



The City of

SAN DIEGO

Project Labor Agreement — Compliance Department
Annual Progress Report July 1, 2024 to June 30, 2025



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Union 230—Classroom



S1 Introduction





Citywide Project Labor Agreement

The Citywide Project Labor Agreement (PLA) is a collectively bargained agreement between the City of San Diego, the San Diego Building and Construction Trades Council (referred to in this presentation as the Council), and signatory craft unions.

In November 2022, voters passed Measure D, which, among other mandates, amended the Municipal Code that previously prohibited PLAs on City construction projects.

In October 2023, under Mayoral direction, City staff initiated negotiations with the San Diego County Building & Construction Trades Council and craft unions on a PLA to cover City-procured Capital Improvement Projects and other projects.

In February 2024, the City Council adopted an ordinance approving the City of San Diego Project Labor Agreement (PLA) for City-procured Capital Improvement Projects and other projects for a seven-year term effective on July 1, 2024.

For the first two years, advertised contracts with a City-estimated construction value of \$5 million or above will be subject to the PLA. For the remaining five years, that value threshold will decrease to \$1 million.

Both union and non-union contractors are eligible to bid on these projects.





San Diego Mayor

Mayor's Statement

Mayor Todd Gloria is the 37th Mayor of the City of San Diego and the first person of color and openly LGBTQ+ person elected to the position. A native San Diegan, Mayor Gloria has focused his administration on building more housing, improving roads and other infrastructure, reducing homelessness and ensuring every resident has the opportunity to succeed. He has led the first-of-its-kind, pro-worker administration, including enacting the City's first-ever Citywide Project Labor Agreement to create high-quality jobs, expand career access, and support local economic growth.



Todd Gloria

Mayor, City of San Diego

*"These professionals
are helping build a
better San Diego"*

- Todd Gloria

*Women In Construction
Week Bankers Hill Maple
Canyon Restoration Project
March 7, 2025*





San Diego Mayor

Building a Better San Diego, Together

"Project labor agreements help deliver well-constructed public projects on time and on budget while supporting San Diego's working families. They ensure our infrastructure dollars stay local, powering good-paying union jobs and creating real pathways into the middle class. Together, we're building a city where workers are respected, projects get done right, and every San Diegan benefits."

- Mayor, Todd Gloria

In the News



[Top Left Image] - Source: Times of San Diego

[Right Image] - Source: Inside San Diego

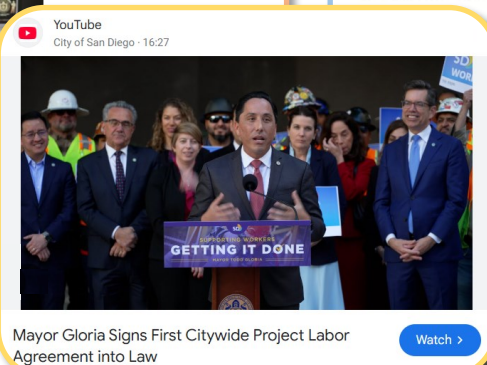
[Center Image] - Source: CoSD Youtube

From the Mayor's Desk

Mayor Gloria Signs First Citywide Project Labor Agreement into Law

Historic agreement will cover City construction projects, ensure hire of skilled local workers

FEBRUARY 14, 2024, 3:58 PM



Mayor Gloria Signs First Citywide Project Labor Agreement into Law

Watch >



"Together, we are building a San Diego that not only addresses today's challenges but also secures a bright and prosperous future for all." **- Mayor, Todd Gloria**

Partners



Christiana Gauger

Chief Compliance Officer & Compliance Dept. Director

Christiana leads the City's Compliance Department which includes the PLA Monitoring Program. The City's PLA helps support access to construction employment for local workers, as well as individuals from historically marginalized groups.



Rania Amen

City Engineer and Engineering & Capital Projects (E&CP)

Dept. Director

Rania is the City Engineer and Director of E&CP, with over 33 years of experience in engineering, specializing in city infrastructure, capital improvements, public works, and A&E contract procurement. She is a passionate, solution-focused leader and an effective communicator.



Carol Kim

Business Manager

This PLA ensures that every city construction project creates high quality jobs for local workers and residents. We're proud to be building up our beloved city, and middle class communities as well.

