

**ATTACHMENTS -
CERTIFICATION FORMS**

**ATTACHMENTS -
LOCAL EMPLOYMENT
FORMS**



**OAKLAND APPRENTICESHIP WORKFORCE
DEVELOPMENT PARTNERSHIP SYSTEM**

ATTACHMENTS:

**OAWDPS documents for all applicable City of Oakland
Contract Specifications...**



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

NEWSPAPER ADVERTISEMENT

On January 26, 1999, the Oakland City Council passed Resolution No. 74762 authorizing the City Manager to establish a pilot project creating the City of Oakland Apprenticeship Workforce Partnership System (OAWDPS) in order to increase Oakland resident participation as apprentices on Public Works and Redevelopment Agency construction projects. The policy will be implemented for all projects that begin the bid process after February 15, 2000.

Effective May 30, 2000, the Oakland City Council authorized the City Manager to include the incentive and punitive guidelines with the 15% Apprenticeship policy.

A complete copy of the policy including the incentive and punitive guidelines is attached to these specifications.

Contract Compliance and Employment Services staff will discuss the policy and the incentive and punitive guidelines in more detail at the pre bid and post award meetings.

For additional information, please call Dennis Lockett at (510) 2387359



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

PURPOSE

OAWDPS is a program with a policy requiring contractors meet a 15% participation resident apprenticeship hire goal that is based on total hours worked and on a craft-by-craft basic. The hours worked may be performed on City of Oakland projects, or 7.5% of the 15% hours worked may be performed by residents apprentices on a non-City of Oakland or Oakland Redevelopment Agency projects.

VISION STATEMENT

“Establish an Apprenticeship Workforce Development Partnership that would increase Oakland residents, preparation and participation on Public Works and Redevelopment Agency construction projects while building a stronger labor force that reflects the diversity of Oakland.”

TO ACCOMPLISH GOALS/ OBJECTIVES

- Review and follow the incentive and punitive guidelines.
- Attend and actively participate in the pre bid conference and participate in the section on “City of Oakland Apprenticeship Workforce Development Partnership System (OAWDPS)”.
- Review the “ Helpful Hints Table of Contents.”
- Review the Apprentice Utilization Plan Form.
- Contact the City of Oakland Contract Compliance and Employment Services at (510) 253-7353, if additional assistance is required.
- Review the directory “Where to find an Oakland Apprentice.”
- The successful bidder (contractors) and all subs contractors are required to attend the Post Award meetings.
- Submit the filled out Apprentice Utilization Plan Form at the Post Award meeting.
- Submit the City of Oakland Certified Payroll Form 5 days following payday.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

HELPFUL HINTS TABLE OF CONTENTS

Definitions	3-4
Goals/ Objectives See sections: 3.1, 3.2, *3.4, 3.5&3.6	4-6
General Provisions See sections: 1-7	6-8
Apprentice Utilization Plan See sections: 1.1-1.7	8
Changes to the Apprentice Utilization Requirements	9
Apprentice Utilization Report City of Oakland Certified payroll will provide this information for this report.	9-10
Apprentice Utilization Compliance & Employment monitoring See sections 1.3	10
Apprentice Utilization Plan Form Post Award document	11
City of Oakland Certified Payroll Utilize this form to report workforce information to the City; weekly	12-13
Incentive and Punitive Guidelines Apply these guidelines in order to achieve the 15% policy	14-17
“Where to find an Oakland Apprentice”	18-26

- Joint Apprenticeship Training Committee’s (JATC)
- City of Oakland Local Construction Employment Referral Program (LCERP)
- Pre Apprenticeship Training Programs
- Community Based Organizations (CBO’s)

* Effective May 30,2000, the Oakland City Council authorized the City Manager to include the incentive and punitive guides with the 15% Apprenticeship policy. A complete copy of the 15% policy including the incentives and punitive guidelines is attached to these specifications.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

I. VISION STATEMENT

“ESTABLISH AN APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP THAT WOULD INCREASE OAKLAND RESIDENTS’ PREPARATION AND PARTICIPATION ON PUBLIC WORKS AND REDEVELOPMENT AGENCY CONSTRUCTION PROJECTS WHILE BUILDING A STRONGER LABOR FORCE THAT REFLECTS THE DIVERSITY OF OAKLAND.”

II. DEFINITIONS

1. Apprentice - An individual who is registered with an apprenticeship program approved by the Division of Apprenticeship Standards (DAS).
2. Apprentice work hours – Shall mean the work hours required to be worked by apprentices on the Public Works project.
3. Apprenticeship Coordinator - An individual who supervises apprenticeship training activities.
4. Apprenticeship Pathway System (APS)-A K-14 instructional design incorporating career awareness/ exploration at the elementary school level. During the secondary school years, apprenticeship programs in partnership with the City, schools, etc. will focus on Teaching Attitudes, Skills and Knowledge (TASK); competencies derived from various trade programs. Post secondary school youth and adults will be provided with opportunities to participate in selected Construction Pathways at Laney College, Cypress Mandela Training Center, Community Based Organizations or by becoming a registered apprentice.
5. Bay Area Construction Sector Intervention Collaborative (BACSIC) – A coalition of community based organizations, union representatives and apprenticeship coordinators partnering to provide necessary support services to assist job seekers in obtaining employment in the construction industry.
6. City – The Mayor, Oakland City Council, Oakland Redevelopment Agency and City Manager or designee with regard to this system.
7. Community Based Organization (CBO) - An agency created to provide training/ employment assistance to job seekers.
8. Construction Pathway System – A K-14 instructional design in which students/ adults are introduced to the tools, materials, processes and safety training aspects of the building and construction trades.
9. Contractor – The individual, partnership, corporation, joint venture or other legal entity entering into a contract with the City.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

