

San Francisco LOCAL HIRING POLICY FOR CONSTRUCTION



2017/2018 Annual Report



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City & County of San Francisco, California

The San Francisco Local Hiring Policy for Construction

2017 – 2018

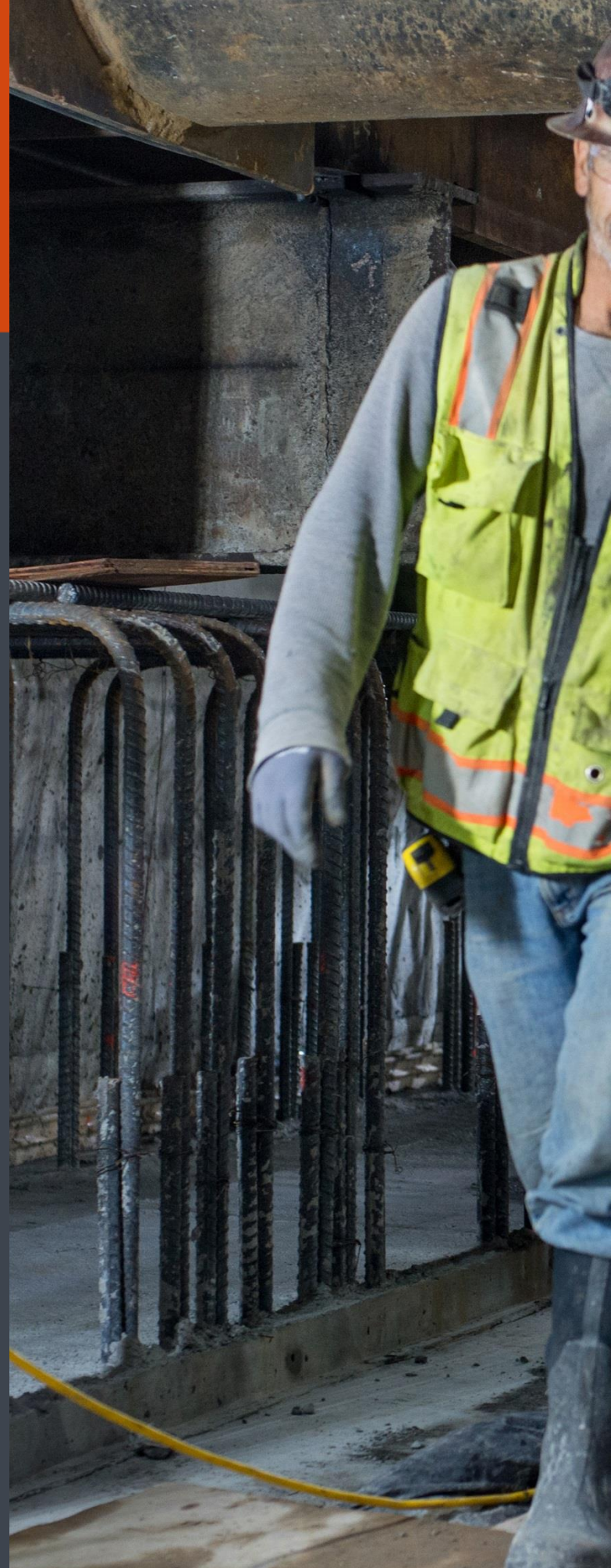
ANNUAL REPORT

to the San Francisco Board of Supervisors

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“San Francisco is a city of hope and opportunity. One of the core functions of our government is to ensure that every local resident has the chance to be a part of the city’s workforce.”

MARK E. FARRELL

Mayor, San Francisco



GREETINGS FROM THE MAYOR

On behalf of the City and County of San Francisco, it is with great pleasure that I present the seventh Annual Report for the San Francisco Local Hiring Policy for Construction.

San Francisco is a city of hope and opportunity. One of the core functions of our government is to ensure that every San Francisco resident has the chance to be a part of this city's workforce. By creating meaningful jobs through the support of local legislation, residents can take pride in their contributions to improving their city's infrastructure.

Since implementation of the Local Hiring Policy, I am proud that local participation continues to exceed the requirements of the legislation. As the unemployment rate in San Francisco is 2.4 percent, we are inevitably faced with the challenge of meeting the demands of such a robust construction economy. San Franciscans are working, and the availability of skilled local workers is limited, but we should view this hurdle as a great opportunity to further strengthen our partnerships with contractors, trade unions, training programs and community members to build a pipeline of workers who will be able to access jobs in a city where they also make their homes. Thanks to CityBuild's expanded programs, we are now training more jobseekers than ever.

The Local Hiring Policy is an example of what our city can do and what San Francisco is all about. Our city is stronger when local residents have access to well-paying jobs. I will continue to prioritize workforce development and strong citywide partnerships to ensure that everyone has access to the opportunities they deserve. When San Franciscans are working, the success of our city is the success of every resident.

All the best,

Mark E. Farrell

EXECUTIVE SUMMARY

The seventh Annual Report for the San Francisco Local Hiring Policy for Construction was produced to inform the Board of Supervisors of the progress achieved since the implementation of the Policy in March 2011. This report highlights trade performance data, identifies workforce demographics and addresses priorities for the coming year.

With a local construction industry that has experienced exponential growth since the implementation of the Policy, the data in this report identifies only a portion of the employment opportunities available to local residents. Beyond the capital improvement projects monitored in this report are the numerous private developments – many of which will span decades – housing developments sponsored by other City agencies and a number of public works projects that are not covered by the Policy. While this is an exciting time for construction in San Francisco, it is also a challenging one, as local workers, contractors and training programs grapple with the demands of a booming economy during an era of record low unemployment.

As this report shows, the Local Hiring Policy still effectively creates opportunities for local construction workers. Overall, projects subject to the Policy continued to exceed the requirements of the legislation, even as the past year saw an unprecedented 43% increase in work hours covered by the Policy.

REPORT HIGHLIGHTS

The 564 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).

- A total of 11,972,876 hours have been worked on projects subject to the Local Hiring Policy since 2011
- 3.6 million total work hours within the last year alone were subject to the Policy, a 43% increase from 2016-17
- 36%, or more than 4.3 million hours, of construction on capital improvements projects were contributed by local residents since 2011
- 401 projects have been subject to the 30% requirement and have reported an overall local hiring performance of 40%

- Overall, apprentice participation continues to exceed the 50% requirement with an average performance of 54% to date
- Expanded training initiatives are proposed to address the demands of a booming construction economy, with a goal of doubling the number of jobseekers entering the workforce in 2018-2019

CHALLENGES AND RECOMMENDATIONS

The unemployment rate in San Francisco has been one of the lowest in the nation, while construction continues to escalate. Developing a strong pipeline of skilled workers remains the primary challenge to the success of the Policy. The pace at which new apprentices are entering the workforce must be accelerated in order to meet the demands of the industry, particularly as many seasoned construction workers approach retirement and more developments are adopting similar workforce policies.

