



8.1 Report on Implementation of Labor-Relations Referral

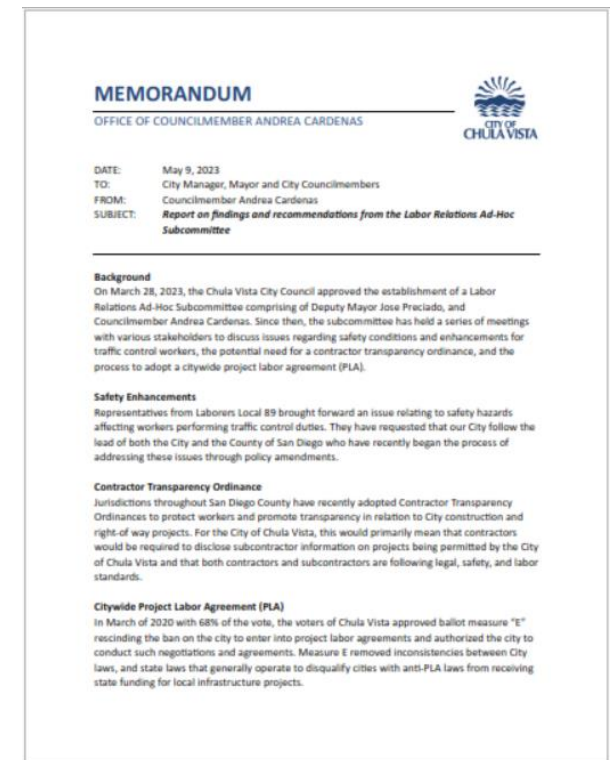
Chula Vista City Council

August 8, 2023



May 9th Report on Findings & Recommendations of Labor Relations Ad-Hoc Subcommittee

1. Address safety conditions & enhancements impacting traffic control workers
2. Develop a labor transparency ordinance, to be consistent with similar policies in SD region
3. Engage in process to develop a citywide Project Labor Agreement





Traffic Control Workers Wage Disparity & Safety

Referral:

- Ordinance adding new chapter to Chula Vista Municipal Code
- Establish minimum wage for traffic control workers in public right-of-way
- No less than general prevailing wage

Challenges:

- No existing labor enforcement function
- Pending litigation

Traffic Control Workers Wage Disparity & Safety



Recommended Next Steps:

- Continue working with stakeholders
- Pursue contract with County of San Diego for enforcement services
- Consider ordinance after litigation is resolved

Labor Transparency



- **Referral:**
 - Labor Transparency ordinance adding new chapter to Chula Vista Municipal Code
- **Stakeholder Engagement:**
 - Development Oversight Committee
 - Building Industry Association (BIA)
 - Utility Companies
 - LiUNA Local 89
 - Carpenters Local 619
 - Communication Workers of America

Draft Contractor & Subcontractor Reporting Ordinance



Applies to:

- Work subject to permit and inspection by City
- Residential or mixed-use projects ≥ 20 units
- Non-residential (new or TI) $\geq 20,000$ SF
- Utility work in City right-of-way

Draft Contractor & Subcontractor Reporting Ordinance



Requires Permittee to Identify/Provide:

- Contractors and subcontractors performing inspected work
- State contractor's license number, license category, & expiration date
- City Business License number & expiration date
- State & federal tax ID numbers
- Worker's compensation insurance police number & expiration date
- Previous or pending labor law enforcement actions
- Scope of inspected work to be performed

Draft Contractor & Subcontractor Reporting Ordinance



Enforcement & Appeals:

- Withhold inspections until remedied + assess reinspection fee
- 2nd violation within 12-months: stop-work notice
- 3rd violation within 5-years: revoke permit
- Appeal to City Manager

Draft Contractor & Subcontractor Reporting Ordinance



Next Steps:

- Council to provide feedback on draft ordinance
- Staff to continue working with stakeholders
- Bring final ordinance back for Council consideration in 1 to 2 months
- If approved:
 - Effective January 1, 2024
 - Enforcement starts July 1, 2024

Project Labor Agreement

Referral:

- Citywide PLA for CIPs
- Amend Municipal Code to require PLAs for:
 - Projects on City property
 - City subsidized affordable housing



Citywide CIP Project Labor Agreement

Recommendations:

- Limit to construction cost \geq \$1M
- “No Strike or Collective Action” provision
- Wages and benefits
 - per applicable collective bargaining agreements
 - per Prevailing Wage Law at minimum
- Mediation
- 5-year initial term, one 5-year optional extension

Citywide CIP Project Labor Agreement

Recommendations:

- Community benefit
 - 50% Local Hire Goal
 - City of CV residents
 - San Diego County residents
 - 30% Disadvantaged Worker Goal
 - Veterans – anywhere
 - No high school diploma or GED
 - Currently homeless or homeless within last year
 - Former foster youth
 - Custodial single parents
 - Protracted unemployment
 - Recipient of government cash or food assistance
 - Income \leq federal poverty level
 - Formerly incarcerated

Project Labor Agreement Ordinance



Recommendations:

- Projects by others on City owned land: construction cost \geq \$1M
- Subsidized housing: City construction funds \geq \$5M

Project Labor Agreement



Next Steps:

- Council to provide feedback on staff recommendations
- Staff to continue working with stakeholders
- Staff to bring negotiated PLA back to Council for approval
- Staff to bring ordinance back to Council for consideration by end of calendar year

Recommendation:

Council provide feedback on the report recommendations

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draft Construction Contractor and Subcontractor Reporting Ordinance



City of Chula Vista, CA