Meet the PLA Team



Cindy Crocker

Project Labor Coordinator

Cindy is the Project Labor Coordinator for the Citywide PLA. Cindy has worked for the City for over 14 years and leads a high performing team of compliance officers, administers PLA policies and programs and monitors PLA compliance.



Alex Mendivil

Senior Compliance Officer

Alex has been a Compliance Officer for the City for over 5 years. His commitment to excellence and integrity has consistently resulted in the seamless execution of projects, minimizing disputes and ensuring successful outcomes.



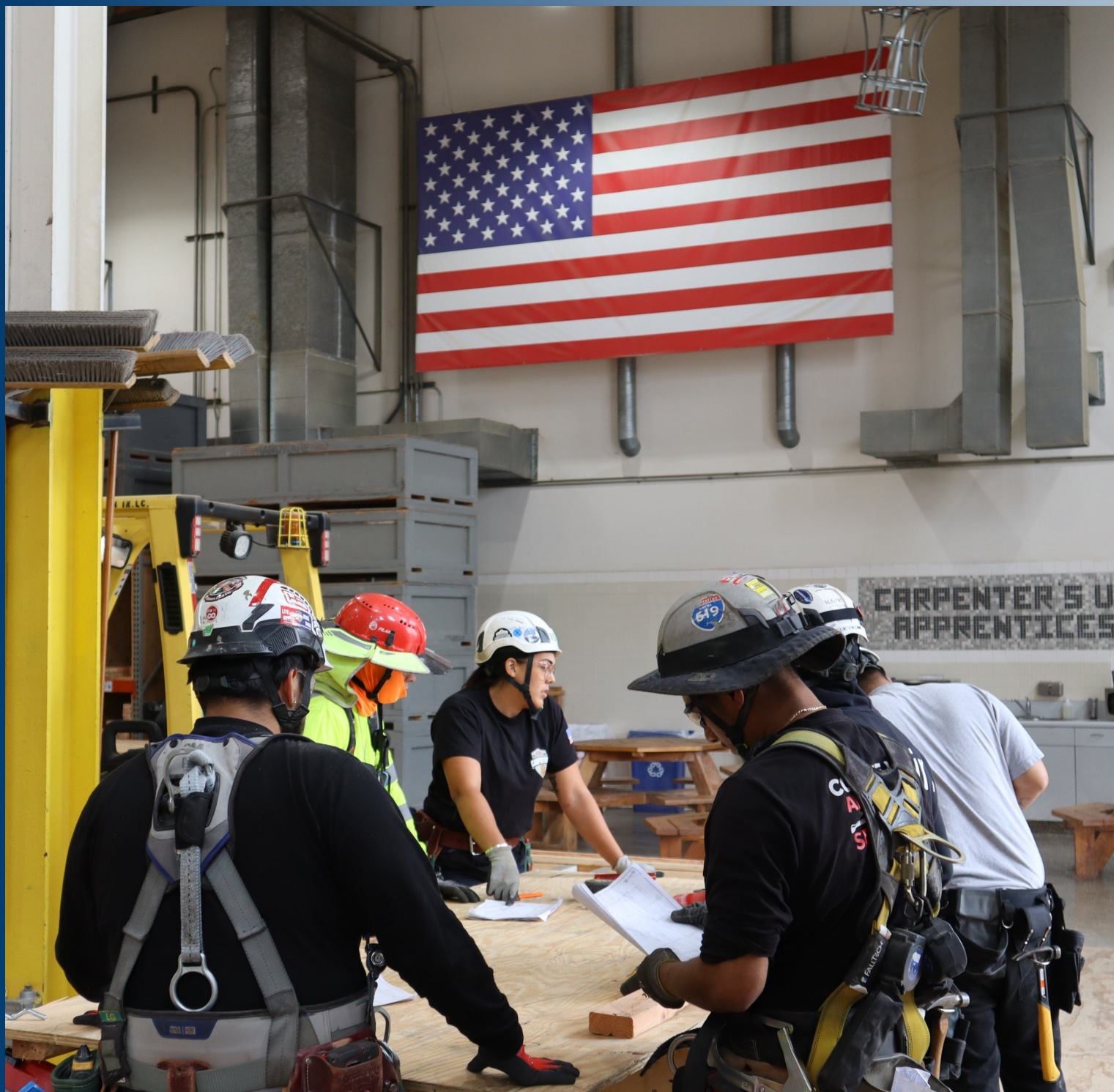
Aaron Perez

Compliance Officer

As part of the City of San Diego's PLA Team, Aaron is committed to ensuring the successful implementation of the PLA, supporting the Parties and the community in delivering quality projects.