The Office of Economic and Workforce Development (OEWD) works to strengthen construction career pathways by building on its relationships with industry and training partners. Through ongoing efforts with City College of San Francisco, the San Francisco Unified School District, the Human Services Agency, Adult Probation Service and re-entry service providers, the Housing Authority and Mayor's Office of Housing and Community Development, and community-based organizations, OEWD enhances and expands training in specialized trades for local residents.

This year's launch of the Mayor's Pre-Apprenticeship Program at the Mario de la Torre Academy at Gleneagles Golf Course, also known as "CityBuild-Gleneagles," represents the most significant expansion of CityBuild since the CityBuild Academy began in 2006. CityBuild-Gleneagles has the capacity to train up to an additional 120 jobseekers per year, alongside 100 to 140 apprentices who graduate annually from the CityBuild Academy and collaborations such as the Chase Center Training partnership with the Golden State Warriors and JP Morgan Chase. A proposed re-entry training partnership between CityBuild, Five Keys Charter School and the Sheriff's Department will serve even more disadvantaged workers.

Further innovative options to increase training capacity, expand CityBuild's connection to additional neighborhoods and jobseekers, and enhance GED programming and other barrier removal strategies must be advanced.

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. OEWD is committed to creating training and employment opportunities for local workers. Through additional construction training programs and expanded partnerships with industry stakeholders, OEWD will continue to address the workforce needs of the construction industry.

“The Local Hiring Policy is an example of what this city can do and what San Francisco is all about.”

ABOUT OEWD

The mission of the Office of Economic and Workforce Development (OEWD) is to support the ongoing economic vitality of San Francisco, by providing city-wide leadership for workforce development, business attraction and retention, neighborhood commercial revitalization, international business engagement and development planning. OEWD’s programs are responsible for strengthening San Francisco’s many diverse neighborhoods and commercial corridors, creating a business climate where companies can grow and prosper, and ensuring a continually high quality of life for all San Franciscans.

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. Workforce Development connects job seekers in San Francisco with employment opportunities in growing industries such as Technology, Health Care, Hospitality and Construction. The Workforce Development Division provides industry aligned job training and access to job search assistance at community based neighborhood access points throughout the City, to help provide employers with skilled workers.

The Office of Economic and Workforce Development is charged with the administration of the Local Hiring Policy and is responsible for producing this Annual Report. OEWD’s Construction program is administered by CityBuild and its team of Employment Liaisons and Compliance Officers, led by Director of CityBuild Joshua Arce since September 2017.

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 25th. 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 the 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.



A vertical photograph of a wooden construction frame. The frame is made of light-colored wood planks. Several orange clamps are attached to the frame. A white spray can with an orange cap is visible in the upper left. The background is a solid orange color.

REPORT HIGHLIGHTS

11.9
MILLION HOURS

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

©SFMTA, Photo by Robert J. Pierce

REPORT HIGHLIGHTS

564 PROJECTS

**564 public works
projects awarded by
six City agencies were
subject to the Policy**

Photo by Dave Rauenbuehler, Port of SF









REPORT HIGHLIGHTS

36%
LOCAL HOURS

**4.3 million hours of
total hours reported
on capital projects
were performed by
local workers**

REPORT HIGHLIGHTS

54%
LOCAL
APPRENTICE
HOURS

**Local apprentice
participation
exceeded the
50% requirement
mandated by
the Policy**

Photo by Dave Rauenbuehler, Port of SF





LOCAL HIRING BY DEPARTMENT



Port of San Francisco

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

20

Port projects covered by the Policy

473K

hours performed on Port projects

26%

local worker hours

41%

local apprentice hours

Photo by Dave Rauenbuehler, Port of SF





LOCAL HIRING BY DEPARTMENT



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.

69

SFO projects covered by the Policy

3.3 million

hours performed on SFO projects

35%

local worker hours

54%

local apprentice hours





EATON
Cutler-Hammer

T277-101
"FED FROM T277-101"
MAIN SUPPLY DISCONNECT
AeroTech
Passenger Boarding Bridge

LOW VOLTAGE - SECURITY





LOCAL HIRING BY DEPARTMENT



SF Municipal Transportation Agency

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

16

MTA projects covered by the Policy

321K

hours performed on MTA projects

38%

local worker hours

51%

local apprentice hours

LOCAL HIRING BY DEPARTMENT



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.

