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Resolution in Support of Centralized, Effective & Accountable Workforce Development Approaches, Independent Audit & Reforms, and "Labor Seat" at the SF Public Utilities Commission

WHEREAS, the San Francisco Public Utilities Commission (hereinafter, "SFPUC,") employs approximately 2,300 union members in the public sector and thousands more private sector prevailing wage workers affiliated with this Council; and

WHEREAS, the SFPUC must be required to responsibly and transparently expand its workforce in both the public and private sectors in connection with the agency's investments in infrastructure, such as the Sewer System Improvement Project ("SSIP") and CleanPowerSF, as well as with respect to its entire operations; and

WHEREAS, the SFPUC External Affairs Bureau's "Workforce Division" has instead failed to adopt a workforce development policy consistent with the Workforce Alignment objectives of the Board of Supervisors as outlined in Administrative Code Chapter 30; undermined the Building Trades Department, AFL-CIO's Multi-Craft Core Curriculum (MC3) and construction labor standards by pursuing its own pre-apprenticeship programming outside of the Building Trades; failed to account for expenditures under its "Community Benefits" program related to workforce development, including failure to disclose outside payments directed and influenced by SFPUC staff with respect to Union signatory contractors in violation of the Sunshine Ordinance; and requested competitive bidding, local hiring, local business, and labor standard exemptions to contracting for a local buildout of CleanPowerSF in a manner inconsistent with the pro-labor community workforce objectives of a Green New Deal; and

WHEREAS, the SFPUC's recent undermining of at least one public sector Memorandum of Understanding by hiring apprentices outside of the collectively bargained policies and procedures has exposed the fact that in the absence of a workforce policy consistent with Administrative Code Chapter 30, SFPUC External Affairs strategies include the hiring and promotion of under and unqualified personnel in various journey-level and workforce development areas in violation of Civil Service Rules and applicable provisions of relevant Collective Bargaining Agreements, diminishing the value of public sector employees while expanding a presence in the non-profit private sector through various non-Union schemes that undermine minimum labor standards set by the City and affiliates of this Council; and

WHEREAS, centralization and alignment of workforce development programming through programs such as "CityBuild Academy," "the CityBuild-Gleneagles Mario De La Torre Academy," and "CityDrive" represent collaboration between affiliates of the Building Trades and Labor Councils and the San Francisco Office of Economic and Workforce Development, leading to community-labor partnerships that results in transparency, accountability, professional standards, and career-building outcomes,



while guarding against fraud, waste, and duplicative efforts in the space that serves the interests of this Council and its affiliates; and

WHEREAS, the SFPUC now employs a "Strategy Officer" and consistently touts its External Affairs programming without ever providing an accounting of expenditures by the agency itself, including through its "Community Benefits" program, or as directed by staff and SFPUC consultants on SSIP and other projects; the impact of these investments is an SFPUC bias and significant investment in non-union workforce "training" models and practices outside of Civil Service protocols that have failed to meet City-wide community-labor policy objectives which in significant part are directed toward the achievement of a well trained workforce with opportunities for advancement in good paying, permanent careers instead of dead end jobs; and

WHEREAS, these investments have occurred directly through the agency itself and at the direction of SFPUC External Affairs staff and consultants, who have requested payments from Union signatory contractors to preferred non-profit agencies and to cover events such as the SFPUC's golf fundraisers, promoting undisclosed unilateral hiring, changes to the SSIP management agreement, and forced "approvals" by the joint venture board; and

WHEREAS, an audit is appropriate to uncover the full extent of these practices and to remedy the SFPUC's violation of Sunshine Ordinance provisions with respect to disclosure of agency-directed payments found in Administrative Code section 67.29-6; and

WHEREAS, the SFPUC Commission currently has no labor representation, in part due to the conflict that has arisen with respect to the SFPUC's disregard for collectively-bargained public sector apprenticeship;

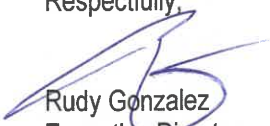
THEREFORE IT BE RESOLVED, that the San Francisco Labor Council calls for both a Government Audits and Oversight Committee Audit and an exhaustive, independent Office of the Controller audit of SFPUC External Affairs Bureau spending, resourcing, and staffing, including expenses of the Bureau's "Workforce" and "Community Benefits" Divisions, all workforce expenses related to SSIP and other infrastructure projects, and an investigation into all outside funding collected, directed, or influenced by SFPUC officials, employees, and agents; and,

BE IT FURTHER RESOLVED, that the San Francisco Labor Council respectfully calls on the Mayor and Board of Supervisors to formally coordinate with the Council to craft and advance plans for centralizing Workforce Development programming City-wide consistent with the Workforce Alignment objectives of Administrative Code Chapter 30 in order to increase transparency, accountability, and deliverables while minimizing fraud, patronage and waste; and

BE IT FINALLY RESOLVED, that the San Francisco Labor Council urges the Mayor and Board of Supervisors to fill vacant SFPUC Commission Seat 5 with a representative of organized labor who will oversee these and other critical and necessary workforce development reforms at the agency, and to strongly consider the following individuals: Tim Paulson, SF Building & Construction Trades Council, and Jose Almanza, IBEW 6.

Submitted by Olga Miranda, SEIU 87; Denise Solis, SEIU USWW; and Susan Solomon, UESF and adopted by the Executive Committee of the San Francisco Labor Council.

Respectfully,


Rudy Gonzalez
Executive Director