

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

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3 **Resolution fixing prevailing wage rates for 1) workers performing work under City**
4 **contracts for public work and improvement; 2) workers performing work under City**
5 **contracts for janitorial services; 3) 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; 4) workers engaged in theatrical or technical services for shows on property**
8 **owned by the City; 5) workers engaged in the hauling of solid waste generated by the**
9 **City in the course of City operations, pursuant to a contract with the City; 6) workers**
10 **performing moving services under City contracts at facilities owned or leased by the**
11 **City; 7) workers engaged in exhibit, display, or trade show work at special events on**
12 **property owned by the City; 8) workers engaged in broadcast services on property**
13 **owned by the City; 9) workers engaged in loading or unloading into or from a**
14 **commercial vehicle on City property of materials, goods, or products in connection**
15 **with a show or special event, or engaged in driving a commercial vehicle into which or**
16 **from which materials, goods, or products are loaded or unloaded on City property in**
17 **connection with a show or special event; 10) workers engaged in security guard**
18 **services under City contracts or at facilities or on property owned or leased by the**
19 **City; and 11) motor bus service contracts.**

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22 WHEREAS, The City and County of San Francisco (the "City") requires that prevailing
23 wage rates be paid on work performed under City contracts, as follows:
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1 (1) *Public Works Contracts*. Charter, Section A7.204(b), requires that City contracts
2 for public work or improvement provide that persons directly or indirectly performing work
3 under the contract be paid not less than the highest general prevailing rate of wages in private
4 employment for similar work, and Administrative Code, Section 6.22(e), provides that
5 contractors and subcontractors performing a public work or improvement for the City shall pay
6 workers on such projects the highest general prevailing rate of wages, plus per diem wages
7 and wages for holiday and overtime work, for various crafts and kinds of labor as paid in
8 private employment in San Francisco;

9 (2) *Janitorial Services Contracts*. Administrative Code, Section 21C.2, requires that
10 City contracts for janitorial services to be performed at facilities owned or leased by the City
11 provide that any individual performing janitorial services under the contract 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 in which the contract is being performed;

14 (3) *Parking Lot/Garage/Auto Storage Facility Contracts*. Administrative Code, Section
15 21C.3, requires that leases, management agreements, and other City contracts for the
16 operation of a public off-street parking lot, garage, or storage facility for automobiles on
17 property owned or leased by the City provide that any individual working at the parking lot,
18 garage, or storage facility, including but not limited to individuals engaged in washing,
19 polishing, lubrication, rent-car service, parking vehicles, cashiers, attendants, checking coin
20 boxes, non-attendant parking lot checking, daily ticket audit, traffic directors and shuttle driver,
21 shall be paid not less than the prevailing rate of wages, including fringe benefits or an
22 equivalent amount, as paid in private employment for similar work in the area where the lease,
23 management agreement, or contract is being performed;

24 (4) *Theatrical Services Contracts*. Administrative Code, Section 21C.4, requires that
25 contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by the

1 City require that any individual engaged in theatrical or technical services related to the
2 presentation of a show, including but not limited to workers engaged in rigging, sound,
3 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and
4 motion picture services be paid not less than the prevailing rate of wages, including fringe
5 benefits or an equivalent amount, as paid in private employment for similar work in the area
6 where the contract, lease, franchise, permit, or agreement is being performed;

7 (5) *Solid Waste Hauling Contracts.* Administrative Code, Section 21C.5, requires that
8 every contract awarded by the City for the hauling of solid waste generated by the City in the
9 course of City operations require that any individual engaged in the hauling of solid waste be
10 paid not less than the prevailing rate of wages, including fringe benefits or an equivalent
11 amount, as paid in private employment for similar work in the area where the contract is being
12 performed;

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

18 (7) *Contracts for Trade Show and Special Event Work.* Administrative Code, Section
19 21C.8, requires that contracts, leases, franchises, permits, or agreements awarded, let,
20 issued, or granted by the City for the use of property owned by the City require that any
21 individual engaged in exhibit, display, or trade show work at a special event be paid not less
22 than the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in
23 private employment for similar work in the area where the contract, lease, franchise, permit, or
24 agreement is being performed;

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

8 (9) *Loaders and Unloaders, and Related Drivers.* Administrative Code, Section
9 21C.10, 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 1) any
11 individual engaged in loading or unloading, on City property, of materials, goods, or products
12 into or from a commercial vehicle in connection with a show or special event, and 2) any
13 individual engaged in driving a commercial vehicle into which or from which materials, goods,
14 or products are loaded or unloaded in connection with a show or special event, be paid not
15 less than the prevailing rate of wages, including fringe benefits or an equivalent amount, as
16 paid in private employment for similar work in the area where the contract, lease, franchise,
17 permit, or agreement is being performed;

18 (10) *Security Guards.* Administrative Code, Section 21C.11, requires that 1) contracts
19 issued by the City, as defined therein, require that any individual performing security guard
20 services at any facility or on any property owned or leased by the City be paid not less than
21 the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in
22 private employment for similar work in the area where the contract is being performed, and
23 that 2) contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted
24 by the City for an event on City property require that any individual performing security guard
25 services be paid not less than the prevailing rate of wages, including fringe benefits or an