185

PUC projects covered by the Policy

2.8 million

hours performed on PUC projects

43%

local worker hours

68%

local apprentice hours

©SFPUC, Photo by Robin Scheswohl









LOCAL HIRING BY DEPARTMENT



SF Public Works

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

228

SFPW projects covered by the Policy

4.3 million

hours performed on SFPW projects

33%

local worker hours

49%

local apprentice hours

Photo courtesy of San Francisco Public Works



LOCAL HIRING BY DEPARTMENT



SF Recreation and Parks Department

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

46

RPD projects covered by the Policy

711K

hours performed on RPD projects

40%

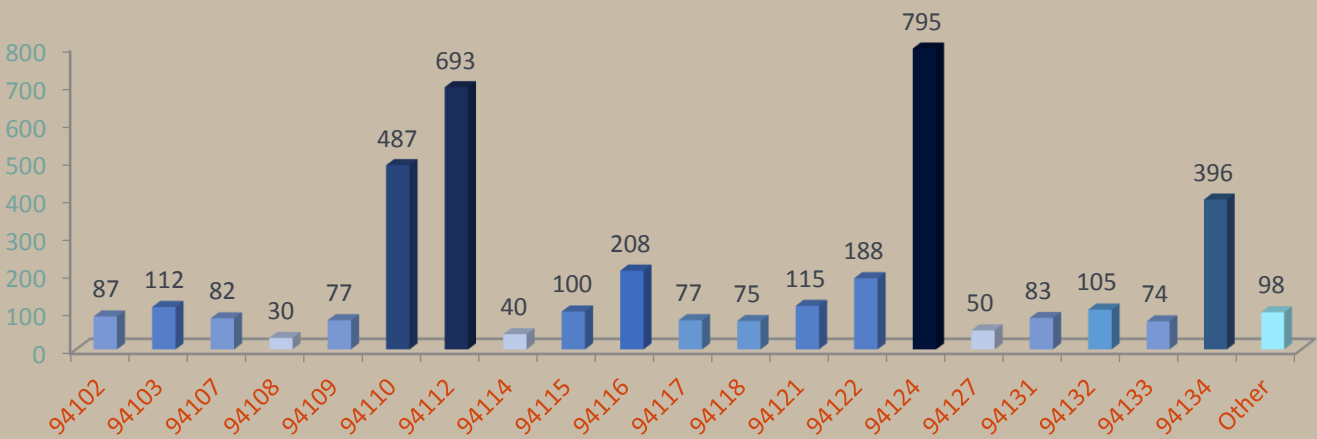
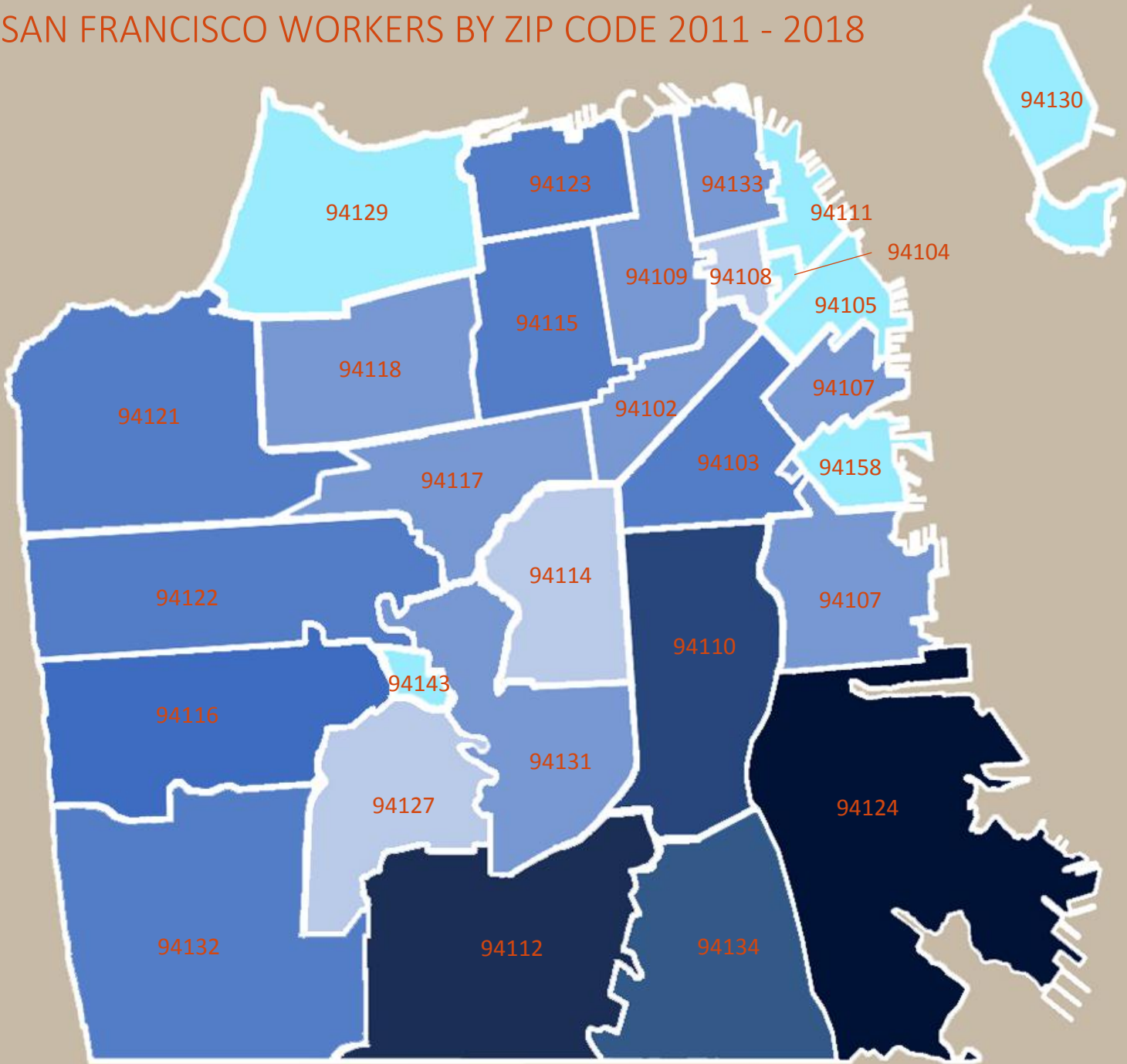
local worker hours