S2 Citywide PLA Website



Carpenters Apprenticeship Tour



Citywide PLA Website

The City of San Diego's **Project Labor Agreement (PLA) website**, provides comprehensive information about the PLA, including its purpose, scope, a copy of the Executed Project Labor Agreement and more.



PLA Website Home Page

Citywide PLA Website

Contact Information

Cindy Crocker

Project Labor Coordinator

(619) 236-5973

CityofSDPLA@sandiego.gov

PLA Contact Information

Key Website Features

- Executed PLA (PDF)
- Covered Projects
- Forms and Templates
- PlanetBids
- PLA Contact Information



PLA Website Covered Projects

Important Features within the PLA Website

Documents for each Covered Project and Covered Professional Services Agreement are available on the PLA website. To access them, use the drop-down tabs and click the **Files** icon.

Covered Projects

Advertised on or after July 1, 2024

Search

Apply

Contract Number	Project Name	Contractor	Files
K252169DBB3AC	Morena Pipeline	OHLA USA, Inc.	

PLA Website—Covered Projects Drop Down

Accessible Files

- Letters of Assent for all Contractors
- Final Pre-Job Conference Forms

FILES FOR

K252169DBB3AC (Morena Pipeline)

Letters of Assent

- [OHLA USA, Inc. K252169DBB3AC Letter of Assent](#) 

Final Pre-Job Conference Forms

- Forms will be posted when available.

PLA Website—Covered Projects Pop Up

Covered Professional Services Agreements

Advertised on or after July 1, 2024

- Contracts will be posted when available.

PLA Website—Covered Professional Services Agreements



S3 Outreach Highlights





Jobs Coordinator Outreach Event Highlights

City of San Diego PLA Jobs Coordinator Outreach Event

February 26, 2025 | 1:00 PM - 2:00 PM | Via MS Teams



Join us to discover how to connect jobs coordinators and contractors together and learn how the City of San Diego is creating business opportunities near you!

MS Teams Meeting Link
[Join the meeting now](#)
Meeting ID: 296 372 693 270
Passcode: b4nP2wv2
Dial in by phone
+1 945-468-5511, 30177072# United States, Dallas
Find a local number
Phone conference ID: 301 770 72#

Speakers
Cindy Crocker
PLA Project Labor Coordinator
Jon Gosen,
MC3 Program Lead,
San Diego County Building & Construction Trades Council



Event Overview

This virtual event on February 26, 2025 brought Contractors and Jobs Coordinators interested in working on Citywide PLA projects together and provided resources on how to do business with the City of San Diego.

Jobs Coordinator Event Flier

The City of SAN DIEGO Doing Business with the City of San Diego

All of the City's contracting opportunities (Bids & Contracts tab) can be found at the following website:

Step 1: Click Link

<https://www.sandiego.gov/purchasing/bids-contracts>



Step 2: Clicking on the [Public Works Contracting](#) box redirects you to Public Works Construction opportunities

All Public Works Construction contracts valued over \$500,000.00 are advertised in the City of San Diego's official publication of record ([PlanetBids](#)) and The San Diego Daily Transcript.

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This event included:

- Roles and responsibilities of the Jobs Coordinator
- Information on current and upcoming PLA Projects
- PlanetBids overview and demonstration
- Information on MC3/Apprenticeship Readiness Programs

Live PlanetBids Demonstration



Apprenticeship Readiness Program



Southwestern College of Continuing Education

Location: Chula Vista

Length: 16 weeks

Schedule: Tues and Wed 5–9 p.m., and Sat 8 a.m.–4:30 p.m.



San Diego College of Continuing Education

Location: Ed. Cultural Complex

Length: 10 weeks

Schedule: Mon - Thurs 8 a.m.– 3 p.m.



Vista Unified School District

Location: Vista Adult School

Length: 16 weeks

Schedule: Tues and Thurs 5–9 p.m., and Sat 8 a.m.–4:30 p.m.



Apprenticeship Readiness Program



Jenifer Arce
SWC Instructor

We currently have 23 students enrolled in the program. I am extremely passionate about getting more women, men, and young people all across the board into the Union Trades because it has been so life-changing for me!