10. Developer – A person or entity who prepares real property for development or redevelopment.
11. Local Construction Employment Referral Program (LCERP) – The Employment Services Unit of the Office of the City Manager created to identify Oakland residents for employment on City of Oakland and Oakland Redevelopment Agency construction projects.
12. Division of Apprenticeship Standards (DAS) - A state agency responsible for apprenticeship in California.
13. Public Work Contracts – Any construction, alteration, demolition, or repair work done under contract and paid for in whole or in part out of public funds or by a Developer who receives City subsidy, be it financial or otherwise.
14. Resident – Any person whose primary residence is in Oakland. This individual must have established residency at least six (6) months prior to commencement of work by the contractor/subcontractor.
15. Service Delivery System – A collaboration of organizations working cooperatively under a memorandum of understanding to coordinate their services to recruit, assess, counsel, train, and support local residents for entrance into a state approved apprenticeship program, and/or employment in the building and construction trades.
16. Subcontractor – Any and all parties with whom the developer and contractor intend to enter into a contract to perform a portion of any said work, regardless of tier.
17. Work hours – Shall mean the total hours, of workers receiving an hourly wage who are directly employed under the contract. “Work hours” shall include hours performed by workers employed by the contractor and all subcontractors working under the contract. “Work hours” shall exclude hours worked by superintendents, owners and workers who are not subject to prevailing wage requirements.

III. GOALS/ OBJECTIVES

1. Establish a City of Oakland Apprenticeship Workforce Development Partnership System Advisory Committee.
 - 1.1 The advisory committee will consist of 17 members having equal representation with Ad Hoc participation. Of that amount 3 will be government, 3 businesses, 3 unions, 3 community-based organizations, 2 educational institutions and 3 from the Apprenticeship Coordinators Associations;



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

- 1.2 Appointments to the advisory committee will be made as follows: Government to appoint 3 Representatives, Business to appoint 3 representatives, unions to appoint 3 union representatives and 3 apprenticeship representatives, BACSIC to appoint 3 representatives of the CBO's and educational institutions to appoint 2 representatives;
 - 1.3 Develop a memorandum of understanding among all partners to establish clear goals in a manner that will protect the vision of the City of Oakland Apprenticeship Workforce Development Partnership System. Specific goals/objectives are described in #2 & #3.
 - 1.4 Develop (and then implement) an overall funding plan that will include both public and private funding sources to support the efforts of the Advisory Committee, Construction Pathway System and the Service Delivery System, as defined in this document;
 - 1.5 To ensure the effective establishment of the City of Oakland Apprenticeship Workforce Development Partnership System, it is imperative that community based organizations (CBO) be intimately involved in the implementation of all of the necessary support services. The BACSIC collaborative, of which the Cypress Mandela Training Center is one of the members, must be seen as a primary source for implementing these necessary support services. Therefore, the advisory committee will work with BACSIC to achieve all of the goals outlined in this document.
2. Promote recruitment activities in educating/ orienting Oakland residents for various apprenticeship programs.
 - 2.1 All stakeholders support the development of the Construction Pathway System that offers career awareness and exploration of apprenticeship that includes an introduction to the tools, materials, processes and safety training aspects of the building and construction trades.
 - 2.2 Develop an Apprenticeship Resource Center (ARC) in partnership with the City of Oakland, the Bay Area Apprenticeship Coordinators Association (BAACA), Peralta Colleges, Oakland Public Schools, employers, organized labor and Community Based Organizations (CBO) including the Bay Area Construction Sector Intervention Collaborative (BACSIC).
3. Prepare policies that require on-the-job training (OJT) and related classroom training of apprentices.
 - 3.1 Develop a policy that requires contractors to employ apprentices from apprenticeship programs, approved and registered by the State of California, Division of Apprenticeship Standards with a demonstrated record of training and successfully graduating apprentices



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

- 3.2 Adopt and then enforce a policy that states.... “in no case, shall the ratio be less than one hour of work performed by an apprentice for every five hours of work performed by a Journeyman;” Where craft ratios differ, the ratio shall conform with the Building Trades ratios identified in the Bay Area Apprenticeship Program ratio; (See Exhibit A)
- 3.3 Furthermore, adopt a policy that states that during the duration of the project, the contractor shall not exceed the building trade’s ratios identified in the Bay Area Apprenticeship Programs Ratio (see Exhibit A), contractors responsibility under California Labor Code Section 1777.5 shall apply.
- 3.4 Develop a realistic policy that incorporates an incentive system and punitive system in monitoring construction projects in Oakland;
- 3.5 Develop and adopt a policy (for Oakland Public Works and ORA contracts) that increase Oakland residents preparation and participation in the construction industry. The policy provides for the establishment for a 15% apprentice resident hire goal, based on total work hours and on a craft-by-craft basis, to be performed by Oakland residents. Further the policy will allow contractors to apply the 15% of total work hours be performed by apprentice resident hire goal in two ways:
 - a) 15% of total work hours be performed by apprentice resident hire on Public Works or ORA contracts, or
 - b) 7.5% of total work hours be performed by apprentice resident hired on Public Works or ORA contracts, and 7.5% of total work hours be performed by apprentice resident hired on non-Oakland contracts.

Exemptions may be granted to contractors as described in Section VI, “Changes to the Apprentice Utilization Requirements”. In no case shall a contractor be required to displace any of their current registered apprentices to comply with Section III, paragraph 3.5 of this Apprenticeship Workforce Development Partnership System. Total apprentices utilization and apprentices hire date shall be considered by the City in qualifying current registered apprentices.

