

1 [Prevailing Wage Rates - Various Workers Performing Work Under City Contracts]

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3 **Resolution fixing prevailing wage rates for workers performing work under City**
4 **contracts for public work and improvement; workers performing work under City**
5 **contracts for janitorial services; workers performing work in public off-street parking**
6 **lots, garages, or storage facilities for automobiles on property owned or leased by the**
7 **City; workers engaged in theatrical or technical services for shows on property owned**
8 **by the City; workers engaged in the hauling of solid waste generated by the City in the**
9 **course of City operations, pursuant to a contract with the City; workers performing**
10 **moving services under City contracts at facilities owned or leased by the City; workers**
11 **engaged in exhibit, display, or trade show work at a special event on property owned**
12 **by the City; and workers engaged in broadcast services on property owned by the City.**

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14 WHEREAS, The City and County of San Francisco (the "City") requires that prevailing
15 wage rates be paid on work performed under City contracts, as follows:

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17 (1) *Public Works Contracts*. Charter, Section A7.204(b), requires that City contracts
18 for public work or improvement provide that persons directly or indirectly performing work
19 under the contract be paid not less than the highest general prevailing rate of wages in private
20 employment for similar work, and Administrative Code, Section 6.22(e), provides that
21 contractors and subcontractors performing a public work or improvement for the City shall pay
22 workers on such projects the highest general prevailing rate of wages, plus per diem wages
23 and wages for holiday and overtime work, for various crafts and kinds of labor as paid in
private employment in San Francisco;

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25 (2) *Janitorial Services Contracts*. Administrative Code, Section 21C.2, requires that
City contracts for janitorial services to be performed at facilities owned or leased by the City

1 provide that any individual performing janitorial services under the contract be paid not less
2 than the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in
3 private employment for similar work in the area in which the contract is being performed;

4 (3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Administrative Code, Section
5 21C.3, requires that leases, management agreements, and other City contracts for the
6 operation of a public off-street parking lot, garage, or storage facility for automobiles on
7 property owned or leased by the City provide that any individual working at the parking lot,
8 garage, or storage facility, including, but not limited to, individuals engaged in washing,
9 polishing, lubrication, rent-car service, parking vehicles, cashiers, attendants, checking coin
10 boxes, non-attendant parking lot checking, daily ticket audit, traffic directors and shuttle driver,
11 shall be paid not less than the prevailing rate of wages, including fringe benefits or an
12 equivalent amount, as paid in private employment for similar work in the area where the lease,
13 management agreement, or contract is being performed;

14 (4) *Theatrical Services Contracts.* Administrative Code, Section 21C.4, requires that
15 contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by the
16 City require that any individual engaged in theatrical or technical services related to the
17 presentation of a show, including, but not limited to, workers engaged in rigging, sound,
18 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and
19 motion picture services be paid not less than the prevailing rate of wages, including fringe
20 benefits or an equivalent amount, as paid in private employment for similar work in the area
21 where the contract, lease, franchise, permit, or agreement is being performed;

22 (5) *Solid Waste Hauling Contracts.* Administrative Code, Section 21C.5, requires that
23 every contract awarded by the City for the hauling of solid waste generated by the City in the
24 course of City operations require that any individual engaged in the hauling of solid waste be
25 paid not less than the prevailing rate of wages, including fringe benefits or an equivalent

1 amount, as paid in private employment for similar work in the area where the contract is being
2 performed;

3 (6) *Moving Services Contracts.* Administrative Code, Section 21C.6, requires that City
4 contracts for moving services to be performed at any facility owned or leased by the City
5 provide that any individual performing moving services be paid not less than the prevailing
6 rate of wages, including fringe benefits or an equivalent amount, as paid in private
7 employment for similar work in the area where the contract is being performed;

8 (7) *Contracts for Exhibit, Display, or Trade Show Work.* Administrative Code, Section
9 21C.8, requires that contracts, leases, franchises, permits, or agreements awarded, let,
10 issued, or granted by the City for the use of property owned by the City require that any
11 individual engaged in exhibit, display, or trade show work at a special event be paid not less
12 than the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in
13 private employment for similar work in the area where the contract, lease, franchise, permit, or
14 agreement is being performed;