60%

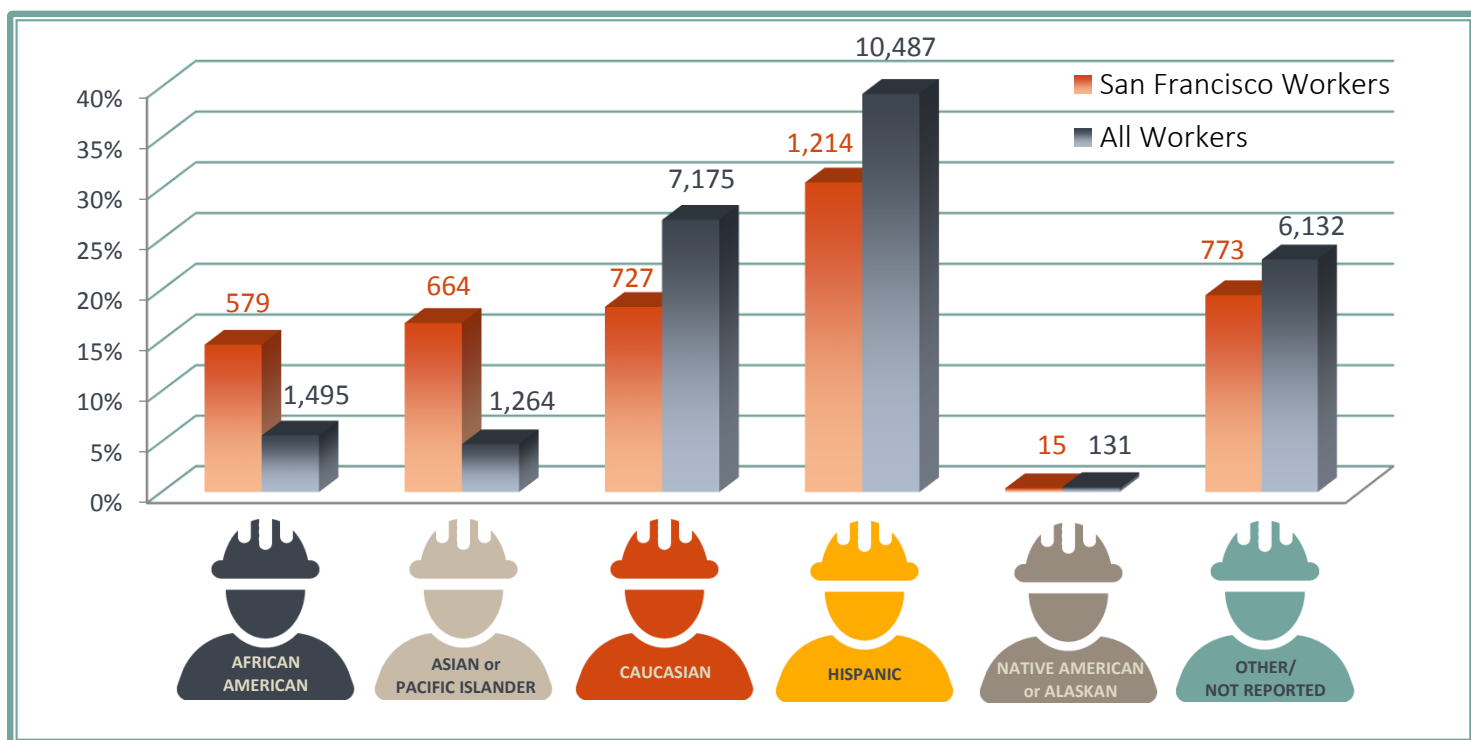
local apprentice hours

Photo provided by CityBuild

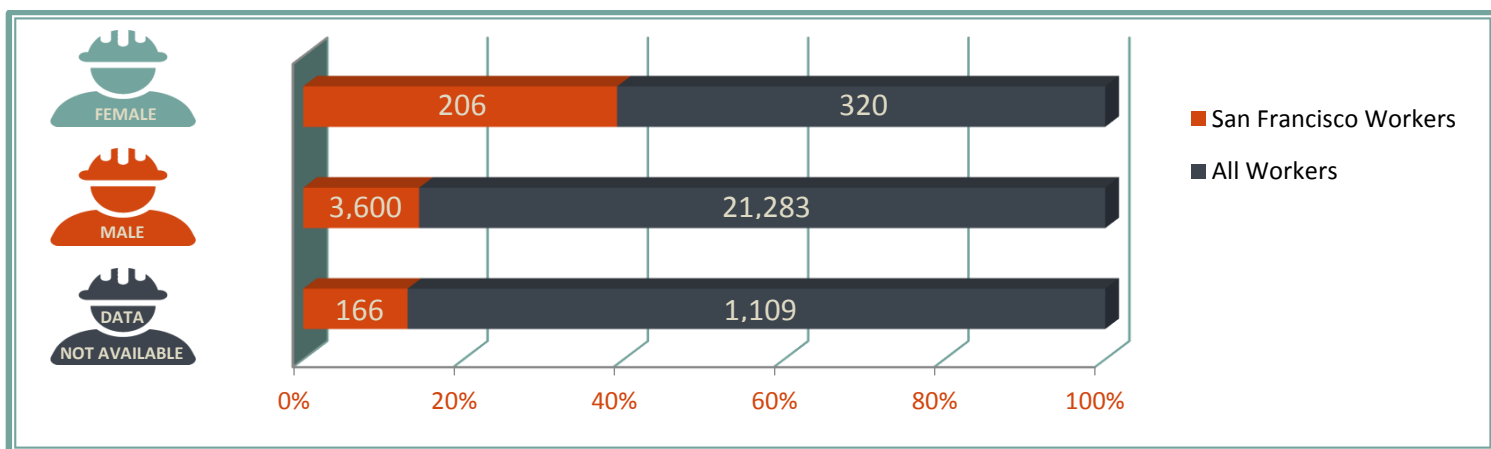
SAN FRANCISCO WORKERS BY ZIP CODE 2011 - 2018



ETHNICITY AND RACE 2011 - 2018



WORKERS BY GENDER 2011 - 2018



	San Francisco Workers		All Workers	
Female	206	5.2%	526	2.0%
Male	3,600	90.6%	24,883	93.3%
Data Not Available	166	4.2%	1,275	4.8%
Total	3,972		26,684	

CITYBUILD ACADEMY

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.

The 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, 1,072 San Francisco residents have graduated from CityBuild Academy and 939 graduates have secured employment in various construction trades.

Photo provided by CityBuild









CITYBUILD ACADEMY

CityBuild Partnerships

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

- Bay Area Plastering Industry Joint Apprenticeship Training Committee
- Carpenters' Training Committee of Northern California
- Cement Mason Pre-Apprenticeship Training Program
- IBEW Local 6 San Francisco Joint Apprenticeship and training Committee
- Ironworkers Apprenticeship Training
- Northern California Laborers' Training Center
- Operating Engineers Local 3 Journeyman and Apprentice Training Center
- Painters and Allied Trades District Council 16
- Sheet Metal Workers' Local 104 Training Center
- UA Local 38 Joint Apprenticeship and Training Committee

Photo provided by CityBuild

CITYBUILD ACADEMY

CityBuild-Gleneagles

In 2015, Mayor Ed Lee announced the launch of the Mayor's Pre-Apprenticeship Program and the Mario De La Torre Academy at Gleneagles Golf Course in Visitation Valley. Also known as CityBuild-Gleneagles, the 8-week program represents the most significant CityBuild expansion since the CityBuild Academy began in 2006, connecting construction career training to violence prevention efforts in our most disadvantaged communities.

Though Mayor Lee tragically passed away just weeks before the first CityBuild-Gleneagles class started this year, interim Mayor Mark Farrell joined community, labor, and City agency partners on February 27, 2018 to welcome the first set of CityBuild-Gleneagles apprentices to the thriving construction industry.

Photos provided by CityBuild





“You have a chance to become a part of the Local Union and that’s life-changing in itself.”

WILLIE WOODSON
CITYBUILD-GLENEAGLES CYCLE 1 GRADUATE





CITYBUILD ACADEMY

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. Led by Mission Hiring Hall, 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, 302 San Francisco residents have completed the program and 176 graduates have been placed in administrative positions.