- 3.6 Develop and adopt a policy that will allow Public Works and ORA contractors to utilize the Oakland Service Delivery, which includes the City’s LCERP database for referrals of Oakland residents to state approved apprenticeship programs.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

IV. GENERAL PROVISIONS

1. The City has determined that there is a need for increased Oakland resident training and apprenticeship opportunities in the construction industry and that a diverse and well-trained workforce is critical to the economic as well as social revitalization of the region.
2. In establishing requirements for the use of apprentices on the project, it is the City's intent to encourage the training and promotion of Oakland resident apprentices to journey level status.
3. The City shall require its developers and contractors to abide by the City's Apprenticeship Workforce Development Partnership System. The City shall also require that the developers and contractors require the provisions of the System on any and all parties with whom the developer and contractors intend to enter into a contract to perform any portion of said work.
4. The Employment Services Unit and the Office of Contract Compliance will actively participate in the compliance monitoring of the System with the Collaborative group and will report to the City Manager on the status of all Public Works and ORA contracts.
5. The Apprenticeship Workforce Development Partnership System, including the Bay Area Building Trades Apprenticeship Programs Ratio (Exhibit A), the Apprentice Utilization Plan form (Exhibit B) and the weekly Apprenticeship Utilization Form (Exhibit C), required by the City and Redevelopment Agency shall be incorporated in all Disposition and Development Agreements (DDA) and contract specifications. The developers or contractors shall use the system as established and approved, to be a part of all sub-contracts, regardless of tier or phase under the contract. The Apprenticeship goals set forth must be maintained for the duration of the project.
6. On Public Works and Oakland Redevelopment Agency projects, contracts with an estimated cost of \$15,000 or more, the Contract Compliance and Employment Services Manager is authorized to require of the developers, general contractors and subcontractors through bidding and contract documents, that at least 15% of the total labor hours on Public Works and ORA projects, based on the awarded contract price be performed by Oakland residents as apprentices, enrolled in a registered apprenticeship program approved or recognized by the State of California Division of Apprenticeship Standards. Further the policy will allow contractors to apply the 15% of total work hours be performed by apprentice resident hire goal in two ways:
 - a) 15% of total work hours be performed by apprentice resident hire on Public Works or ORA contracts, or
 - b) 7.5% of total work hours be performed by apprentice resident hired on Public Works or ORA contracts, and 7.5% of total work hours be performed by apprentice hired on non-Oakland contracts.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

7. The Advisory Committee has the opportunity to determine situations in which the requirements of Section III paragraph 3.5 and Section IV. Paragraph 6 may be waived or lowered for specific contracts.

V. APPRENTICE UTILIZATION PLAN

Post Award Meeting

1. At the post award meeting the contractor shall submit to the City, a comprehensive plan outlining how the apprentice utilization requirements will be met on the total contract work hours. The plan shall include the following information, on a form to be provided by the City/ System Advisory Committee (see Exhibit B).
 - 1.1 A list of all trades/crafts to be used on the project, including an estimate of work hours by each trade/craft and the total hours to be used;
 - 1.2 An estimate of the number of apprentices for each trade/craft to be used on the project;
 - 1.3 An estimate of the number of apprentice work hours and percentage to be used by each trade/craft on the project;
 - 1.4 An estimate of the percentage of apprentice work hours to be used by each trade/craft. The percentage of apprentice work hours must be used on the estimate of total work hours by each trade/craft.
 - 1.5 An estimate of the start date for each trade/craft;
 - 1.6 A description of efforts the contractor intends to make to ensure that the apprentice utilization requirement and goals are met;
 - 1.7 A description of any assistance the contractor believes will be necessary from the City/ System Advisory Committee to meet the apprentice utilization requirement and goals.
2. The City will provide assistance by providing an apprenticeship applicant database and available resources for recruiting and qualifying apprentices. Apprentices shall be dispatched to work in accordance with the rules of existing approved apprenticeship programs.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

VI. CHANGES TO THE APPRENTICE UTILIZATION REQUIREMENT

- (1) If, during the term of the contract, the contractor determines that it will be unable to meet the apprentice utilization percentage required, the contractor may make a written request to the City to reduce the required apprentice utilization percentage.

The request shall include documentation of the contractor's efforts to use registered apprentices, including copies of correspondence between the contractor and the approved apprentice programs, union locals, and others. These documents must demonstrate that an inadequate number of apprentices are available to meet the required apprentice utilization percentage.

- (2) The City shall evaluate the request and if appropriate, a change order shall be prepared reducing the required utilization percentage. If the City determines that a reduction in the required utilization percentage is not justified, the City shall communicate the decision in writing to the contractor. The City's determination shall be communicated to the contractor within 30 days of receipt of the request.

VII. APPRENTICE UTILIZATION REPORT (Submitted Weekly)

1. The developer or contractor, and their sub-contractors must submit to the City, weekly Apprentice Utilization Reports for all crafts covered under the System provisions. The report must be submitted with the weekly-certified payroll records within five (5) working days of the end of each payroll period.
2. The contractor shall be responsible for reporting apprentice utilization data required by the City beginning with the first day of work for each apprentice and journey worker. The contractor's first weekly submittals are due along with the weekly-certified payroll within five (5) working days of the end of each payroll period.
3. The contractor shall report the following information on each apprentice (on a craft by craft basis):
 - c) Apprentice's Name;
 - d) Social Security Number;
 - e) Home Zip Code;
 - f) Employment status: new hire or existing staff;
 - g) Trade/Craft;
 - h) State apprentice registration ID Number;
 - i) Program sponsor and/or hiring source;
 - j) Apprentice progression period of percentage;
 - k) Work hours for reporting period;
 - l) Total work hours and number of apprentice employees for reporting period;
 - m) Total apprentice work hours and number of employees to date;
 - n) Summary information as noted on the form.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

4. The contractor shall report the following information on journey level employees (on a craft by craft basis):
 - 4.1 Work hours for reporting period for each trade/craft;
 - 4.2 Total journey level hours for each trade/craft;
 - 4.3 Total work hours and number of journey level employees for reporting period;
 - 4.4 Total journey level work hours and number of employees to date;
 - 4.5 Summary information as noted on the reporting form.