15 (8) *Contracts for Broadcast Services.* Administrative Code, Section 21C.9, requires
16 that contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by
17 the City for the use of property owned by the City require that any individual engaged in
18 broadcast services on City property be paid not less than the prevailing rate of wages,
19 including fringe benefits or the matching equivalents thereof, paid in private employment for
20 similar work in the area in which the contract, lease, franchise, permit, or agreement is being
21 performed; and

22 WHEREAS, For the foregoing purposes, Administrative Code, Sections 6.22(e) and
23 21C.7(c)(1), respectively, require the Board of Supervisors (the "Board") annually to fix and
24 determine the prevailing rate of wages, including such rate of wages paid for holiday and
25 overtime work, paid in private employment in San Francisco for the various crafts and kinds of

1 labor used on public works and construction projects; for janitorial services; for work in public
2 off-street parking lots, garages, or automobile storage facilities; for theatrical and technical
3 services related to the presentation of shows; for solid waste hauling services; for moving
4 services; for exhibit, display, and trade show work related to special events; and for broadcast
5 services work; and

6 WHEREAS, To aid the Board in the aforementioned determinations of prevailing wage
7 rates, Administrative Code, Sections 6.22(e) and 21C.7(c)(1), respectively, require the Civil
8 Service Commission (the "Commission") to furnish to the Board relevant data as to prevailing
9 wage rates; and

10 WHEREAS, For that purpose the Commission at its October 17, 2016 meeting
11 considered the issue of prevailing wages for all the categories of workers covered in this
12 Resolution, along with a report prepared by the Office of Labor Standards Enforcement (the
13 "OLSE report"), on file with the Clerk of the Board of Supervisors in File No. 161182, which is
14 hereby declared to be a part of this Resolution as if set forth fully herein; and,

15 WHEREAS, The Commission at its October 17, 2016 meeting certified the data in and
16 adopted the OLSE report, which includes conclusions as to the prevailing wage rates to be set
17 in accordance with Administrative Code, Sections 6.22(e), 21C.2, 21C.3, 21C.4, 21C.5,
18 21C.6, 21C.8, and 21C.9; now, therefore, be it

19 RESOLVED, That the Board fixes and determines prevailing wage rates to be paid on
20 work performed under City contracts, as follows:

21 (1) *Public Works Contracts.* Pursuant to Administrative Code, Section 6.22(e), the
22 Board fixes and determines the prevailing rate of wages, including per diem wages and wages
23 for holiday and overtime work, for the various crafts and kinds of labor paid in private
24 employment in San Francisco to be the prevailing wages identified in the OLSE report,
25 specifically, the General Prevailing Wage Determinations made by the Director of Industrial

1 Relations, State of California, pursuant to California Labor Code, Sections 1770, 1773, and
2 1773.1 (see Attachments 1-4 of the OLSE report, at pages 7-184);

3 (2) *Janitorial Services Contracts*. Pursuant to Administrative Code, Section 21C.2, the
4 Board fixes and determines the prevailing rate of wages, including wages for holiday and
5 overtime work, and fringe benefits or an equivalent amount, paid in private employment for
6 janitorial work to be the prevailing wages identified in the aforementioned OLSE report,
7 specifically, provisions of the collective bargaining agreement between the San Francisco
8 Maintenance Contractors Association and Service Employees International Union, Local 87,
9 in effect August 1, 2012 through July 31, 2016 (and year to year thereafter unless either party
10 serves written notice of its intent to terminate the agreement), and provisions of the collective
11 bargaining agreement between the San Francisco Window Cleaning Contractors Association
12 and the Window Cleaners Union, Service Employees International Union, United Service
13 Workers West, in effect from April 1, 2014 through March 31, 2017 (see Attachments 5 and 6
14 of the OLSE report, at pages 185-226 and 227-252, respectively);