Tony Pabarcus
SDCCE Instructor

I've been a member of Ironworkers Local 229 since 2005. It's been an honor and privilege to share my knowledge and experience with the ARP students. I look to instill the values needed to be successful in whichever apprenticeship program the students decide to pursue.



Jennifer Wilson
Vista Adult School Instructor

There are 20 students in the cohort scheduled to graduate May 8, 2025. The class is very driven and motivated. They are always engaged and excited to see what is next. I am excited for them and cannot wait to see the career choice of each student and I hope to see them in the field one day.



Jon Gosen
MC3 Program Lead

Jon Gosen began with the Apprenticeship Readiness Program in 2017 after 30+ years in construction. He led program growth at San Diego College of Continuing Education and now oversees ARP/MC3 expansion across San Diego and Imperial Counties, including a new launch at Imperial Valley College this fall.





Helmet to Hardhats



Overview

- PLA Article 23 promotes Veterans Entry into Building and Construction Trades
- PLA Parties agree to utilize the services of Helmet to Hardhats

OUR MISSION:

The Parties to the PLA are committed to **facilitating the entry of Veterans into careers** in the building and construction trades.

Nick Weathers

Western Regional
Manager



nweathers@helmetstohardhats.org

Website:

helmetstohardhats.org



H2H is a tool that helps Veterans build better lives. I have zero student loan debt, and I am able to use my GI Bill benefits during my apprenticeship.

Megan Osterdock , US Army Veteran, IUOE Local 150



Union Visits & Tours



UA 230 Tour February 20, 2025

UA 230 Union Trades Training Center

UA Local 230, represents over 1,700 skilled professionals in plumbing, steamfitting, refrigeration, and HVAC service across San Diego and Imperial Counties.



Local 89 Visit March 13, 2025

LiUNA!

Laborers Local 89

Laborers' International Union of North America (LIUNA) Local 89 is based in San Diego, dedicated to providing stable employment and financial security to its members.



Local 569 & ETI Visit April 23, 2025

Local 569 & ETI

The Electrical Training Institute (ETI) of San Diego and Imperial Counties partners with IBEW Local 569 and the National Electrical Contractors Association (NECA) to deliver cutting-edge apprenticeship programs in the electrical and telecommunications industries.



Union Visits & Tours



LOCAL 12—January 28, 2025

LOCAL 12—Operating Engineers

Local 12 represents heavy equipment operators and mechanics, supplying skilled labor for infrastructure projects and training through robust apprenticeship programs.



Carpenters 619— May 28, 2025

Carpenters Local 619

Carpenters Local 619 represents skilled union carpenters in San Diego, promoting quality craftsmanship, safety, and fair labor standards. The Local provides training, advocacy, and career opportunities

Work & Economic Opportunities

Article 17 and Article 22

Article 17 promotes effective communication between all parties, harmonious labor relations, and evaluates and ensures an adequate supply of skilled labor for all Covered Projects.

Article 22, Section 22.3 maximizes employment opportunities for Local and Targeted Workers who reflect the diversity of the communities surrounding each Covered Project.



Apprenticeship Competition

Overview

On March 1, 2025, UA Local 230 hosted its annual apprenticeship competition, showcasing the skills and dedication of apprentices in plumbing, steamfitting, and HVAC/R trades.

UA 230

Competition Invitation



Welcome to
Local 230's
Apprentice Competition



Event Highlights

- Comprehensive training & Apprenticeship programs
- Designed to equip apprentices with essential skills and knowledge
- Focused on success in the piping industry



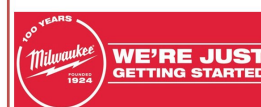
UA 230 March 1, 2025

LIVE BETTER WORK UNION

Thank you!

We extend our heartfelt gratitude to our event sponsors for their invaluable support.

Your contributions have truly made a remarkable impact!





S4 Program Highlights





Citywide PLA Projects

Morena Pipeline Project

Prime Contractor: OHLA

Contract Value: \$63,132,436

Project Start Date: July 14, 2025



The **Morena Pipeline Contract** includes the **Morena Pipeline**, **Morena Improv 3 (Sewer)**, **Morena Improv 3A (Water)**, **Morena Pipeline (BL)**, and **Morena BI Median** projects.

