



- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: January 23, 2014)
- Conference/Action
- Action
- Public Hearing

Division : Facilities Support Services

Recommendation

_____ : Review of draft Project Labor Agreement.

Background/Rationale

_____ : The Board of Education approved a project labor agreement on August 18, 2005 which has been extended from time to time prior to the enactment of SB 922 (statutory regulation of project labor agreements). The proposed project labor agreement is to continue with the project labor agreement process for all public works contracts exceeding one million dollars (\$1,000,000). The primary objective of such agreements is to eliminate any work cessation or work stoppages arising from construction labor disputes at the work site. The

Board of Education

Project Labor Agreement Process

January 9, 2014

I. Overview/History of Department or Program

In October 2011, the Legislature enacted Senate Bill (SB) 022, expressly authorizing and specifying the requirements of a project labor agreement. The Board of Education approved a project labor agreement on August 18, 2005, which has been extended from time to time prior

Board of Education

Project Labor Agreement Process

January 9, 2014

IV. Goals, Objectives and Measures:

- x Conformance with new law
- x Prevent costly delays by reducing, as a risk management tool, work stoppages, strikes, slow downs and other job actions through a binding neutral arbitration process
- x Enhancing construction quality by assuring contractors continued access to, and continued availability of, skilled craft workers
- x Assuring a continuing source of qualified workers through enhanced apprenticeship programs, using apprenticeship programs created by the trade unions
- x

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

RESOLUTION NO. 2774

RESOLUTION APPROVING PROJECT LABOR AGREEMENT

WHEREAS, the Legislature has enacted, as approved by the Governor, Senate Bill (SB) 922 specifying the requirements of a project labor agreement; and

WHEREAS, the Sacramento City Unified School District ("District") previously approved a project labor agreement, known as a project stabilization agreement, which has been in effect since September 1, 2005; and

WHEREAS, the Board of Education ("Board") has reviewed the Project Labor Agreement (the "Agreement") which incorporates the statutory requirements as set forth in SB 922; and

WHEREAS

DRAFT

PROJECT LABOR AGREEMENT

for the

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

Project: _____
Bid Number _____

PREAMBLE

This Project Labor Agreement is entered into by and between the

of time, and that the potential for work disruption is substantial in the absence of a binding commitment to maintain continuity of work; and

WHEREAS, the Employers and the Unions desire to mutually establish and stabilize wages, hours and working conditions for the workers employed on the construction projects subject to this Agreement in order to promote a satisfactory, continuous and harmonious relationship among the parties to this Agreement; and

WHEREAS, the parties signatory to this Agreement pledge their full good faith and trust to work towards mutually satisfactory and successful completion of all District construction projects subject to the Agreement

WHEREAS, the Sacramento City Unified School District has adopted Resolution No. ____ regarding the use of Project Labor Agreement District projects and

WHEREAS, the Project described in this Agreement has been designated by the District as a Project that is subject to the District Project Labor Agreement requirement

NOW, THEREFORE, the parties, in consideration of the mutual promises and covenant herein contained, do mutually agree as follows:

ARTICLE 1

DEFINITIONS

- 1.1 "Agreement" means this Project Labor Agreement.
- 1.2 "Council" means the Sacramento Sierra Building and Construction Trades Council, which is the local jurisdictional division of the Sierra Building and Construction Trades Council of California, with affiliated trades unions within its geographical jurisdiction of Sacramento, Yolo, Placer, El Dorado, Amador, Nevada and Sierra Counties.
- 1.3 "District" means the Sacramento Unified School District and the administrative staff under its Superintendent including any coordinator designated by the District for the Project.
- 1.4 "Employer" means all contractors, subcontractors or other persons or entities performing, assigning, awarding, contracting or subcontracting Covered Work, or authorizing another party to assign, award, sign, 4(r)3(s)-1.we .1(")TJ [(m.4)TJ -13. 1.4C

this Agreement. All of the work described in this Section is within the scope of this Agreement and is referred to hereafter as "Covered Work."