5. The contractor shall submit such information as may be requested by the City to verify compliance with the apprentice utilization requirements of the contract. The City reserves the right to add, delete or change as necessary the information required by the contractor on the Weekly Apprentice Utilization Report form (see Exhibit C).

VIII. APPRENTICE UTILIZATION COMPLIANCE & EMPLOYMENT MONITORING

1. The City shall verify the registration of each apprentice used on the project with the apprenticeship programs and DAS.

2. The City shall monitor the apprentice utilization data provided by the contractor. In the event that the contractor is deficient in the use of apprentices, the City will meet with the contractor to discuss the reasons for the deficiency and help the contractor develop a written plan for meeting the requirement.

3. The City will make routine visits to the project site for the purpose of confirming the use of apprentices.

City of Oakland/ Apprenticeship Workforce Development Partnership

Apprentice Utilization Plan Form

(To be submitted at the Post Award Meeting)

Project Name: _____
 Contractor Name: _____
 Phone #: _____
 Fax #: _____
 Mailing Address: _____

ORDA Project #: _____
 PWA Project #: _____

Trade/ Craft (For Contractor and All Subcontractor)	Estimated Total Labor Hours	Estimated Number of Apprentices	Estimated Apprentice Hours	Estimated Apprentice %	Estimated Work Start Date

TOTALS:

APPRENTICESHIP UTILIZATION REQUIREMENT				15%	

Provide a description of how the Contractor Plans to ensure that the Apprentice Utilization requirement on the project will be met:

Provide a description of any assistance the Contractor believes is necessary from the City of Oakland to meet the requirements and goals of the apprenticeship program.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

INCENTIVE AND PUNITIVE POLICY

- I. The contractor shall provide timely copies of all required information (i.e. payroll, work force projections, permanent and workforce data) to the City. On a quarterly basis, the City will forward a copy of the compliance status report to contractors and subcontractors within 30 days of the end of each quarter. The compliance status report will inform the contractor and or subcontractor of the current status of apprentice hours within that given quarter as indicated in City records. The contractor or subcontractor must confirm or reject the City report within 30 days of receipt of the compliance status report. This reply will detail those areas of disagreement and the contractor shall submit evidence to support the challenge. The City will either revise or reaffirm its earlier report in writing to the contractor and or subcontractor within 30 days. Provided the above has occurred, the compliance status report will reflect who is determined to have deficient Oakland resident apprenticeship hours. The contractor or subcontractor is expected to develop a timely plan to remedy any deficiency. Written notice of any shortfall hours, as described in (OAWDPS) Section V, paragraph 1 (the non-compliance notice), will be given to the affected contractors and/or subcontractors as a final reconciliation within thirty (30) days of completion of the final inspection of the affected work by the City.
- II. This policy will only apply to City of Oakland funded construction projects, where the total cost of the accepted bid for the project is \$15,000 or more.

On Oakland City Projects, the City will provide notice, either in the bid advertisement or at a pre-bid conference, of the requirements contained in the Apprenticeship Workforce Development Partnership System, or in whatever other contracting process it utilizes to award work. All successful contractors, general contractors and subcontractors at all tiers, must attend the post-award conference with the City, for the specific purpose of covering the Oakland Apprenticeship Workforce Development Partnership System. The "Apprentice Utilization Plan Form" will be distributed at the pre-bid conference. The successful bidder will be expected to bring the completed Apprentice Utilization Plan Form to the post-award meeting.

- III. A Waivers – The City will not impose non-compliance status under any of the following conditions:
 1. Pursuant to Section III, paragraph 3.5 which states that "In no case shall a contractor be required to displace any of their current registered apprentices to comply with the Apprenticeship Workforce Development Partnership System";
 2. Contractors or subcontractors, in compliance with their respective collective bargaining agreements (see attachment), request the dispatch of Oakland resident apprentices (by submitting a "Job Request and Referral Form" as defined in the post-award meeting) and zero Oakland apprentices are available. This waiver applies to apprentices hired at that time and not to any subsequent hiring of apprentices;
 - 3.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

When a contractor executes a project in compliance with an apprentice utilization plan negotiated with the City, which plan takes into account the number of hours on the job, the scheduling of workers on the project, safety, dollar amount of the contract, employment of Oakland resident apprentices on non-City projects and the contractor's utilization of core employees or journey persons is consistent with the craft's minimum journey person/apprentice ratio requirements.

A core employee is one who:

- (1) possesses any license required by state or federal law for the project work to be performed;
 - (2) has worked a total of at least one thousand (1,000) hours in the construction craft during the prior three (3) years;
 - (3) was on the Contractor's active payroll for at least sixty (60) out of the one-hundred eight (180) calendar days prior to the contract award;
 - (4) has the ability to perform safely the basic functions of the applicable trade.
4. When safety is an issue. Pursuant to Labor Code 1777.5 Section k-4, where assignment of an apprentice would create a condition that would jeopardize the apprentice's life or the life, safety, or property of other employees or the public at large, or the specific task to which the apprentice is to be assigned is of a nature that training cannot be provided by a journey person.
 5. When hours lost are due to an excused absence, not greater than one week in length, issued to an Oakland resident apprentice, and the Oakland resident apprentice is able to return to the job.
 6. When an Oakland apprentice is on the job and has to leave that job site to attend mandatory classroom training, a waiver certificate will be issued for the number of hours that would have been worked by that Oakland apprentice. The certificate will be issued if the contractor re-employs, or accepts back to the job site, the same apprentice, or if the job has been completed during the apprentice's absence. Where the apprentice returns to the job and is not employed although the job is still ongoing and there is no issue of safety or other City approved reason why the apprentice should not return to work, the employing contractor will not receive credit for hours that would have been worked by that Oakland apprentice.
 7. When an Oakland resident apprentice employed on a City project is absent, for a period not greater than one week, from work for reasons not related to actions by the contractor.

