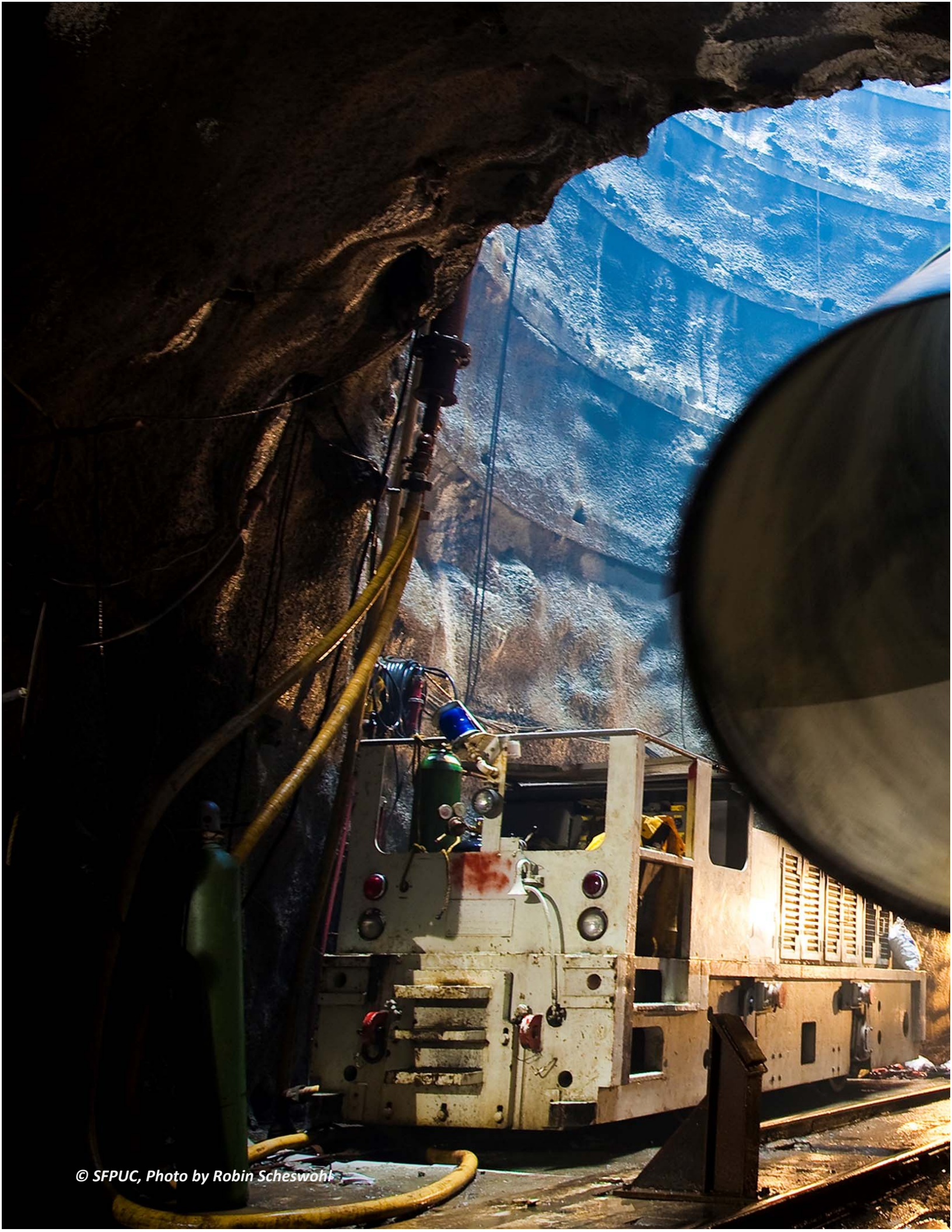
Requirement	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
20%	8	192,432	61,750	32%	20,781	13,425	65%
25%	8	74,020	32,374	44%	6,659	3,608	54%
30%	28	339,612	135,894	40%	35,127	19,950	57%
<b>Total</b>	<b>44</b>	<b>606,064</b>	<b>230,019</b>	<b>38%</b>	<b>62,533</b>	<b>36,983</b>	<b>59%</b>