1 equivalent amount, as paid in private employment for similar work in the area where the
2 contract, lease, franchise, permit, or agreement is being performed; and

3 WHEREAS, Administrative Code, Section 21C.1, provides that, in the case of any
4 contract for Services wherein motor bus service is to be rendered to the general public on any
5 facility owned by the City, or in the case of any contract for the transportation within the
6 boundaries of the City of any Commodities owned or in the possession of the City, the
7 Purchaser, on recommendation of the department head concerned and approval of the Mayor
8 or the Mayor's designee or the board or commission in charge of such department upon the
9 ground that the public interest would be best served by requiring the inclusion of such a
10 provision in the contract, may require that any person performing labor thereunder shall be
11 paid not less than the highest general prevailing rate of wages, including fringe benefits or the
12 matching equivalents thereof, paid in private employment for similar work in the area in which
13 the contract is being performed, on the condition that the notice inviting offers under
14 Administrative Code, Section 21.2 calls attention to the requirements of any such provision;
15 and

16 WHEREAS, For the foregoing purposes, Administrative Code, Sections 6.22(e) and
17 21C.7(c)(1), respectively, require the Board of Supervisors (the "Board") annually to fix and
18 determine the prevailing rate of wages, including such rate of wages paid for holiday and
19 overtime work, paid in private employment in San Francisco for the various crafts and kinds of
20 labor used on public works and construction projects; for janitorial services; for work in public
21 off-street parking lots, garages, or automobile storage facilities; for theatrical and technical
22 services related to the presentation of shows; for solid waste hauling services; for moving
23 services; for trade show and special event work; for broadcast services; for loading and
24 unloading; for security guard services; and for motor bus service contracts; and

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

5 WHEREAS, For that purpose the Commission at its October 2, 2017, meeting
6 considered the issue of prevailing wages for all the categories of workers covered in this
7 Resolution, along with a report prepared by the Office of Labor Standards Enforcement (the
8 “OLSE report”), on file with the Clerk of the Board of Supervisors in File No. 171177, which is
9 hereby declared to be a part of this Resolution as if set forth fully herein; and

10 WHEREAS, The Commission at its October 2, 2017, meeting certified the data in and
11 adopted the OLSE report, which includes conclusions as to the prevailing wage rates to be set
12 in accordance with Administrative Code, Sections 6.22(e), 21C.1, 21C.2, 21C.3, 21C.4,
13 21C.5, 21C.6, 21C.8, 21C.9, 21C.10, and 21C.11; now, therefore, be it

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

16 (1) *Public Works Contracts.* Pursuant to Administrative Code, Section 6.22(e), the
17 Board fixes and determines the prevailing rate of wages, including per diem wages and wages
18 for holiday and overtime work, for the various crafts and kinds of labor paid in private
19 employment in San Francisco to be the prevailing wages identified in the OLSE report,
20 specifically, the General Prevailing Wage Determinations made by the Director of Industrial
21 Relations, State of California, pursuant to California Labor Code, Sections 1770, 1773, and
22 1773.1 (see Attachments 1-4 of the OLSE report, at pages 7–256);

23 (2) *Janitorial Services Contracts.* Pursuant to Administrative Code, Section 21C.2, the
24 Board fixes and determines the prevailing rate of wages, including wages for holiday and
25 overtime work, and fringe benefits or an equivalent amount, paid in private employment for

1 janitorial work to be the prevailing wages identified in the aforementioned OLSE report,
2 specifically, provisions of the collective bargaining agreement between the San Francisco
3 Maintenance Contractors Association and Service Employees International Union, Building
4 Service Employees Union, Local 1877 Division 87, in effect August 1, 2016, through July 31,
5 2020, and provisions of the collective bargaining agreement between the San Francisco
6 Window Cleaning Contractors Association and the Window Cleaners Union – Service
7 Employees International Union Local 1877, AFL-CIO, in effect from April 1, 2017, through
8 March 31, 2020 (see Attachments 6 and 7 of the OLSE report, at pages 289–348 and 349–75
9 respectively);

10 (3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Pursuant to Administrative
11 Code, Section 21C.3, the Board fixes and determines the prevailing rate of wages, including
12 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in
13 private employment for work in off-street parking lots, garages, or automobile storage facilities
14 to be the prevailing wages identified in the aforementioned OLSE report, specifically,
15 provisions of the Garage and Parking Facilities Agreement between the New South Parking
16 California, G.P., and Teamsters Local Union No. 665, in effect from December 1, 2016,
17 through November 30, 2019 (see Attachment 8 of the OLSE report, at pages 377–424);

18 (4) *Theatrical Services Contracts.* Pursuant to Administrative Code, Section 21C.4,
19 the 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 for theatrical or technical
21 services related to the presentation of a show including, but not limited to, rigging, sound,
22 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and
23 motion picture services to be the prevailing wages identified in the aforementioned OLSE
24 report, specifically, provisions of the project collective bargaining agreement between the City
25 and County of San Francisco and the International Alliance of Theatrical Stage Employees,

