



City and County of San Francisco
Office of Labor Standards Enforcement



LBE Advisory Committee

December 7, 2023



Background

- Established in October 2000 by the San Francisco Board of Supervisors and Mayor Willie Brown
- Oversees 36 different labor policies including administration of the Citywide Project Labor Agreement (PLA)
- Since its inception, OLSE has collected over \$150 million on behalf of workers, \$100 million in the last 7 years

OLSE enforces labor laws adopted by San Francisco voters and the Board of Supervisors



Laws include:

- **City contractors, lessees, and others doing business with the City:** Prevailing Wage (SF Admin. Ch. 6, Ch. 21, Ch. 23, Citywide PLA), Minimum Compensation Ordinance, Health Care Accountability Ordinance, Sweatfree Contracting Ordinance, Fair Chance Ordinance
- **All Employers:** Minimum Wage Ordinance, Paid Sick Leave Ordinance, Lactation in the Workplace, Consideration of Salary History
- **Employers with 20 or more employees:** Health Care Security Ordinance, Family Friendly Workplace Ordinance, Paid Parental Leave, Fair Chance Ordinance
- **Employers with 100 or more employees and chain stores:** Public Health Emergency Leave, Military Leave Pay Protection Act; Formula Retail Employee Rights Ordinance



History of Prevailing Wage

- 1890s – Prevailing wage requirements begin appearing in local jurisdictions
- 1931 – U.S. Congress passed the Davis-Bacon Act – still in effect
- 1931 – California passes state prevailing wage and is one of 38 states that have prevailing wage requirements today
- 1999 San Francisco passes the first prevailing wage laws for service contracts in the country (Motorbus and Janitorial contracts)



Crafts Covered By Prevailing Wage

- Asbestos Removal Worker (Laborer)
- Asbestos Worker, Heat and Frost Insulator
- Boilermaker-Blacksmith
- Brick Tender
- Bricklayer, Blocklayer
- Building/Construction Inspector and Field Soils and Material Tester
- Carpenter
- Carpet Layer
- Cement Mason
- Dredger (Operating Engineer)
- Driver (On/Off-Hauling To/From Construction Site)
- Drywall Installer/Lather (Carpenter)
- Electrical Utility Lineman (a)
- Electrical Utility Lineman (b)
- Electrical Utility Lineman (c)
- Electrician
- Elevator Constructor
- Field Surveyor
- Glazier
- Iron Worker
- Laborer
- Landscape Maintenance Laborer
- Marble Finisher
- Marble Mason
- Metal Roofing
- Modular Furniture Installer (Carpenter)
- Operating Engineer (Building Construction)
- Operating Engineer (Heavy and Highway Work)
- Operating Engineer (Landscape Construction)
- Painter
- Parking and Highway Improvement Painter
- Pile Driver (Carpenter)
- Pile Driver (Operating Engineer - Building Construction)
- Pile Driver (Operating Engineer - Heavy and Highway Work)
- Plaster Tender
- Plasterer
- Plumber
- Roofer
- Sheet Metal Worker
- Slurry Seal Worker (Laborer)
- Stator Rewinder
- Steel Erector and Fabricator (Operating Engineer - Heavy and Highway Work)
- Steel Erector and Fabricator (Operating Engineer - Building Construction)
- Teamster
- Telecommunications Technician
- Telephone Installation Worker
- Terrazzo Finisher
- Terrazzo Worker
- Tile Finisher
- Tile Setter
- Traffic Control/Lane Closure (Laborer) and Parking and Highway Improvement Painter (Laborer)
- Tree Maintenance (Laborer)
- Tree Trimmer (High Voltage Line Clearance)
- Tunnel Worker (Laborer)
- Tunnel/Underground (Operating Engineer)
- Water Well Driller



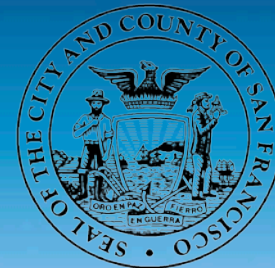
Citywide PLA and Covered Projects

- The PLA is an agreement between the City and County of San Francisco with the San Francisco Building Trades Council and construction unions
 - Signed on 7/14/2020
- Projects are covered by the PLA if advertised by Public Works or Recreation & Parks under the following conditions:
 - Project is funded in whole or in part by General Obligation or Revenue bonds and the estimated construction cost exceeds \$1 million
 - Project funded by any source other than the above mentioned bonds and the estimated construction cost exceeds \$10 million



Citywide PLA and LBEs

- Qualifying LBEs may declare an exemption from the terms and conditions of the PLA
- LBEs requesting an exemption must be certified by CMD under SF Admin. Ch. 14B
- The exemption is only available to LBEs whose cumulative payments are less than \$5 million on Citywide PLA Covered Projects
- LBEs wishing to be exempt from the PLA must sign and submit a “Statement of Exemption”
- LBEs who have been issued \$5 million in cumulative payments on Covered Projects are no longer exempt from the PLA



Questions?

Prevailing wage and Citywide PLA Hotline: **415-554-6573**

Email: prevailingwage@sfgov.org

OLSE Website: www.sf.gov/OLSE

Prevailing Wage page: www.sf.gov/OLSE-PW

Project Labor Agreement (PLA) page: www.sf.gov/OLSE-PLA