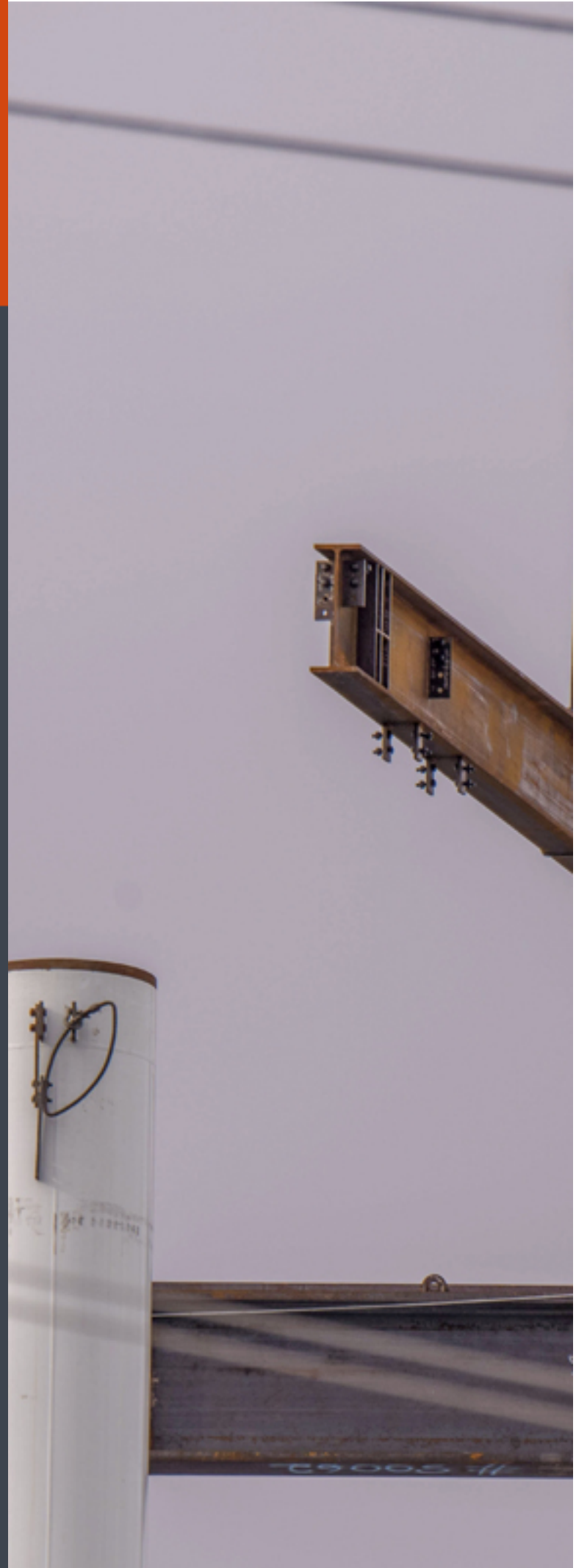
Photos provided by CityBuild

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, 2018 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 Covered Projects	9	9	1	26	25	8	79
Total Award Amount	\$117M	\$116M	\$1M	\$79M	\$39M	\$31M	\$383M

WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 20% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
PORT	377,857	94,470	25%	53,301	20,406	38%
SFO	438,780	153,602	35%	69,887	42,672	61%
MTA	6,812	2,939	43%	1,112	817	74%
PUC	410,787	147,903	36%	39,845	31,225	78%
SFPW	229,358	91,870	40%	18,645	12,601	68%
RPD	192,480	63,241	33%	20,781	13,425	65%
Grand Total	1,656,075	554,025	33%	203,570	121,146	60%

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	115,002	47,244	41%	16,159	8,308	51%
Cement Mason	59,203	14,962	25%	6,060	5,032	83%
Drywall Installer/Lather	63,615	9,271	15%	7,956	3,738	47%
Electrician	211,138	101,819	48%	36,702	23,880	65%
Glazier	13,691	2,190	16%	1,945	641	33%
Iron Worker	86,086	25,995	30%	16,013	8,113	51%
Laborer And Related Classifications	637,833	224,507	35%	61,915	45,699	74%
Operating Engineer	135,529	48,327	36%	5,682	4,604	81%
Painter	28,891	7,023	24%	2,640	750	28%
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	2,496	21%	2,940	1,454	49%
Plumber	61,043	22,701	37%	16,762	8,749	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%
Total	1,656,075	554,025	33%	203,570	121,146	60%

*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 Covered Projects	1	9	1	30	38	7	85
Total Award Amount	\$0.4M	\$255M	\$4M	\$234M	\$537M	\$18M	\$1B

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	945,645	347,759	37%	167,381	93,976	56%
MTA	24,096	9,161	38%	8,537	3,771	44%
PUC	491,575	187,516	38%	57,150	36,929	65%
SFPW	2,098,231	549,901	26%	362,388	150,728	42%
RPD	73,984	32,725	44%	6,659	3,608	54%
Grand Total	3,634,900	1,127,966	31%	602,329	289,011	48%

WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 25% REQUIREMENT

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Asbestos Removal Worker	76,556	15,057	20%	0	0	0%
Carpenter And Related Trades	10,055	1,970	20%	1,602	366	23%
Cement Mason	83,498	18,944	23%	10,949	5,867	54%
Drywall Installer/Lather	220,863	38,676	18%	33,104	10,885	33%
Electrician	595,305	255,567	43%	135,904	80,931	60%
Glazier	50,674	13,580	27%	11,894	6,244	52%
Iron Worker	289,083	84,415	29%	77,749	36,780	47%
Laborer And Related Classifications	975,961	336,287	34%	79,721	51,829	65%
Operating Engineer	191,088	58,325	31%	8,469	5,894	70%
Painter	124,090	17,913	14%	17,321	3,004	17%
Pile Driver	24,143	7,100	29%	2,445	1,433	59%
Plaster Tender	11,543	1,930	17%	0	0	0%
Plasterer	40,389	5,517	14%	5,468	2,539	46%
Plumber	212,432	78,199	37%	67,494	32,456	48%
Roofer	81,132	15,489	19%	26,904	7,618	28%
Sheet Metal Worker	132,531	40,056	30%	37,208	16,972	46%
Other Trades*	515,559	138,944	27%	86,097	26,195	30%
Total	3,634,900	1,127,966	31%	602,329	289,011	48%

*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 Covered Projects	12	62	19	161	220	34	508
Total Award Amount	\$67M	\$1.5B	\$319M	\$1.3B	\$1.2B	\$86M	\$4.4B

WORK HOURS BY DEPARTMENT FOR PROJECTS SUBJECT TO 30% REQUIREMENT

Department	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
PORT	93,757	29,540	32%	18,405	9,190	50%
SFO	1,927,227	647,352	34%	335,352	170,704	51%
MTA	289,751	110,863	38%	32,029	16,709	52%
PUC	1,910,216	884,429	46%	209,686	140,203	67%
SFPW	2,016,230	775,769	38%	248,623	147,214	59%
RPD	444,720	190,108	43%	45,335	26,361	58%
Grand Total	6,681,901	2,638,061	39%	889,429	510,381	57%

WORK HOURS BY TRADE FOR PROJECTS SUBJECT TO 30% REQUIREMENT

Trade	Total Hours			Apprentice Hours		
	Total	Local	Local %	Total	Local	Local %
Asbestos Removal Worker	105,140	11,549	11%	0	0	0%
Carpenter And Related Trades	565,500	215,710	38%	103,036	56,740	55%
Cement Mason	278,042	110,740	40%	43,247	24,981	58%
Drywall Installer/Lather	146,103	41,229	28%	26,492	11,523	43%
Electrician	712,688	379,617	53%	175,054	124,439	71%
Glazier	17,939	6,668	37%	4,645	1,874	40%
Iron Worker	237,480	55,837	24%	62,746	20,864	33%
Laborer And Related Classifications	2,877,650	1,190,848	41%	280,519	184,198	66%
Operating Engineer	709,974	328,092	46%	35,235	22,098	63%
Painter	107,610	27,888	26%	14,165	5,688	40%
Pile Driver	98,747	11,214	11%	16,238	2,817	17%
Plaster Tender	830	332	40%	196	0	0%
Plasterer	5,121	974	19%	223	0	0%
Plumber	189,624	92,769	49%	43,732	26,676	61%
Roofer	101,371	27,772	27%	34,160	9,157	27%
Sheet Metal Worker	77,461	28,670	37%	18,267	6,640	36%
Other Trades*	450,621	108,151	24%	31,475	12,687	40%
Total	6,681,901	2,638,061	39%	889,429	510,381	57%

