

WSDOT's Community Workforce Agreement promotes skilled, stable workforce for SR 520

WSDOT is implementing a Community Workforce Agreement (CWA) for the SR 520 Montlake Project in Seattle, scheduled to begin in spring 2019. This CWA is expected to provide several key benefits, described below.

The SR 520 Montlake Project CWA includes the following trade councils and union signatories:

- Seattle Building & Construction Trades Council
- Pacific Northwest Regional Council of Carpenters
- Heat & Frost Insulators & Allied Workers Local 7
- Bricklayers & Allied Craft Workers Local 2
- Boilermakers Local 502
- Cement Masons & Plasterers Local 528
- IBEW Local 46
- IUPAT District Council 5
- Elevator Constructors Local 19
- UA Plumbers & Pipefitters Local 32
- Iron Workers Local 86
- Roofers Local 54
- Laborers Local 242
- Sprinkler Fitters Local 699
- Sheet Metal Workers Local 66
- Operating Engineers Local 302
- Teamsters Local 174

Aligning with regional standards

- This CWA provides an opportunity to strengthen the relationship between WSDOT, labor, and contractors, while supporting the development of a larger skilled workforce in the region. With billions of dollars in regional infrastructure projects funded and planned in the coming years, efforts to expand labor capacity in the trades is more important than ever.
- To that end, this CWA includes support for pre-apprenticeship and apprenticeship programs to provide training opportunities for workers in their construction careers.
- Most public transportation construction projects in the Puget Sound region already use similar labor agreements – either Project Labor Agreements or Community Workforce Agreements.
- Using a CWA on the SR 520 Program aligns WSDOT with other regional agencies such as King County, Sound Transit, the City of Seattle, the Seattle Housing Authority, and the Port of Seattle. Other major projects in the region utilize labor agreements, such as the Washington State Convention Center Addition Project.

Key CWA benefits for the SR 520 Program

- This CWA provides the public certainty and stability with Montlake Project contractors and skilled workers by preventing strikes, lockouts, walkouts, and other work-related disputes.
- This CWA includes a 20 percent overall apprenticeship utilization requirement. Of that amount, goals are set at 21 percent for minority apprentices, and 12 percent for women apprentices.
- WSDOT is committed to supporting pre-apprenticeship and apprenticeship. WSDOT has requested additional resources for the Pre-Apprenticeship & Support Services (PASS) Grant Program in the coming biennium.



SR 520 construction workers do some heavy lifting during a highway closure.

SR 520 workers on the job



An ironworker lifts rebar at the pontoon casting basin in Tacoma, January 2013

WSDOT's commitment to apprenticeships

- WSDOT's emphasis on pre-apprenticeship and apprenticeship utilization has shown strong results.
- From 2007-2016, apprentices have worked more than 3.7 million hours on 457 WSDOT contracts.
- In 2017, apprentices worked a total of 307,953 hours on WSDOT projects. Of those hours, 126,261 hours (41%) were completed by women or minority apprentices.
- WSDOT also supports pre-apprenticeship through the Pre-Apprenticeship & Support Services (PASS) Grant Program. WSDOT has requested additional resources for the coming biennium to help expand the PASS program to assist with recruitment and retention, and fill additional training needs.
- WSDOT supports existing pre-apprenticeship programs in the state, such as:
 - Seattle Vocational Institute Pre-Apprenticeship Construction Training Program (PACT)
 - Washington Building Trades Pre-Apprenticeship Construction Education (PACE)
 - YouthBuild; and other programs

Frequently asked questions

Overview

What is a Community Workforce Agreement?

- A Community Workforce Agreement (CWA) is a comprehensive pre-hire collective bargaining agreement between WSDOT and labor unions that sets the basic terms and conditions of employment for a WSDOT project.
- This CWA is intended to establish a spirit of cooperation and stability between labor and management, to support the timely construction of this public works project.
- This CWA is also intended to provide training and work opportunities for workers in their construction careers, including access for disadvantaged and under-represented people on the project.

Are there priority hire or targeted zip codes contained in the CWA?

- There is not a priority hire or zip code requirement in this CWA.