1 Local 16, in effect from July 1, 2016, through December 31, 2016 (see Attachment 9 of the
2 OLSE report, at pages 425–49);

3 (5) *Solid Waste Hauling Contracts*. Pursuant to Administrative Code, Section 21C.5,
4 the Board fixes and determines the prevailing rate of wages, including wages for holiday and
5 overtime work, and fringe benefits or the equivalent thereof, paid to employees engaged in the
6 hauling of solid waste, to be the wages identified in the aforementioned OLSE report,
7 specifically, provisions of the collective bargaining agreement between Recology Sunset &
8 Recology Golden Gate and Sanitary Truck Drivers and Helpers Union, Local 350, IBT, in
9 effect from January 1, 2012, through December 31, 2016 (see Attachment 10 of the OLSE
10 report, at pages 451–484);

11 (6) *Moving Services Contracts*. Pursuant to Administrative Code, Section 21C.6, the
12 Board fixes and determines the prevailing rate of wages, including wages for holiday and
13 overtime work, and fringe benefits or an equivalent amount, paid in private employment for
14 moving services to be the prevailing wages identified in the aforementioned OLSE report,
15 specifically, provisions of the Carpenters Truck Driver and Mover Agreement between the
16 Northern California Regional Council of Carpenters and the Carpenters 46 Northern California
17 Counties Conference Board, in effect September 1, 2017, through August 31, 2019 (see
18 Attachment 11 of the OLSE report, at pages 485–95);

19 (7) *Contracts for Exhibit, Display, or Trade Show Work*. Pursuant to Administrative
20 Code, Section 21C.8, the Board fixes and determines the prevailing rate of wages, including
21 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in
22 private employment for individuals engaged in exhibit, display, or trade show work, to be the
23 prevailing wages identified in the aforementioned OLSE report, specifically, provisions of the
24 Trade Show and Convention Installer Agreement between Convention Services Employer and
25 Allied Trades District Council 36, on behalf of Sign Display and Allied Crafts Local Union 510,

1 in effect April 1, 2015, through March 31, 2018 (see Attachment 12 of the OLSE report at
2 pages 497–548);

3 (8) *Contracts for Broadcast Services.* Pursuant to Administrative Code, Section
4 21C.9, the Board fixes and determines the prevailing rate of wages, including wages for
5 holiday and overtime work, and fringe benefits or an equivalent amount, paid in private
6 employment for individuals engaged in broadcast services, to be the prevailing wages
7 identified in the aforementioned OLSE report, specifically, provisions of the collective
8 bargaining agreement between Mira Mobile Television, Inc., and KELLEYCORE, and the
9 International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and
10 Allied Crafts of the United States, its Territories, and Canada, AFL-CIO, CLC and its Local
11 119/Bay Area Freelance Association, in effect from April 1, 2014, to March 31, 2017 (see
12 Attachment 13 of the OLSE report at pages 549–91);

13 (9) *Loaders and Unloaders, and Related Drivers.* Pursuant to Administrative Code,
14 Section 21C.10, the Board fixes and determines the prevailing rate of wages, including wages
15 for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private
16 employment for individuals engaged in loading or unloading on City property of materials,
17 goods, or products into or from a commercial vehicle in connection with a show or special
18 event, and also for individuals engaged in driving a commercial vehicle into which or from
19 which materials, goods, or products are loaded or unloaded in connection with a show or
20 special event, to be the prevailing wages identified in the aforementioned OLSE report,
21 specifically, provisions of the collective bargaining agreement between Freeman Exposition,
22 Inc. and certain other employers and Teamsters Local 2785, Local 287, and Local 70, in effect
23 April 1, 2017, through March 31, 2020 (see Attachment 14 of the OLSE report, at pages 593–
24 698);

1 (10) *Security Guards*. Pursuant to Administrative Code, Section 21C.11, the Board
2 fixes and determines the prevailing rate of wages, including wages for holiday and overtime
3 work, and fringe benefits or an equivalent amount, paid in private employment for individuals
4 performing security guard services, to be the prevailing wages identified in the
5 aforementioned OLSE report, specifically, provisions of the collective bargaining agreement
6 between ABM Security Services and certain other employers and Service Employees
7 International Union, United Service Workers West (SEUI-USWW), in effect June 12, 2013,
8 through May 31, 2017 (see Attachment 15 of the OLSE report, at pages 699–741); and

9 (11) *Motor Bus Service Contracts*. Pursuant to Administrative Code, Section 21C.1,
10 the Board fixes and determines the prevailing rate of wages, including wages for holiday and
11 overtime work, and fringe benefits or an equivalent amount, paid in private employment for
12 individuals performing work under motor bus service contracts, to be the prevailing wages
13 identified in the aforementioned OLSE report, specifically, provisions of the collective
14 bargaining agreement between Bauer’s Intelligent Transportation, Inc. and Teamsters Local
15 Union No. 665, in effect October 1, 2016, through September 30, 2019 (see Attachment 5 of
16 the OLSE report, at pages 257–87).

17 RECOMMENDED:

18 CIVIL SERVICE COMMISSION

19
20 By: _____
21 MICHAEL L. BROWN
22 EXECUTIVE OFFICER

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