

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; and**  
11 **workers engaged in exhibit, display, or trade show work at a special event on property**  
12 **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:

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

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1           (2) *Janitorial Services Contracts.* Administrative Code, Section 21C.2, requires that  
2 City contracts for janitorial services to be performed at facilities owned or leased by the City  
3 provide that any individual performing janitorial services under the contract be paid not less  
4 than the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in  
5 private employment for similar work in the area in which the contract is being performed;

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

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

24           (5) *Solid Waste Hauling Contracts.* Administrative Code, Section 21C.5, requires that  
25 every contract awarded by the City for the hauling of solid waste generated by the City in the

1 course of City operations require that any individual engaged in the hauling of solid waste be  
2 paid not less than the prevailing rate of wages, including fringe benefits or an equivalent  
3 amount, as paid in private employment for similar work in the area where the contract is being  
4 performed;

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

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

17 WHEREAS, For the foregoing purposes, Administrative Code, Sections 6.22(e) and  
18 21C.7(c)(1), respectively require the Board of Supervisors (the "Board") annually to fix and  
19 determine the prevailing rate of wages, including such rate of wages paid for holiday and  
20 overtime work, paid in private employment in San Francisco for the various crafts and kinds of  
21 labor used on public works and construction projects; for janitorial services; for work in public  
22 off-street parking lots, garages, or automobile storage facilities; for theatrical and technical  
23 services related to the presentation of shows; for solid waste hauling services; for moving  
24 services; and for exhibit, display, and trade show work related to special events; and  
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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 5, 2015, 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. 151101, 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 5, 2015, 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.2, 21C.3, 21C.4, 21C.5,  
13 21C.6, and 21C.8; now, therefore, be it

14           RESOLVED, That the Board fixes and determines prevailing wage rates to be paid on  
15 work performed under 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 7-176);

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, Local 87,  
4 in effect August 1, 2012, through July 31, 2016, and provisions of the collective bargaining  
5 agreement between the San Francisco Window Cleaning Contractors Association and the  
6 Window Cleaners Union, Service Employees International Union, United Service Workers  
7 West, in effect from April 1, 2014, through March 31, 2017 (see Attachments 5 and 6 of the  
8 OLSE report, at pages 177-218 and 219-250 respectively);

9 (3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Pursuant to Administrative  
10 Code, Section 21C.3, the Board fixes and determines the prevailing rate of wages, including  
11 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in  
12 private employment for work in off-street parking lots, garages, or automobile storage facilities  
13 to be the prevailing wages identified in the aforementioned OLSE report, specifically,  
14 provisions of the Garage and Parking Facilities Agreement (“San Francisco Master Parking  
15 Agreement”) between the Jurisdictional Operators of Parking Facilities and Teamsters  
16 Automotive and Allied Workers, Local Union No. 665, in effect from December 1, 2012,  
17 through November 30, 2015 (see Attachment 7 of the OLSE report, at pages 251-290);

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 2015 Project Collective Bargaining Agreement between  
25 the City and County of San Francisco and Local 16, International Alliance of Theatrical Stage

1 Employees, Moving Picture Technicians, Artists and Allied Crafts, in effect from July 1, 2015,  
2 through December 31, 2015 (see Attachment 8 of the OLSE report, at pages 291-316);

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 Sanitary Truck  
8 Drivers and Helpers Union Local 350, International Brotherhood of Teamsters, and Recology  
9 Sunset & Recology Golden Gate, in effect from January 1, 2012, through December 31, 2016  
10 (see Attachment 10 of the OLSE report, at pages 329-362);

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 Carpenters Regional Council and the Carpenters 46 Northern California  
17 Counties Conference Board, in effect September 1, 2015, through August 31, 2017 (see  
18 Attachment 9 of the OLSE report, at pages 319-328); and

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 services to be the prevailing wages identified in the aforementioned  
23 OLSE trade show report, specifically, Trade Show and Convention Installer Agreement  
24 Between Convention Services Employer and Painters and Allied Trades District Council 36,  
25 on behalf of Sign Display and Allied Crafts Local Union 510, in effect April 1, 2015, through

1 March 31, 2018 (see Attachment 11 of the OLSE report at pages 365-414).

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RECOMMENDED:

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CIVIL SERVICE COMMISSION

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By:

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MICHAEL L. BROWN  
EXECUTIVE OFFICER

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