IV.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

Banking Surplus Hours: To encourage early hiring and long-term retention of Oakland resident apprentices, the City will give a contractor credit both for Oakland resident apprentice hours worked on a non-City project and for Oakland resident apprentice hours exceeding 15% on City work, for the six-month period preceding the start of a City contract. These banked credit hours may be applied up to 50% of the 15% Oakland resident apprentice hire goal (i.e., 7.5%). The decision to give credit for banking will be made at the post-award conference and must be supported by certified payroll documents acceptable to the City, and will be included as a component of any waiver certificate.

- V. Non-compliance: For non-compliance with OAWDPS requirements, the following conditions/penalties will apply:
1. Notification: Provided all necessary data has been received by the City, and reconciled with contractors and subcontractors, at the conclusion of a project, the City will certify if contractors or subcontractors working on the project have complied or have not complied with the requirements, consistent with Section I.
 2. Satisfying Non-compliances: If the City determines that a contractor or subcontractor has not complied, it will notify the contractor or subcontractor in writing of the shortfall hours, on a craft by craft basis. The number of shortfall hours will be multiplied by a factor of 1.5. From the time of written notice of non-compliance, the non-compliant contractor or subcontractor will be allowed six months to work off these hours by employing Oakland resident apprentices for the affected craft on any other non-City project, or by applying banked hours. In the event the contractor or subcontractor is unable to achieve the work hours to eliminate the penalty, the contractor or subcontractor may make a request in writing for an extension not to exceed six months, such that the total time allotted does not exceed a twelve-month period. Each request will be reviewed on a case-by-case basis and extensions will only be considered where the contractor presents evidence of good-faith efforts to discharge its shortfall hours within the original six-month period. The City will review on a case-by-case basis and reply within 30 days. The City will hold penalty dollars until the shortfall has been satisfied.
 3. Eligibility For Waiver Certificates: During this six-month make-up period, non-compliant contractors or subcontractors, will remain eligible for waivers as stated in Section III.
 4. Forfeiture of Penalty Dollars For Contractors: If after the six-month (or approved extension) period, a non-compliant prime contractor or subcontractor has not worked off the hours referenced above, the penalty held by the City will be forfeit and the contractor's or subcontractor's name will be published on the City forfeiture list at that time.
 5. Prime Contractor's Release From Shortfall-Hours Penalty Dollars For Subcontractors: In instances where the subcontractor's shortfall-hours penalty exceeds 50% of the total project shortfall hours penalty, the City will consider releasing the prime contractor from the subcontractor's penalty responsibility only after the non-compliant subcontractor has entered into a memorandum of understanding (MOU) with the City for penalty resolution.



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

6. When a subcontractor has previously been found delinquent for apprentice hour obligations on previous City contracts, and was listed on a City of Oakland public forfeiture list for such delinquency at the time of the pre-bid meeting, the City may not release the prime contractor from the subcontractor's penalty responsibility.
 7. Calculation of Penalty: The penalty would be based on the number of non-compliant hours (as established in Section V. paragraph 2) multiplied by lowest period of the affected craft's apprenticeship wage rate at the date of penalty assessment. In the event that a contractor is on the City of Oakland's forfeiture list at the time of the pre-bid meeting, subsequent violation of this policy will result in a doubling of the penalty.
- VI. Removal From The Forfeiture List. The City shall remove a Contractor from the forfeiture list under either of the following conditions:
1. A period of three years has lapsed since the City placed the Contractor on the forfeiture list and the Contractor has not subsequently been found in violation of the policy and has satisfied all penalties; or
 2. The Contractor has satisfied all penalties and has worked City of Oakland resident apprentices four times the original shortfall hours on other projects, and provides satisfactory evidence of such work to the City.



**OAKLAND APPRENTICESHIP WORKFORCE
DEVELOPMENT PARTNERSHIP SYSTEM**

“Where to find
an
Oakland Apprentice”...

Joint Apprenticeship Training Committee's (JATC)