## WORK HOURS BY TRADE

Trade	Requirement	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Local	Local %
ASBESTOS REMOVAL WORKER	20%	4,418	275	6%	0	0	0%
	25%	431	11	3%	0	0	0%
	30%	9,679	569	6%	0	0	0%
CARPENTER AND RELATED TRADES	20%	31,720	16,829	53%	6,760	3,210	47%
	25%	18,690	12,959	69%	1,620	724	45%
	30%	57,295	33,465	58%	9,169	7,269	79%
CEMENT MASON	20%	10,036	1,624	16%	12	0	0%
	25%	6,395	2,644	41%	424	424	100%
	30%	15,307	7,835	51%	492	369	75%
DRYWALL INSTALLER/LATHER	20%	2,050	291	14%	509	147	29%
	25%	359	192	53%	0	0	0%
	30%	1,813	813	45%	50	50	100%
ELECTRICIAN	20%	8,967	4,746	53%	1,045	501	48%
	25%	2,206	1,068	48%	283	225	79%
	30%	16,046	10,026	62%	5,274	3,522	67%
GLAZIER	20%	2,736	257	9%	308	0	0%
	25%	396	22	5%	55	0	0%
	30%	1,788	275	15%	510	227	44%
IRON WORKER	20%	8,703	3,224	37%	429	125	29%
	25%	3,326	900	27%	72	40	56%
	30%	10,728	3,643	34%	762	568	75%
LABORER AND RELATED CLASSIFICATIONS	20%	84,809	23,838	28%	7,856	7,164	91%
	25%	26,670	9,668	36%	2,335	1,496	64%
	30%	142,200	52,138	37%	11,007	5,353	49%
OPERATING ENGINEER	20%	13,713	4,247	31%	1,623	673	41%
	25%	5,247	1,616	31%	232	77	33%
	30%	37,590	12,005	32%	878	160	18%
PAINTER	20%	4,948	1,889	38%	480	325	68%
	25%	712	422	59%	0	0	0%
	30%	7,233	4,046	56%	44	44	100%
PLUMBER	20%	4,973	2,185	44%	880	880	100%
	25%	724	432	60%	45	45	100%
	30%	6,908	4,167	60%	1,109	744	67%
ROOFER	20%	2,485	427	17%	667	276	41%
	25%	2,364	301	13%	695	189	27%
	30%	3,432	1,328	39%	996	442	44%
SHEET METAL WORKER	20%	2,028	436	21%	58	19	32%
	25%	165	104	63%	59	0	0%
	30%	2,153	618	29%	446	78	17%
OTHER TRADES *	20%	8,826	1,211	14%	133	92	69%
	25%	5,771	1,758	30%	708	390	55%
	30%	26,243	4,714	18%	3,984	1,047	26%

\*Other Trades: Asbestos Worker, Heat And Frost Insulator, Brick Tender, Bricklayer/Blocklayer, Carpet, Linoleum, Soft Floor Layer, Driver, Electrical Utility Lineman, Elevator Constructor, Field Surveyor, Landscape Maintenance Laborer, Metal Roofing Systems Installer, Modular Furniture Installer, Parking And Highway Improvement Painter, Pile Driver, Plasterer, Slurry Seal Worker, Teamster, Terrazzo Finisher, Terrazzo Worker, Tile Finisher, Tile Setter, Tree Trimmer, and Water Well Driller.











**2016-2017**

**SAN FRANCISCO LOCAL HIRING POLICY FOR CONSTRUCTION  
ANNUAL REPORT TO THE SAN FRANCISCO BOARD OF SUPERVISORS**

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**SAN FRANCISCO**  
Office of Economic and Workforce Development