

**BART Major Projects Project Stabilization Agreement (PSA)**  
**Summary of Workforce Goals and Steps Towards Establishing**  
**Good Faith Efforts for Local Affiliate Unions**

**Workforce Goals**

Projects covered under BART’s Major Projects PSA are subject to the following workforce goals.

Project/PSA	Category	Goal
<b>Federally Funded Projects*</b> <i>Executive Order 11246</i>	Total Female	<b>6.90%</b>
	Total Minority**	<b>25.60%</b>
	National Targeted Workers	<b>25%</b> of Apprentice Hours
	Disadvantaged Workers	<b>10%</b> of National Targeted Worker Hours
<b>Non-Federally Funded Projects</b> <i>Local Hire Program</i>	Local Area Residents <i>Alameda, Contra Costa, San Francisco, San Mateo and Santa Clara counties</i>	<b>50%</b> of Total Hours
	Project Local Impact Area Residents <i>County in which the project is located</i>	<b>25%</b> of Total Hours
	Local Area Residents	<b>100%</b> of Apprentice Hours
	Project Local Impact Area Residents	<b>50%</b> of Apprentice Hours
<b>All Projects</b> <i>CA State Labor Code § 1777.5(g)</i>	The apprentice ratio shall be no less than one hour of apprentice work for every five hours of journey-level work. In Northern California, for the Laborers and Operating Engineers crafts, contractors may employ 4 journey-level workers before they are required to employ an apprentice.	

\* These goals are applicable to all contractor’s construction work sites, not just the PSA project.

\*\*If a particular group is employed in a substantially disparate manner, a contractor may be in violation of the Executive Order.

**Good Faith Efforts Steps: Local Affiliate Unions**

To support the stated workforce goals, the following “Good Faith Efforts” have been identified to assist Local Affiliate Unions as they engage in the request, referral and recruitment of workers on projects subject to BART’s Major Projects PSA.

- (1) Familiarize business agents, field representatives, and any other staff involved in the dispatch of members with BART’s Major Projects PSA workforce goals and process. BART staff is available to assist with these conversations.
- (2) Identify and recruit Eligible Workers for entry into apprenticeship programs, including providing assistance to workers to qualify and gain eligibility for such programs. BART staff will help facilitate partnerships with community-based training and workforce organizations, including those providing services through the Training Fund, to identify Eligible Workers.
  - a. The definition of an Eligible Worker is any worker that will assist in meeting the applicable PSA workforce goal, such as Local Impact Area residents, women and Disadvantaged Workers.
- (3) Upon request for apprentices, refer Eligible Workers first to the PSA project, as long as they possess the requisite skills and qualifications.
- (4) Honor “Name Call” and “Rehire” requests and any other available hiring hall procedures to assist contractors in meeting the PSA workforce goals.
- (5) Participate in corrective action meetings with contractors and BART staff. BART staff will be sending out regular workforce reports to PSA contractors, and corrective action meetings may be initiated by any signatory to the PSA or any JAC member.
- (6) Maintain records of requests and referrals of workers towards meeting the PSA workforce objectives.