



AGENDA REPORT

PROPOSED ACTION: Resolution: Approve and Authorize 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 (BTC), for One Year, through July 31, 2027, and Find 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 for a five-year term and in January 2026 for a six-month extension. MAPLA provides for stabilization of project delivery for major Seaport and Oakland San Francisco Bay Airport capital construction projects, while also preparing local residents for careers in the building trades through partnerships with local trade unions and workforce development agencies. The current agreement expires on July 31, 2026. A one-year extension of the current agreement is requested to allow for analysis, review, and additional discussion between parties regarding the request by BTC to amend various scope and program organization elements of the current MAPLA agreement.

BACKGROUND & ANALYSIS

The Port of Oakland (Port) began negotiating MAPLA with the Building and Construction Trades Council of Alameda County, AFL-CIO (BTC) in 1999 and executed the agreement in 2000. It has been reauthorized several times since its original execution, most recently in 2020 for a five-year term, and in January 2026 for a six-month extension. MAPLA serves as a binding agreement between the Port and BTC that provides for capital project stabilization during construction, a sufficient and skilled workforce engaged on Port capital projects in the Maritime and Aviation sectors, and the expansion of construction workforce 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 also Port capital projects, or 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.).

The current agreement extension expires on July 31, 2026. BTC has submitted several amendment items for consideration that could impact the scope of MAPLA-covered projects and the administration of MAPLA itself. Additional analysis, review, and discussion between the parties will be required before any amendments to these scope and program organization elements can be recommended for consideration by the Board. Therefore, a one-year extension of the current agreement until July 31, 2027, without amendments, is recommended.

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 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.
<u>STRATEGIC PLAN.</u> The proposed action would help the Port achieve the following goal(s) in the Port's Strategic Plan: ☐ Capture Our Market and Grow the Economic Base ☒ Modernize and Upgrade Infrastructure ☐ Transition to Zero-Emissions and Build Climate Resilience ☐ Maximize Land Use Value and Revenues ☒ Workforce Training and Jobs Development ☐ Create Opportunities for Local Businesses and Community Economic Development	