Morena Pipeline:

- Replaces 14,686 LF of 16" cast iron water main with PVC.
- Installs 18,308 LF of new 36" welded steel transmission main.
- Includes valves, connections, and other appurtenances.
- Route runs north along Morena Blvd and Old Morena Blvd.
- Project spans from Napa Street to Balboa Avenue.

Morena Improv 3 (Sewer):

- Installs approximately 778 LF of 15-inch sewer mains.
- Includes all associated sewer laterals.
- Manholes will be constructed as part of the project.
- Trench restoration is included in the scope.

Morena Improv 3A (Water):

- Installs approximately 391 LF of 12-inch water mains.
- Fire hydrants are part of the installation scope.

Morena Boulevard Median:

- Constructs raised stamped concrete medians.
- Installs pedestrian fencing along the median.
- Restripes existing edge markers on Morena Boulevard.
- Restripes existing turn pockets for improved traffic flow.
- Adds new continental crosswalks for pedestrian safety.



Citywide PLA Projects

South De Anza Park Improvements Project

Prime Contractor: De La Fuente Construction

Contract Value: \$9,738,938

Project Start Date: July 1, 2025

The contract covers accessible cast-in-place concrete paving, accessible playground and playground surfacing, comfort station, lighting, basketball courts, planting, irrigation, stormwater, trash enclosure, site furnishings, and other items.

San Carlos Interconnect and Transmission Pipeline

Prime Contractor: Filanc

Contract Value: \$10,686,785

Estimated Project Start: Fall 2025

This Project will replace approximately 2,859 Linear Feet (LF) (0.54 mile) of 8, 10, 12, 16, and 24-inch diameter Asbestos Cement (AC) and Reinforced Concrete Steel Cylinder (RCSC) water mains, construct approximately 4,544 Linear Feet (LF) (0.86 mile) of new 8 and 16-inch water mains, and abandon approximately 1,301 Linear Feet (LF) (0.25 mile) of existing water mains.



S5 Looking Ahead





PlanetBids

PlanetBids Overview

All **upcoming projects** will be posted **on PlanetBids**, where you can find important details like submission deadlines, Pre-Bid meeting dates and times, and links to join and connect with bidding contractors.

To **stay in the loop**, register on PlanetBids and enable notifications. You'll automatically receive alerts whenever **new opportunities** are posted.

The City of **SAN DIEGO** Doing Business with the City of San Diego

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Key Pages within PlanetBids' Vendor Portal:

- [Vendor Registration](#)
- [Bid Opportunities](#)
- [Certified Vendors](#)





Upcoming Projects Forecast

ID#	PROJECT TITLE	Contract Type	ENG ESTIMATE
2403	AC Overlay 2507	Design-Bid-Build	\$ 7,500,000.00
2318	Alvarado Laboratory Improvements Trailer	Design-Build (2 Step)	TBD
2433	Alvarado Trunk Sewer and Water Main Relocations	Design-Bid-Build	\$ 40,000,000.00
2438	Buchanan Canyon Sewer Replacement B Accelerated	Design-Bid-Build	\$ 20,731,605.00
N/A	Construction Management Services for the Alvarado La-	CM	\$ 2,000,000.00
2434	El Camino Real Half Mile to Via De La Valle	Design-Bid-Build	\$ 59,083,431.00
2370	Fairmount Park Improv 1	Design-Bid-Build	\$ 5,122,265.00
2419	Golden Hill Improv II	Design-Bid-Build	\$ 17,500,000.00
2436	Murphy Canyon Trunk Sewer Repair/Rehab Phase 2	Design-Bid-Build	\$ 35,063,168.00
2416	Murray Dam Near Term Repairs	Design-Bid-Build	\$ 8,203,000.00
2418	Otay 2nd Pipeline Phase 3	Design-Bid-Build	\$ 28,132,634.00
2367	Pacific Beach Improv 1	Design-Bid-Build	\$ 10,317,288.00
2271	Sewer and AC water group 1055	Design-Bid-Build	\$ 14,068,029.00
2215	Via De La Valle Pipeline	Design-Build (2 Step)	TBD

The Engineering & Capital Department (E&CP) also provides an **Anticipated CIP Construction Projects List** that can be accessed within the [Capital Improvements Page](#). This list provides you with information on [projects to be awarded in the fiscal year of 2026](#).

Any questions or concerns can be directed to E&CP by [submitting your inquiry online](#).