TRADES	CONTACT PERSON	NAME	ADDRESS	CITY/COUNTY	PHONE
Automotive Trades	Coordinator	Robert Pelletaire	8130 Baldwin St	Oakland, Ca. 94621	510-569-8450
Boilermakers	no title	Olis Edwards	2191 Piedmont Way	Pittsburg, CA 94567	(925) 427-4123
Bricklayers	no title	John Fewins	8400 Enterprise Way, Room 122	Oakland, CA 94623	(510) 632-3221
Carpenters	Director	John Bullock	2351 Santa Rita Road	Pleasanton, CA 94568	(925) 462-9643
Carpenters	Coordinator	Joe Richardson	2351 Santa Rita Road	Pleasanton, CA 94568	(925) 462-9646
Cement Masons	no title	Arthur Moffitt	2350 Santa Rita Road	Pleasanton, CA 94566	(510) 484-2273
Communication Technicians	Program Coordinator	Karin Hart	46716 Fremont Blvd.	Fremont, Ca. 94538	(415) 467-8569
Communication Workers' of America JATC	Program Coordinator	Karin Hart	46717 Fremont Blvd.	Fremont, CA 94541	(510) 657-6825
Culinary Workers	Director	Joan-Ortega	761 Market Street, Suite 1066	San Francisco, CA 94104	(415) 989-8728
Drywall/Lathing	Training Director	Darrell Lawrence	23218 Kidder Street	Hayward, CA 94545-1634	(510) 785-5888
Drywall/Lathing	Coordinator	Dan Burchfield	23218 Kidder Street	Hayward, CA 94545-1634	(510) 785-5888
Electrical	Training Director	Greg J. Arcidiacono,	1256 Muir Road	Martinez, CA 94554	(925) 372-7084
Electrical	Apprentice Coordinator	VICTOR UNO	3033 Alvarado Street	San Leandro, CA 94578	(925) 372-7085
Electrical	Training Director	Jack Buckhorn	1701 Corby Ave., Suite F	Santa Rosa, CA 95409	(707) 523-3840
Electrical	no title	Dan Whooley	55 Fillmore Street	San Francisco, CA 94118	(415) 431-5853
Electrical Joint Apprenticeship Committee	Coordinator	Deane Rader	P.O. Box 4247	Vallejo, CA 94591	(707) 552-6418
Electricians	Training Director	Raymond	909 Bern Court	San Jose, CA 95113	(408) 453-1024
Floor Covering	no title	Richard Suarez	1034 West Maude Ave., #603	Sunnyvale, CA 94088	(408) 749-8118
Glaziers	Apprentice Coordinator	Bonnie Henriquez	2660 Neewhall St. # 100	San Francisco, CA 94122	(415) 543-8484
Glaziers	no title	Rich Mora	2103 Almaden Road, Suite #102	San Jose, CA 95125-2105	(408) 266-1305
Glaziers	Training Coordinator	Al Thomas	8400 Enterprise Way, Rm #118	Oakland, CA 94623	(510) 430-1361
Insulation Industry	no title	Hans Siebert	1320 Harbor Bay Parkway, Suite #222	Alameda, CA 94502-6560	(510) 769-4201

Ironworkers	no title	Harold Evans	3591 Thomas Road	Santa Clara, CA 95056	(408) 988-5514
Ironworkers	Coordinator	Jim Hood	P. O. Box 281229	San Francisco, CA 94128	(650) 952-3497
Ironworkers	no title	Mr. Dick Zampa, Jr.	3130 Bayshore Road	Benicia, CA 94512	(707) 746-7668
Laborers	John Austin	John Austin	1001 Westside Drive	San Ramon, CA 94583	(925) 566-0859
O.E. Local #3 Apprenticeship Program	Coordinator	Cephus Terrell	1620 South Loop Road	Alameda, CA 94503	(510) 748-7413
Painters & Tapers	no title	Rodney Reclus	6 Thomas Mellon Circle, #105	San Francisco, CA 94136	(415) 656-1129
Painters & Tapers J.A.T.C.	no title	Peter Germenis	6677 Mission St, 3rd Floor,	Daly City, CA 94016	(650) 301-1603
Painting & Decorating	Apprentice Coordinator	NO NAME GIVEN	600 Roble Ave.	Pinole, CA 94565	(510) 724-3203
Plastering Industry	no title	Robert Noto	132 Starlite St., S	San Francisco, CA 94081	(650) 827-1452
Plumbers	no title	Dan Kennedy	1624 Market Street	San Francisco, CA 94105	(415) 626-2002
Plumbing	no title	Del S. Wilburn	936 Detroit Ave.	Concord, CA 94518-2462	(510) 686-0731
Plumbing & Pipefitting		Vince Radosevich	1308 Roman Way	Martinez, CA 94553	(925) 229-0885
Plumbing, Steam Fitting & Refrigeration	Director of Training	Rick Garban	1520 Rollins Road	Burlingame, CA 94011	(650) 692-0445
Roofing/Waterproofing	Director, Apprenticeship Training	Duane Mongerson	8301 Edgewater Drive	Oakland, CA 94622	(510) 635-8803
Sheet Metal	Training Coordinator	Kevin Lindsey	860 Hinckley Rd.	Burlingame, Ca. 94010	(650) 652-9672
Sheet Metal	no title	Kevin Lindsey	861 Hinckley Road	Burlingame, CA 94012	(650) 652-9675
Sheet Metal	Administrator	Michael W. Longeuay	1701 Marina Boulevard	San Leandro, CA 94579	(510) 483-9037
Sheet Metal	no title	Pat Pico	1580 Berger Drive	San Jose, CA 95115	(408) 293-1144
Sound and Communication	Regional Director	Vincent J. Cosentino	909 Bern Court	San Jose, CA 95114	(408) 453-3103
Sprinkler Fitters	no title	Linda Loeffler	23313 Cabot Blvd.	Hayward, CA 94547	(510) 782-9486
Stationary Engineers	no title	Jim Lunsford	560 Barneveid Ave.	San Francisco, CA 94104	(415) 285-3942
Steamfitters	DIRECTOR OF TRAINING	BILL BLALOCK	935 Detroit Ave.	Concord, CA 94520	(925) 686-0733
Surveyors	no title	Floyd Harley	1621 South Loop Road	Alameda, CA 94504	(510) 748-7416
Tile Finishers	no title	Judith Werner	8400 Enterprise Way, #103	Oakland, CA 94622	(510) 553-0993



**OAKLAND APPRENTICESHIP WORKFORCE
DEVELOPMENT PARTNERSHIP SYSTEM**

**City of Oakland Contract
Compliance and Employment Services,
Office of the City Manager**

Local Construction Employment Referral Program

Dollie Garvin, Job Developer
250 Frank H. Ogawa Plaza Suite 3341
Oakland, CA 94612
Phone: (510) 238-3608
Fax: (510) 238-3258

Lorenzo Garcia, Employment Services Representative
250 Frank H. Ogawa Plaza Suite 3341
Oakland, CA 94612
Phone: (510) 238-7357
Fax: (510) 238-3258