Does WSDOT's voluntary goal of 26 percent MSVWBE participation still apply to this project?

- Yes. WSDOT's voluntary goal of 26 percent participation by minority, small, veteran, and women-owned (MSVWBE) firms will apply to this project.
- The breakout of the 26 percent voluntary goal is as follows:
 - **Minority:** 10 percent
 - **Women:** 6 percent
 - **Veteran:** 5 percent
 - **Small:** 5 percent

How else is WSDOT advancing its commitment to MSVWBE participation in the project?

- The Montlake Project contract requires the selected contractor to provide an inclusion plan, which WSDOT will review and closely monitor on an ongoing basis during construction.

Contractors

What is the benefit of the CWA to minority, small, veteran, and women-owned businesses?

- This CWA's guiding principles support contractor efforts and goals to utilize MSVWBEs. This CWA highlights WSDOT's agency goals. The design-build contract requires tracking and progress reporting.
- This CWA is similar to other CWAs and Project Labor Agreements (PLAs) required by other public agencies in the Puget Sound region, such as the City of Seattle, Sound Transit, King County, and the Port of Seattle.

Who will the CWA apply to?

- All contractors and their subcontractors of any tier who have been awarded contracts for work on the project will be subject to the terms of this CWA.

Does the CWA require all contractors to be union shops?

- No. This CWA includes provisions to allow non-union contractors to work on the project.

As a contractor, what are the impacts and expectations for working under the CWA?

- All employees must be union referrals, with the exception of up to three "core employees" who must meet certain requirements and join the project on an alternating basis with union-referred workers.
- Contractors and subcontractors are responsible for honoring union dues or representation fees as provided in the CWA.
- Contractors and subcontractors must ensure that no less than 20 percent (while state law requires only 15 percent) of contract labor hours, per craft, are performed by apprentices registered with the Washington State Apprenticeship and Training Council (WSATC) with aspirational goals of 21 percent for minorities, 12 percent for women.
- Contractors and subcontractors must use the preferred entry program for one in five apprentices on the job. This provides graduates of recognized pre-apprenticeship programs, including women, minorities, veterans and disadvantaged youth, a streamlined process for apprenticeship training on the project.

Workers

What is the benefit of the CWA to individual workers in various skilled trades and crafts?

- This CWA supports the development of a skilled construction workforce through pre-apprenticeship, apprenticeship and training organizations, particularly for minorities, women, and others facing employment barriers.
- This CWA requires 20 percent of total contract labor hours be performed by registered apprentices, which exceeds the standard 15 percent state requirement for large capital improvement projects.
- This CWA also sets a minimum of 700 hours of employment on the project for each preferred entry apprentice, providing a significant duration for these workers to build their skills on the job and advance in their apprenticeship programs.

What does the CWA say regarding prevailing wages? Are there updates to wages each year via Collective Bargaining Agreements (CBAs)?

- The contractor and its subcontractors will recognize applicable federal and/or state prevailing wage rate determinations as a minimum rate to be paid to all craft employees.
- The contractor and its subcontractor will recognize all provisions of wage and fringe benefits on the effective dates of the individual craft local CBAs, and when wage rates prevail.

Does the CWA help advance the Helmet to Hardhats Program for veterans?

- Yes. Contractors and unions will use the services of the Center for Military Recruitment, Assessment and Veterans Employment as the Center's "Helmets to Hardhats" program, and other veteran's programs, to serve as a resource for veterans interested in working on the project.

Next steps:

- **Spring 2019:** Construction of the Montlake Project begins.
- **Ongoing:** The SR 520 Montlake Project CWA and its provisions will apply to the project's construction (estimated duration of 4 to 5 years); WSDOT will be evaluating the implementation of this CWA to determine whether similar agreements should be utilized for other projects in the future.

The SR 520 Montlake Project CWA is available online at:
www.wsdot.wa.gov/Projects/SR520Bridge/About/DBE.htm



The Montlake Project will replace the west approach bridge (left) with a structure next to the new West Approach Bridge North (right). This project will connect thousands of people in the region, while supporting hundreds of skilled, family-wage jobs during construction.

For more information

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Department of Transportation**

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