



SUPPLEMENTAL AGENDA REPORT

PROPOSED ACTION: Resolution: Approving and Authorizing the Executive Director to Extend the Maritime and Aviation Project Labor Agreement (MAPLA) with the Building and Construction Trades Council of Alameda County, AFL-CIO for Six Months, through July 31, 2026, and Finding that the Proposed Action is Exempt Under the California Environmental Quality Act. **(Public Engagement)**

Submitted By: Matt Davis, Chief Public Engagement Officer; Kristi McKenney, Executive Director

Parties Involved: Building and Construction Trades Council of Alameda County, AFL-CIO Greg Bonato, President

Amount: \$0

EXECUTIVE SUMMARY: The Maritime and Aviation Project Labor Agreement (MAPLA) was originally executed in 2000 between the Port of Oakland (Port) and the Building and Construction Trades Council of Alameda County, AFL-CIO (BTC), and has been re-authorized several times since originally adopted, most recently in 2020. MAPLA provides for stabilization of project delivery for major Oakland Seaport and Oakland San Francisco Bay Airport construction projects while also investing in the preparation of local residents for careers in the building trades through partnerships with local trade unions and workforce development agencies. The current agreement expires on January 31, 2026, and BTC has requested a six-month extension of the current agreement with the Port, until July 31, 2026, to allow for further review and discussion between parties on the potential need to modify certain workforce development initiatives and off-site worker credits, consistent with other project labor agreements that have been implemented since MAPLA was first executed.

BACKGROUND & ANALYSIS

The Port began negotiating MAPLA in 1999 and executed the agreement in 2000; it has been reauthorized several times, most recently in 2020. MAPLA serves as a binding agreement between the Port and the BTC that provides for capital project stabilization during construction, a sufficient and skilled workforce engaged on Port projects, and the expansion of employment opportunities for local and disadvantaged workers. MAPLA also includes provisions through its Social Justice Trust Fund for investments to prepare local residents for careers in the building trades by supporting local workforce development agencies and partnership initiatives.

In general, MAPLA applies to construction projects in the Port's Maritime and Aviation areas with an estimated cost of at least \$150,000 and which are Port capital projects or are tenant projects for which the Port has issued a permit.

The 2020 MAPLA retained the goals and provisions contained within the original MAPLA, as well as several updates to the agreement that were executed in 2016. These included some of the following items:

- Goal of 50% of all hours on MAPLA-covered projects to be worked on a craft-by-craft basis by Local Impact Area (LIA) residents, which includes the cities of Oakland, Alameda, San Leandro and Emeryville. If workers from the LIA are not available, capable and otherwise willing to work, then this goal can be attained by utilizing Local Business Area (LBA) residents, which includes cities located in Alameda and Contra Costa Counties.
- Goal of 20% of all hours, on a craft-by-craft basis, to be worked by apprentices, with a related goal of 100% of these hours being worked by LIA residents.
- Disadvantaged Worker Goal of 25% of all apprentice hours.
- Increased contributions to \$.30 per craft hour from Port contractors to the Social Justice Trust Fund, which provides funding for local workforce development agencies and programs.
- Continuation of annual goal for the Building Trades to take in 25 local LIA residents into the trades, including at least 10 residents into “List Trades” (i.e. electrical, sheet metal, plumbing, etc.).

During the reporting period of July 1, 2024, to June 30, 2025, there was an increase in LIA and LBA participation percentages on MAPLA-covered projects, with some of the following takeaways:

- Overall, LIA Residents – Since MAPLA’s inception in 2000, cumulatively 30.07% has been achieved versus the 50% goal: The percentage of total LIA work hours during the most recent reporting period is 30.15%, which is a slight increase from the previous totals.
- Overall, LIA/LBA Residents – Since MAPLA’s inception in 2000, cumulatively 58.70% has been achieved versus the 50% goal: The percentage of total LIA/LBA work hours during the most recent reporting period is 60.03%, which is consistent from the previous totals.
- Total Apprentices – Since MAPLA’s inception in 2000, cumulatively 14.27% has been achieved versus the 20% goal: During the most recent reporting period, the total apprentice utilization is 15.05%, an increase from the previous totals.
- LIA Apprentices – Since MAPLA’s inception in 2000, cumulatively 50.95% has been achieved versus the 100% goal: During the most recent reporting period, LIA Apprentice work hours are 64.53%, an increase from the previous totals. When

worker hours from residents within the LIA and LBA geographic are included, the LIA/LBA Apprentice work hours were 81.79%, which is an increase over the 74.38% cumulative average.

- Disadvantaged Apprentices – Since the MAPLA 2016 adoption, 29.08% has been achieved versus the 25% goal, with over 67,000 hours worked. For this reporting period, 9,840 Disadvantaged Workers hours were worked, including off-site credit, which represented an average of 24.37%.
- During the most recent reporting period, the Social Justice Trust Fund also distributed \$80,000 to a local Oakland-based workforce development agency partner (Rising Sun Center for Opportunity) to address retention needs to new hire apprentices entering the Building Trades.

The current agreement expires on January 31, 2026. BTC has requested a six-month extension of the MAPLA with the Port, without amendments, until July 31, 2026, to allow for further review and discussion between parties on the potential need to modify certain workforce development initiatives and off-site worker credits, consistent with other project labor agreements that have been implemented by BTC since MAPLA was first executed with the Port.

Port Staff will be prepared to present informational updates on any requested items proposed for potential inclusion in a revised MAPLA at a future Board meeting and prior to the July 31, 2026, extension period.

OTHER FINDINGS AND PROVISIONS

ENVIRONMENTAL REVIEW

The proposed action was analyzed under the California Environmental Quality Act (CEQA) and was found to be:

☐ Categorically exempt under the following CEQA Guidelines Section:

Choose an item.

☒ "Common Sense" exemption under CEQA Guidelines Section 15061(b)(3).

☐ Other/Notes:

BUDGET

☒ Administrative (No Impact to Operating, Non-Operating, or Capital Budgets); OR

☐ Operating

☐ Non-Operating

☐ Capital

Analysis:

STAFFING

☒ No Anticipated Staffing Impact.

☐ Anticipated Change to Budgeted Headcount.

Reason:

☐ Other Anticipated Staffing Impact (e.g., Temp Help).

Reason:

MARITIME AND AVIATION PROJECT LABOR AGREEMENT (MAPLA):

Applies? No (Other) - see explanation below.

☒ Additional Notes: The matters included in this Agenda Report do not fall within the scope of the Port of Oakland Maritime and Aviation Project Labor Agreement (MAPLA) and the provisions of the MAPLA do not apply.

LIVING WAGE (City Charter § 728):

Applies?

No (No Covered Agreement) – proposed action is not an agreement, contract, lease, or request to provide financial assistance within the meaning of the Living Wage requirements.

☐ Additional Notes:

SUSTAINABLE OPPORTUNITIES:

Applies? No.

Reason:

GENERAL PLAN (City Charter § 727):

Conformity Determination:

	Not Required – conformity determination not required because proposed action does not change use of or make alterations to an existing facility, or create a new facility.
<p><u>STRATEGIC PLAN.</u> The proposed action would help the Port achieve the following goal(s) in the Port's Strategic Plan:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Capture Our Market and Grow the Economic Base <input checked="" type="checkbox"/> Modernize and Upgrade Infrastructure <input type="checkbox"/> Transition to Zero-Emissions and Build Climate Resilience <input type="checkbox"/> Maximize Land Use Value and Revenues <input checked="" type="checkbox"/> Workforce Training and Jobs Development <input checked="" type="checkbox"/> Create Opportunities for Local Businesses and Community Economic Development 	