*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	Total	Local
20%	9	377,857	94,470	25%	53,301	20,406	38%
25%	1	1,370	903	66%	215	0	0%
30%	10	93,757	29,540	32%	18,405	9,190	50%
TOTAL	20	472,984	124,913	26%	71,921	29,596	41%

WORK HOURS BY TRADE

Trade	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Total	Local
ASBESTOS REMOVAL WORKER	20%	1,142	80	7%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	4,941	643	13%	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%	16,303	9,157	56%	4,954	4,436	90%
CEMENT MASON	20%	15,852	2,786	18%	966	124	13%
	25%	0	0	0%	0	0	0%
	30%	1,719	934	54%	0	0	0%
DRYWALL INSTALLER/LATHER	20%	18,152	3,202	18%	923	913	99%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
ELECTRICIAN	20%	61,826	10,572	17%	9,611	3,133	33%
	25%	927	648	70%	215	0	0%
	30%	2,253	1,064	47%	864	835	97%
GLAZIER	20%	4,821	1,245	26%	474	148	31%
	25%	0	0	0%	0	0	0%
	30%	1,200	754	63%	0	0	0%
IRON WORKER	20%	42,142	12,640	30%	8,057	4,644	58%
	25%	0	0	0%	0	0	0%
	30%	2,859	515	18%	385	96	25%
LABORER AND RELATED CLASSIFICATIONS	20%	68,401	25,778	38%	2,492	1,949	78%
	25%	339	256	75%	0	0	0%
	30%	17,328	5,795	33%	1,246	780	63%
OPERATING ENGINEER	20%	24,343	4,674	19%	1,141	1,089	95%
	25%	104	0	0%	0	0	0%
	30%	8,503	1,580	19%	555	362	65%
PAINTER	20%	12,341	2,804	23%	1,571	293	19%
	25%	0	0	0%	0	0	0%
	30%	1,612	957	59%	0	0	0%
PLUMBER	20%	26,337	8,021	30%	9,715	4,392	45%
	25%	0	0	0%	0	0	0%
	30%	3,877	2,727	70%	737	401	54%
ROOFER	20%	1,772	42	2%	272	40	15%
	25%	0	0	0%	0	0	0%
	30%	23,333	4,944	21%	9,057	2,241	25%
SHEET METAL WORKER	20%	13,676	3,017	22%	2,588	290	11%
	25%	0	0	0%	0	0	0%
	30%	120	0	0%	16	0	0%
OTHER TRADES *	20%	57,039	8,051	14%	12,078	2,182	18%
	25%	0	0	0%	0	0	0%
	30%	9,710	473	5%	592	41	7%

*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	Total	Local
7%	10	438,780	153,602	35%	69,887	42,672	61%
8%	9	945,645	347,759	37%	167,381	93,976	56%
11%	50	1,927,227	647,352	34%	335,352	170,704	51%
Total	69	3,311,652	1,148,713	35%	572,619	307,351	54%

WORK HOURS BY TRADE

Trade	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Total	Local
ASBESTOS REMOVAL WORKER	7%	7,813	1,671	21%	0	0	0%
	8%	18,637	3,103	17%	0	0	0%
	11%	75,374	8,725	12%	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%	260,090	65,682	25%	52,317	21,756	42%
CEMENT MASON	7%	7,315	429	6%	311	167	54%
	8%	10,077	1,114	11%	1,502	236	16%
	11%	29,459	5,255	18%	4,610	2,270	49%
DRYWALL INSTALLER/LATHER	7%	42,878	5,778	13%	6,524	2,678	41%
	8%	94,481	19,374	21%	11,342	5,908	52%
	11%	86,654	20,623	24%	17,981	6,834	38%
ELECTRICIAN	7%	110,908	73,762	67%	21,899	18,186	83%
	8%	295,430	161,751	55%	70,460	46,860	67%
	11%	447,035	245,070	55%	104,811	71,532	68%
GLAZIER	7%	6,027	689	11%	1,148	493	43%
	8%	17,368	5,041	29%	4,084	2,327	57%
	11%	9,449	2,702	29%	2,760	1,015	37%
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%	148,347	23,764	16%	44,875	11,244	25%
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%	398,607	119,124	30%	35,237	21,534	61%
OPERATING ENGINEER	7%	13,739	3,260	24%	493	493	100%
	8%	18,106	3,624	20%	744	55	7%
	11%	128,728	37,878	29%	10,792	5,441	50%
PAINTER	7%	10,488	1,973	19%	540	124	23%
	8%	31,072	7,080	23%	2,567	291	11%
	11%	31,507	6,174	20%	2,446	855	35%
PLUMBER	7%	21,699	10,791	50%	5,137	3,127	61%
	8%	69,799	39,996	57%	19,291	11,655	60%
	11%	91,616	49,157	54%	20,275	14,533	72%
ROOFER	7%	6,100	956	16%	1,158	665	57%
	8%	8,706	775	9%	2,348	775	33%
	11%	24,513	4,761	19%	7,269	1,162	16%
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%	32,489	16,692	51%	8,270	4,746	57%
OTHER TRADES *	7%	47,948	9,579	20%	8,625	3,860	45%
	8%	63,322	18,074	29%	10,614	5,294	50%
	11%	163,360	41,746	26%	23,711	7,785	33%

*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	Total	Local
20%	1	6,813	2,940	43%	1,112	818	74%
25%	1	24,096	9,161	38%	8,537	3,771	44%
30%	14	289,751	110,863	38%	32,029	16,709	52%
Total	16	320,658	122,963	38%	41,677	21,297	51%

WORK HOURS BY TRADE

Trade	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Total	Local
ASBESTOS REMOVAL WORKER	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	30	30	100%	0	0	0%
CARPENTER AND RELATED TRADES	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	5,838	2,072	35%	1,145	926	81%
CEMENT MASON	20%	785	182	23%	9	9	100%
	25%	0	0	0%	0	0	0%
	30%	15,644	4,160	27%	1,900	1,261	66%
DRYWALL INSTALLER/LATHER	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	0	0	0%	0	0	0%
ELECTRICIAN	20%	1,132	860	76%	476	215	45%
	25%	1,974	1,024	52%	157	157	100%
	30%	12,856	7,291	57%	4,530	3,077	68%
GLAZIER	20%	0	0	0%	0	0	0%
	25%	201	70	35%	70	70	100%
	30%	0	0	0%	0	0	0%
IRON WORKER	20%	0	0	0%	0	0	0%
	25%	231	112	48%	0	0	0%
	30%	1,867	459	25%	57	38	67%
LABORER AND RELATED CLASSIFICATIONS	20%	4,471	1,705	38%	627	594	95%
	25%	0	0	0%	0	0	0%
	30%	170,086	66,210	39%	15,902	6,740	42%
OPERATING ENGINEER	20%	401	171	43%	0	0	0%
	25%	352	0	0%	0	0	0%
	30%	42,601	24,312	57%	2,490	1,975	79%
PAINTER	20%	0	0	0%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	385	267	69%	34	0	0%
PLUMBER	20%	0	0	0%	0	0	0%
	25%	42	42	100%	0	0	0%
	30%	985	58	6%	57	40	71%
ROOFER	20%	0	0	0%	0	0	0%
	25%	16,451	5,831	35%	7,801	3,544	45%
	30%	2,116	586	28%	891	242	27%
SHEET METAL WORKER	20%	0	0	0%	0	0	0%
	25%	4,846	2,083	43%	510	0	0%
	30%	552	100	18%	245	100	41%
OTHER TRADES *	20%	25	22	88%	0	0	0%
	25%	0	0	0%	0	0	0%
	30%	36,793	5,320	14%	4,781	2,313	48%