15 (3) *Parking Lot/Garage/Auto Storage Facility Contracts*. Pursuant to Administrative
16 Code, Section 21C.3, the Board fixes and determines the prevailing rate of wages, including
17 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in
18 private employment for work in off-street parking lots, garages, or automobile storage facilities
19 to be the prevailing wages identified in the aforementioned OLSE report, specifically,
20 provisions of the Garage and Parking Facilities Agreement (“San Francisco Master Parking
21 Agreement”) between the Jurisdictional Operators of Parking Facilities and Teamsters
22 Automotive and Allied Workers, Local Union No. 665, in effect from December 1, 2012
23 through November 30, 2015 (and year to year thereafter unless modified by the parties) (see
24 Attachment 7 of the OLSE report, at pages 253-290);

25 (4) *Theatrical Services Contracts*. Pursuant to Administrative Code, Section 21C.4,

1 the Board fixes and determines the prevailing rate of wages, including wages for holiday and
2 overtime work, and fringe benefits or an equivalent amount, paid for theatrical or technical
3 services related to the presentation of a show, including, but not limited to, rigging, sound,
4 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and
5 motion picture services to be the prevailing wages identified in the aforementioned OLSE
6 report, specifically, provisions of the 2016 project collective bargaining agreement between
7 the City and County of San Francisco and Local 16, International Alliance of Theatrical Stage
8 Employees, Moving Picture Technicians, Artists and Allied Crafts, in effect from January 1,
9 2016 through June 30, 2016 (see Attachment 8 of the OLSE report, at pages 291-316);

10 (5) *Solid Waste Hauling Contracts*. Pursuant to Administrative Code, Section 21C.5,
11 the Board fixes and determines the prevailing rate of wages, including wages for holiday and
12 overtime work, and fringe benefits or the equivalent thereof, paid to employees engaged in the
13 hauling of solid waste, to be the wages identified in the aforementioned OLSE report,
14 specifically, provisions of the collective bargaining agreement between Sanitary Truck Drivers
15 and Helpers Union Local 350, International Brotherhood of Teamsters, and Recology Sunset
16 & Recology Golden Gate, in effect from January 1, 2012 through December 31, 2016 (see
17 Attachment 10 of the OLSE report, at pages 329-362);

18 (6) *Moving Services Contracts*. Pursuant to Administrative Code, Section 21C.6, the
19 Board fixes and determines the prevailing rate of wages, including wages for holiday and
20 overtime work, and fringe benefits or an equivalent amount, paid in private employment for
21 moving services to be the prevailing wages identified in the aforementioned OLSE report,
22 specifically, provisions of the Carpenters Truck Driver and Mover Agreement between the
23 Northern California Carpenters Regional Council and the Carpenters 46 Northern California
24 Counties Conference Board, in effect September 1, 2015 through August 31, 2017 (see
25 Attachment 9 of the OLSE report, at pages 317-328);

1 (7) *Contracts for Exhibit, Display, or Trade Show Work.* Pursuant to Administrative
2 Code, Section 21C.8, the Board fixes and determines the prevailing rate of wages, including
3 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in
4 private employment for workers engaged in exhibit, display, or trade show work at special
5 events to be the prevailing wages identified in the aforementioned OLSE report, specifically,
6 provisions of the Trade Show and Convention Installer Agreement between Convention
7 Services Employer and Painters and Allied Trades District Council 36, on behalf of Sign
8 Display and Allied Crafts Local Union 510, in effect April 1, 2015 through March 31, 2018 (see
9 Attachment 11 of the OLSE report at pages 363-414); and

10 (8) *Contracts for Broadcast Services.* Pursuant to Administrative Code, Section
11 21C.9, the Board fixes and determines the prevailing rate of wages, including wages for
12 holiday and overtime work, and fringe benefits or an equivalent amount, paid in private
13 employment for broadcast services to be the prevailing wages identified in the aforementioned
14 OLSE report, specifically, provisions of the collective bargaining agreement between (on one
15 hand) MIRA Mobile Television, Inc. and KELLEYS CORE d/b/a SAMMCO, and (on the other
16 hand) the International Alliance of Theatrical Stage Employees, Moving Picture Technicians,
17 Artists, and Allied Crafts and its Local 119, Bay Area Freelance Association (BAFA), in effect
18 April 1, 2014 through March 31, 2017 (see Attachment 12 of the OLSE report at pages 415-
19 458).

20 RECOMMENDED:
21 CIVIL SERVICE COMMISSION
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23 By: _____
24 MICHAEL L. BROWN
25 EXECUTIVE OFFICER