

Consideration of Project Stabilization Agreement (PSA) Policy

Mayor's Edits for City Council Consideration

February 2, 2021



Revised Resolution – Balance Policy

- Updated “Whereas” and “Now therefore be it resolved sections”
 - Ex. Added: “WHEREAS, it is in the interest of the City to support advances in technologies, methods of design and construction, and project delivery methodologies that reduce cost and schedule, improve quality, and create safer conditions for workers and the public, alike; and”
 - Ex. Included exemptions: “...; however, this Resolution shall not apply to any project for which the City has executed an ENA or a DA/DDA with the approved developer prior to the date of adoption of this Resolution”
 - Further clarified that: “The City Council may, upon majority vote, suspend application of this Resolution to any construction project or part of any construction project involving specific portions and types of work.”
- Expanded and Clarified Parameters for Good Faith Negotiation (see next slide)
- Management’s Rights Example

Revised Good Faith Negotiation Parameters

- Eliminates strikes and lockouts and replaces them with an expedited method to fairly, amicably and efficiently resolve grievances and disputes regarding labor conditions and alleged breaches of the PSA;
- Respects the terms of the Master Labor Agreement of the applicable Unions;
- Promotes the hiring of Veterans under the “Helmets to Hardhats” or similar programs;
- Encourages the employment of Alameda residents through the Alameda Point Collaborative Workforce Development Program, AUSD or similar programs that promote the use of apprentices;
- Encourages the hiring of woman-owned, minority-owned, small local, and disadvantaged businesses;
- Allows for composite crews, where appropriate, consistent with the Building Trades Jurisdictional Dispute Resolution procedure;
- Respects the legitimate requirements of developers and contractors to manage projects and use new technologies, design and construction methods, types and sourcing of materials and equipment;
- Ensures the prime contractor and all contractors and subcontractors are signatories to the Master Labor Agreement of the applicable Union;
- Ensures the use of Union hiring halls as the primary source to satisfy all project craft needs consistent with standard referral procedures, unless otherwise negotiated;
- Promotes the use of apprentices, where feasible and safe;
- Includes effective procedures for health and drug testing to protect workers and the public; and
- Prohibits discrimination based on race, national origin, religion, gender, sexual orientation or political affiliation; and
- Contains Management’s Rights provisions substantially similar to the attached sample. (Attachment 1)

END