*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	Total	Local
20%	26	410,787	147,903	36%	39,845	31,225	78%
25%	28	491,575	187,516	38%	57,150	36,929	65%
30%	131	1,910,216	884,429	46%	209,686	140,203	67%
Total	185	2,812,577	1,219,848	43%	306,680	208,357	68%

WORK HOURS BY TRADE

Trade	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Total	Local
ASBESTOS REMOVAL WORKER	20%	232	0	0%	0	0	0%
	25%	3,548	1,166	33%	0	0	0%
	30%	3,624	484	13%	0	0	0%
CARPENTER AND RELATED TRADES	20%	4,128	2,494	60%	509	424	83%
	25%	27,810	9,753	35%	4,726	2,608	55%
	30%	90,103	41,301	46%	15,043	9,105	61%
CEMENT MASON	20%	9,219	2,208	24%	1,495	1,495	100%
	25%	12,532	5,549	44%	1,845	1,181	64%
	30%	50,108	25,127	50%	8,396	6,714	80%
DRYWALL INSTALLER/LATHER	20%	0	0	0%	0	0	0%
	25%	1,348	228	17%	0	0	0%
	30%	11,352	9,675	85%	2,562	2,359	92%
ELECTRICIAN	20%	19,363	7,603	39%	2,716	1,165	43%
	25%	49,323	24,768	50%	8,414	5,959	71%
	30%	128,964	72,159	56%	32,948	28,665	87%
GLAZIER	20%	0	0	0%	0	0	0%
	25%	319	177	56%	0	0	0%
	30%	2,098	1,771	84%	116	9	7%
IRON WORKER	20%	1,040	26	3%	191	0	0%
	25%	18,958	5,068	27%	5,385	3,039	56%
	30%	35,696	10,314	29%	4,930	2,365	48%
LABORER AND RELATED CLASSIFICATIONS	20%	262,858	95,216	36%	30,015	24,774	83%
	25%	224,507	93,054	41%	23,491	18,077	77%
	30%	1,058,258	504,369	48%	104,659	73,683	70%
OPERATING ENGINEER	20%	69,117	30,399	44%	2,166	2,122	98%
	25%	62,865	24,883	40%	1,417	1,380	97%
	30%	243,243	141,676	58%	7,756	4,351	56%
PAINTER	20%	349	14	4%	41	0	0%
	25%	28,651	3,460	12%	7,111	2,139	30%
	30%	45,608	7,043	15%	10,013	3,564	36%
PLUMBER	20%	5,235	1,065	20%	632	335	53%
	25%	6,146	2,475	40%	1,262	1,197	95%
	30%	40,428	19,606	48%	7,020	4,368	62%
ROOFER	20%	76	6	8%	31	6	19%
	25%	3,935	1,173	30%	1,414	114	8%
	30%	16,091	7,588	47%	4,746	1,662	35%
SHEET METAL WORKER	20%	7,999	379	5%	973	0	0%
	25%	1,647	828	50%	188	134	71%
	30%	18,904	4,871	26%	4,146	1,125	27%
OTHER TRADES *	20%	31,174	8,494	27%	1,077	906	84%
	25%	49,988	14,938	30%	1,899	1,103	58%
	30%	165,741	38,447	23%	7,352	2,238	30%

*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	229,358	91,870	40%	18,645	12,601	68%
25%	37	2,098,231	549,901	26%	362,388	150,728	42%
30%	166	2,016,230	775,769	38%	248,623	147,214	59%
Total	228	4,343,820	1,417,540	33%	629,656	310,543	49%

WORK HOURS BY TRADE

Trade	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Total	Local
ASBESTOS REMOVAL WORKER	20%	9,827	2,822	29%	0	0	0%
	25%	53,940	10,777	20%	0	0	0%
	30%	10,656	1,099	10%	0	0	0%
CARPENTER AND RELATED TRADES	20%	8,482	4,758	56%	244	232	95%
	25%	187,854	53,631	29%	30,279	12,661	42%
	30%	109,557	43,389	40%	17,614	10,574	60%
CEMENT MASON	20%	15,997	7,733	48%	3,267	3,238	99%
	25%	54,495	9,637	18%	7,178	4,026	56%
	30%	162,162	65,819	41%	27,845	14,363	52%
DRYWALL INSTALLER/LATHER	20%	535	0	0%	0	0	0%
	25%	124,675	18,883	15%	21,762	4,977	23%
	30%	44,762	9,798	22%	5,860	2,281	39%
ELECTRICIAN	20%	8,943	4,277	48%	955	681	71%
	25%	245,447	66,310	27%	56,376	27,730	49%
	30%	99,688	39,975	40%	24,519	15,781	64%
GLAZIER	20%	108	0	0%	15	0	0%
	25%	32,390	8,271	26%	7,686	3,847	50%
	30%	2,397	1,152	48%	897	616	69%
IRON WORKER	20%	378	146	39%	99	32	32%
	25%	205,902	66,833	32%	58,637	29,485	50%
	30%	34,683	14,944	43%	11,485	6,376	56%
LABORER AND RELATED CLASSIFICATIONS	20%	142,443	59,561	42%	12,646	7,800	62%
	25%	571,157	197,338	35%	39,590	24,453	62%
	30%	1,051,029	427,929	41%	109,843	74,461	68%
OPERATING ENGINEER	20%	14,216	5,577	39%	260	228	88%
	25%	104,415	28,202	27%	6,076	4,383	72%
	30%	243,029	106,999	44%	12,599	9,716	77%
PAINTER	20%	766	344	45%	8	8	100%
	25%	63,656	6,952	11%	7,644	574	8%
	30%	17,907	7,765	43%	1,549	1,226	79%
PLUMBER	20%	2,800	640	23%	399	16	4%
	25%	135,756	35,291	26%	46,896	19,559	42%
	30%	43,114	15,751	37%	14,471	6,552	45%
ROOFER	20%	3,576	275	8%	477	275	58%
	25%	49,677	7,410	15%	14,648	2,997	20%
	30%	29,316	7,521	26%	10,205	2,985	29%
SHEET METAL WORKER	20%	2,193	634	29%	84	0	0%
	25%	81,543	16,741	21%	24,553	10,835	44%
	30%	22,155	6,139	28%	4,863	417	9%
OTHER TRADES *	20%	19,095	5,104	27%	192	92	48%
	25%	187,326	23,627	13%	41,065	5,204	13%
	30%	145,779	27,491	19%	6,875	1,869	27%