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

Pre Apprenticeship Training Programs

Asian Neighborhood Design

1890 Campbell St
Oakland, CA 94607
Contact: Zelda Saeli
Phone (510) 433-1370 Fax (510) 433-1375

Cypress Mandela Training Center

2229 Poplar St
Oakland, CA 94607
Contact: Art Shanks
Phone (510) 208-7355 Fax (510) 835-3726

Job Consortium Carpenter's Skill Training Program

1722 Broadway
Oakland, CA 94612
Contact: David Lyon
Phone (510) 251-6241 Fax (510) 251-6093

Youth Employment Partnership

1411 Fruitvale Ave
Oakland, CA 94601
Contact: Dennis Smith
Phone (510) 533-3447 Fax (510) 533-3469

ABC – Associated Builders and Contractors Golden Gate Chapter and the Golden Gate Training Trust

11875 Dublin Blvd., Suite C258
Dublin CA, 94568
Contact: Ann Quick
Phone: (925) 829-9230 Fax: (925) 829-5743



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

Community Based Organizations (CBO's)

Alameda County Social Services Agency Employment & Community Services

401 Broadway
Oakland, CA 94607
Contact: Thomas Ledesma
Phone: (510) 208-1205
Fax: (510)208-1199

Allied Fellowship Service

1524 29th Ave.
Oakland, CA 94601
Contact: Aida Hodges
Phone: (510) 535-1236
Fax: (510) 535-0166

Asian Neighborhood Design

1890 Campbell St.
Oakland, CA 94607
Contact: Zelda Saeli
Phone: (510) 433-1370
Fax: (510) 433-1375

Building Opportunities for Self Sufficiency (BOSS)

1825 San Pablo Ave.
Oakland, CA 94612
Contact: Sylvester Carter
Phone: (510) 834-2231
Fax: (510) 465-5908

Comite de Refugiados Centro Americanos (CRECE)

1655 54th Ave
Oakland, CA 94601
Contact: Tulio Serrano
Phone: (510) 864-9011
Fax: None

Filipinos for Affirmative Action (FAA)

310 8th St.
Oakland, CA 94607
Contact: Melita Fabella
Phone: (510) 465-9876
Fax: (510) 465-7548

Goodwill Industries of the Greater East Bay

1301 30th Ave
Oakland, CA 94601
Contact: Angel Dominguez
Phone: (510) 534-6666 Fax: (510) 534-0837

Goodwill Job Placement Center - East Oakland

7405 Macarthur Blvd.
Oakland, CA 94605
Contact: Rita Brown
Phone: (510) 568-9297
Fax: (510) 568-9298

Goodwill Job Placement Center - West Oakland

1684 7th St.
Oakland, CA 94606
Contact: Denise Leon
Phone: (510) 268-0315
Fax: (510) 268-0864

Jobs Consortium

2807 Telegraph Ave.
Berkeley, CA 94705
Contact: Sigmund Bido
Phone: (510) 549-8820
Fax: (510) 486-1509

Jobs Consortium

1722 Broadway
Oakland, CA 94612
Contact: David Lyon
Phone: (510) 251-6241
Fax: (510) 251-6093

Jubilee West

1485 8th St.
Oakland, CA 94607
Contact: Migel Calves
Phone: (510) 839-6776
Fax: (510) 839-9731

Lazear School

824 29th Ave.
Oakland, CA 94601
Contact: Rodolfo Perez
Phone: (510) 879-1320
Fax: (510) 879-1329

Minority And Women's Participation Association of Oakland (MAWPAO)

1302 Campbell St.
Oakland, CA 94612
Contact: Jabari Herbert
Phone: (510) 433-1374 Fax: (510) 433-1375



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

Community Based Organizations (CBO's)

Cypress Mandela Training Center
2229 Poplar St.
Oakland, CA 94607
Contact: Art Shanks
Phone: (510) 208-7355
Fax: (510) 835-3726

Port of Oakland Employment Resources Development Program (ERDP)
530 Water St.
Oakland, CA 94607
Contact: 1) Pamela Bell, 2) Richard Handy
Phone: (510) 272-1419
Fax: (510) 272-1172

Spanish Speaking Citizens Foundation (SSCF)
1900 Fruitvale Ave.
Contact: Juan Jose Bernal
Phone: (510) 261-7839
Fax: (510) 261-2968

United Indian Nations, Inc. Technical Training & Education Center - UIN-TEC
1320 Webster St.
Oakland, CA 94612
Contact: 1) Salley Gallegos, 2) Ashley Phillips, 3) Rosa Irwin
Phone: (510) 763-3410
Fax: (510) 763-3646

Vallecitos CET, Inc. Center for Employment Training
597 C St.
Hayward, CA 94541
Contact: Frankhi Carrasquel
Phone: (510) 537-8400
Fax: (510) 537-0593

Workability II Berkeley Adult School
1222 University Ave,
Berkeley, CA 94702
Contact: 1) Kenneth Booker, 2) Dan Ramon
Phone: (510) 644-8968
Fax: (510) 644-6784

West Side Economic Development Corporation
732 Willow St.
Oakland, CA 94607
Contact: Gwen Morris
Phone: (510) 836-4143
Fax: (510) 836-6039

Youth Employment Partnership (YEP)
1411 Fruitvale Ave.
Oakland, CA 94601
Contact: Dennis Smith
Phone: (510) 533-3447
Fax: (510) 533-3469

Youth Employment Partnership (YEP)
2600 Union St.
Oakland, CA 94601
Contact: Dennis Smith
Phone: (510) 533-3447
Fax: (510) 533-3469

East Bay Asian Local Development Corp. (EBALDC)
Oakland, CA
Contact: Andrea Dunn
Phone: (510) 287-5353 ext. 263
Fax: (510) 628-9157

Bay Area Urban League
2201 Broadway
Oakland, CA
Contact:
Phone: (510) 271-1846
Fax: (510) 839-8109