*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	Total	Local
20%	8	192,480	63,241	33%	20,781	13,425	65%
25%	8	73,984	32,725	44%	6,659	3,608	54%
30%	30	444,720	190,108	43%	45,335	26,361	58%
Total	46	711,184	286,074	40%	72,775	43,394	60%

WORK HOURS BY TRADE

Trade	Number of Projects	Total Hours			Apprentice Hours		
		Total	Local	Local %	Total	Total	Local
ASBESTOS REMOVAL WORKER	20%	4,418	275	6%	0	0	0%
	25%	431	11	3%	0	0	0%
	30%	10,517	569	5%	0	0	0%
CARPENTER AND RELATED TRADES	20%	31,768	16,829	53%	6,760	3,210	47%
	25%	18,690	12,959	69%	1,620	724	45%
	30%	83,610	54,111	65%	11,964	9,944	83%
CEMENT MASON	20%	10,036	1,624	16%	12	0	0%
	25%	6,395	2,644	41%	424	424	100%
	30%	18,951	9,446	50%	496	374	75%
DRYWALL INSTALLER/LATHER	20%	2,050	291	14%	509	147	29%
	25%	359	192	53%	0	0	0%
	30%	3,336	1,133	34%	90	50	56%
ELECTRICIAN	20%	8,967	4,746	53%	1,045	501	48%
	25%	2,206	1,068	48%	283	225	79%
	30%	21,894	14,058	64%	7,383	4,551	62%
GLAZIER	20%	2,736	257	9%	308	0	0%
	25%	396	22	5%	55	0	0%
	30%	2,796	291	10%	873	235	27%
IRON WORKER	20%	8,703	3,224	37%	429	125	29%
	25%	3,326	900	27%	72	40	56%
	30%	14,029	5,842	42%	1,015	746	73%
LABORER AND RELATED CLASSIFICATIONS	20%	84,809	25,008	29%	7,856	7,164	91%
	25%	26,670	10,055	38%	2,335	1,496	64%
	30%	182,342	67,422	37%	13,634	7,002	51%
OPERATING ENGINEER	20%	13,713	4,247	31%	1,623	673	41%
	25%	5,247	1,616	31%	232	77	33%
	30%	43,870	15,647	36%	1,043	254	24%
PAINTER	20%	4,948	1,889	38%	480	325	68%
	25%	712	422	59%	0	0	0%
	30%	10,592	5,683	54%	124	44	35%
PLUMBER	20%	4,973	2,185	44%	880	880	100%
	25%	688	396	58%	45	45	100%
	30%	9,604	5,471	57%	1,173	783	67%
ROOFER	20%	2,485	427	17%	667	276	41%
	25%	2,364	301	13%	695	189	27%
	30%	6,003	2,374	40%	1,993	867	44%
SHEET METAL WORKER	20%	2,028	436	21%	58	19	32%
	25%	165	104	63%	59	0	0%
	30%	3,242	870	27%	729	253	35%
OTHER TRADES *	20%	10,849	1,806	17%	157	108	69%
	25%	6,337	2,037	32%	842	390	46%
	30%	33,935	7,193	21%	4,821	1,260	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.

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

OFFICES OF MAYOR ED LEE, MAYOR LONDON BREED AND MAYOR MARK FARRELL

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

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

Office of the City Administrator

Office of the City Attorney

Office of the Controller

Port of San Francisco

San Francisco Adult Probation Department

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

Bricklayers, Tilesetters and Allied Craftworkers Local 3
Carpenters Local 22
Cement Masons Local 300
Drywall Lathers Local 68L
International Brotherhood of Electrical Workers Local 6
International Union of Painters and Allied Trades District Council 16
Ironworkers Local 377
Laborers' Local 261

Northern California Carpenters Regional Council
Northern California District Council of Laborers
Operating Engineers Local 3
Pile Drivers Local 34
Plasterers and Shophands Union Local 66
Roofers and Waterproofers Local 40
Sheet Metal Workers' Local 104
United Association Local 38, Plumbers & Pipefitters



THANK YOU FOR OVER A DECADE OF SUPPORT AND A CAREER OF COMMUNITY SERVICE

Michael Thériault
Secretary-Treasurer
San Francisco Building and Construction Trades Council

CONTRACTOR ASSOCIATIONS

Associated General Contractors
Construction Employers' Association

United Contractors
Wall and Ceiling Alliance


COMMUNITY ORGANIZATIONS

A. Philip Randolph Institute
Anders and Anders Foundation
Arriba Juntos
Asian Neighborhood Design
Black To The Future
Brightline Defense Project
Brothers Against Guns
Charity Cultural Services Center
Chinese for Affirmative Action

Inner City Youth
Mission Hiring Hall
One Treasure Island
Roadmap To Peace
San Francisco Conservation Corps
Success Center of San Francisco
Together United Recommitted Forever (T.U.R.F.)
United Playaz
Young Community Developers, Inc.

PHOTOGRAPHY

Lewis S. Hernandez, SFO, Construction Services Department,
Robert J. Pierce, SFMTA, Central Subway, www.flickr.com/photos/municentralsubway
Dave Rauenbuehler, Port of SF, Maintenance Division, www.flickr.com/photos/daver6
Robin Scheswohl, San Francisco Public Utilities Commission
Recreation and Parks Department
San Francisco Public Works

A photograph of construction workers at night on a large-scale project. The foreground is dominated by a dense grid of steel reinforcement bars (rebar) laid out on a flat surface. In the background, several workers wearing high-visibility orange and yellow safety vests and hard hats are working. One worker in the center is bent over, possibly inspecting or adjusting the rebar. To the right, another worker stands facing away from the camera. The scene is illuminated by artificial lights, with a bright light source visible in the distance, creating a hazy, atmospheric effect. The overall tone is industrial and focused.

“When San Franciscans are working, the success of our city is the success of every resident.”

Mayor Mark Farrell





IN MEMORIAM
MAYOR EDWIN MAH LEE
1952 - 2017





Mayor Lee lived a life of service. He developed a profound sense of community and a commitment to helping others. What mattered most to Mayor Lee was helping his fellow San Franciscans, particularly by providing disadvantaged community members access to meaningful employment. Everyone who had the pleasure of working with Mayor Lee will miss him tremendously.



2017/2018

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

Office of Economic and Workforce Development
Workforce Development Division
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