Institute for Advance Studies
175 Filbert St.
Oakland, CA
Contact: Dr. Gerrard Walker
Phone: (510) 836-3245
Fax: (510) 836-3245

Emergency Services Network (ESN)
P.O. Box 12004
Oakland, CA 94604
Contact: James Thomas
Phone: (510) 747-1090
Fax: (510) 747-1095

C.W.O.R Member
700 Willow St. #15
Oakland, CA 94607
Contact: Margaret Gordon
Phone: (510) 465-1800 ext. 368
Fax: (510) 465-1508



OAKLAND APPRENTICESHIP WORKFORCE DEVELOPMENT PARTNERSHIP SYSTEM

Community Based Organizations (CBO's)

Darrell Ford

1308 Campbell St.
Oakland, CA 94607
Phone: (510) 451-9336
Fax: (510) 628-9157

Acorn Residents Council

1220 8th St.
Oakland, CA 94607
Contact: Janet Patterson
Phone: (510) 452-1698
Fax: (510) 452-1697

Alameda County Library Jail Tutoring Program

2450 Stevenson Blvd.
Fremont, CA 94538-2326
Contact: David Hagerty
Phone: (510) 745-1490
Fax: (510) 745-1494

World of Work Program

530 Grand Ave., Suite K
Oakland, CA 94610
Contact: Dr. John Randle
Phone: (510)
Fax: (510) 587-0855

Brave Academic Rise of N' Powered Students Bridges, Inc.

Eastmont Town Center, #265
Oakland, CA 94605
Contact: Donna Ayo
Phone: (510) 635-2242
Fax: (510) 635-1982

Covenant House California

2781 Telegraph Ave
Oakland, CA 94609
Contact: Robin Tilley
Phone: (510) 625-7800 ext.410
Fax: (510) 625-7811

Volunteers of America (VOA)

624 14th St.
Oakland, CA 94612
Contact: George Lintag
Phone: (510) 419-0360
Fax: (510) 452-3125

The America Work Partnership

935 Union St.
Oakland, CA 94607
Contact: Annette Clark
Phone: (510) 465-0575
Fax: (510) 451-3254

World of Work Program

530 Grand Ave., Suite K
Oakland, CA 94610
Contact: Dr. John Randle
Phone: (510)
Fax: (510) 587-0855

Urban Indian Health Board

Native American Health Center
3124 International Blvd.
Oakland, CA 94601
Contact: Lucinda Spencer
Phone: (510) 535-4400
Fax: (510) 261-6438

New Bridge Foundation

1820 Scenic Ave
Berkeley, CA 94704
Contact: Aisha Ware
Phone: (510) 548-7270
Fax: (510) 548-1060



Memo

Office of the City Administrator

May 24, 2005

To: Records Section, Office of the City Clerk
From: Melanie Fong *Mfong*
Re: Agreement between City of Oakland and East Bay Zoological Society, Inc. for the Management of the Knowland Park and Zoo

Enclosed for the City Clerk's official files is an executed original of the new Agreement between the East Bay Zoological Society, Inc., and the City of Oakland, which was authorized by City Council Resolution 78872 C.M.S., on October 19, 2004, for the management of Knowland Park and Zoo. This is a new agreement for a fifteen-year period expiring October 31, 2019.

A copy of the signed Resolution 78872 C.M.S. is also enclosed for your reference.

OFFICE OF THE CITY CLERK
APPROVED AS TO FORM AND LEGALITY
CARRIED
2004 SEP 30 11:06:28
City Attorney

OAKLAND CITY COUNCIL

RESOLUTION NO. 78872 C.M.S.

**RESOLUTION AUTHORIZING AN AGREEMENT
BETWEEN THE CITY OF OAKLAND AND THE EAST BAY
ZOOLOGICAL SOCIETY, INC., FOR THE MANAGEMENT OF THE
KNOWLAND PARK AND ZOO, FOR A FIFTEEN-YEAR PERIOD
EXPIRING ON OCTOBER 31, 2019, IN AN ANNUAL AMOUNT NOT TO
EXCEED \$172,414 AND THE COST OF A ZOOKEEPER**

WHEREAS, the City of Oakland ("City") and the East Bay Zoological Society, Inc., a nonprofit corporation ("Society"), seek to enter into an Agreement for the purpose of operating, maintaining and improving Knowland Park and Zoo for the use and benefit of the public; and

WHEREAS, Knowland Park and Zoo, which real property and improvements are owned by the City of Oakland, is located at 9777 Golf Links Road, Oakland, California (hereinafter referred to as "Zoo and Park"); and

WHEREAS, the Zoo and Park is a unique and important asset for the education, recreation and enjoyment of Oakland's children, students, residents and visitors; and

WHEREAS, the City wishes to promote and assist in improving the Zoo and Park as an educational and recreational area and the Society agrees to be solely responsible for the maintenance, operation and improvement of said property; and

WHEREAS, the Society needs City Council approval for the right and authority to collect and use revenues collected at the Zoo and Park, including sub-licensed concession charges, admission charges, rental fees, parking fees, and raising of funds in any other lawful manner for the maintenance, operation and improvement of the Zoo and Park; and

WHEREAS, the Society will submit proposed changes to Zoo and Park fees and charges to the City Council for approval in the Master Fee Schedule; now therefore be it

RESOLVED: That the City Administrator of the City of Oakland is hereby authorized and directed to negotiate and execute an Agreement with the Society for a fifteen-year period expiring on October 31, 2019; and be it

FURTHER RESOLVED: That the City will pay the Society an annual subsidy in an amount not to exceed one hundred seventy two thousand four hundred fourteen dollars (\$172,414) and cover the cost of a zookeeper from the General Purpose Fund (1010), Zoo Organization (501260), and the Society will fund the balance of all costs of Zoo and Park maintenance, operations and improvements; and be it