2.2 The following shall be excluded from Covered Work:

- 2.2.1 Work of nonmanual employees, including but not limited to, superintendents, supervisors above the level of general foreman (except those covered by any applicable Master Agreement), staff engineers, building inspectors, timekeepers, clerks, office workers, including messengers, guards, safety personnel, emergency medical and first aid technicians, and other professional, engineering, administrative, executive and management employees
- 2.2.2 Equipment and machinery owned or controlled and operated by the District;
- 2.2.3 Any work performed on or near or leading to or on to the site of work covered by this Agreement and undertaken by state, county, city or other governmental bodies, or their contractor, or by public utilities or their contractors;
- 2.2.4 Off-site maintenance of leased equipment and site supervision of such work;
- 2.2.5 Laboratory or specialty testing or inspection not covered by an applicable Master Agreement

the applicable Master Agreement. Before being authorized to perform any Covered Work, Employers shall become a party to this Agreement by signing Attachment A, the Agreement to be Bound. Employers shall notify the Council in writing within five (5) business days after it has subcontracted work, and shall at the same time provide to the Council a copy of the executed Agreement to be Bound.

- 3.3 Nothing in this Agreement shall in any manner whatsoever limit the rights of the District or any Employer to subcontract Covered Work or to select its contractors or subcontractors; provided, however, that all Employers at all tiers, assigning, awarding, contracting or performing Covered Work, or authorizing another to assign, award, contract or perform Covered Work, shall be required to comply with the provisions of this Agreement. Each Employer shall notify each of its contractors and subcontractors of the provisions of this Agreement and require as a condition precedent to the assigning, awarding or subcontracting of any Covered Work, or allowing any subcontracted Covered Work to be performed, that all such contractors and subcontractors at all tiers become signatory to this Agreement. Any Employer that fails to provide the Council with the Agreement to be Bound executed by its contractor or subcontractor shall be liable for any failure of that contractor or subcontractor, or any contractor or subcontractor at a lower tier, to comply with the provisions of this Agreement, including any contributions to any trust funds that the contractor or subcontractor, or any subcontractor to that subcontractor, fails to make.
- 3.4 Nothing in this Agreement shall limit the District's right to combine, consolidate, or cancel contracts for Project construction, or to comply with public agency contracting laws

ARTICLE 4

WAGES AND BENEFITS

- 4.1 All employees covered by this Agreement (including foremen and general foremen if they are covered by the Master Agreement) shall be classified and paid wages and other compensation, including but not limited to travel, subsistence, and shift premium pay, and contributions made on their behalf to employer trust funds, all in accordance with the then current employer Master Agreement of the applicable Union and in compliance with the applicable prevailing wage rate determination established pursuant to the California Labor Code by the Department of Industrial Relations.
- 4.2 During the period of construction on this Project, the Employer agrees to recognize and put into effect such increases in wages and recognized fringe benefits as shall be negotiated between the various Unions and the historically recognized local bargaining parties on the effective date as set forth in the applicable Master Agreement. The Unions shall notify the Employer in writing

of the specific increases in wages and recognized fringe benefits and the date on which they become effective.

ARTICLE 5

NO STRIKES - NO LOCKOUTS

- 5.1 During the term of this Agreement there shall be no strikes, sympathy strikes, picketing, work stoppages, picketed hand billing, slow downs, interference with the work or other disruptive activity for any reason by the Union or by any employee, and there shall be no lockout by any Employer. Failure of a union or employee to cross any picket line established at the Employer's site is a violation of this Article.
- 5.2 The Union shall not sanction, aid or abet, encourage or continue any work stoppage, strike, picketing or other disruptive activity at Project site and shall undertake all reasonable means to prevent or to terminate any such activity. No employee shall engage in activities which violate this Article. Any employee who participates in or encourages any activities which interfere with normal operation of the Project shall be subject to disciplinary action, including discharge, and, if justifiably discharged for the above reasons, shall not be eligible for rehire on the same project for a period of not less than ninety (90) days.
- 5.3 The Union(s) agrees that if any union or any other persons, whether parties to this

effective written means to the party alleged to be in violation and the involved International Union President and/or local union.

- 5.5.2 Upon receipt of said notice, the Arbitrators named above shall set and hold a hearing within twentyfour (24) hours if it is contended that the violation still exists.
 - 5.5.3 The Arbitrator shall notify the parties by fax or electronic means or any other effective witten means of the place and time he has chosen for this hearing. Said hearing shall be completed in one session. A failure of any party or parties to attend said hearing shall not delay the hearing of evidence or issuance of an Award by the Arbitrator.
 - 5.5.4 The sole issue at the hearing shall be whether or not a violation of this Article has in fact occurred. The Award which shall be final and binding shall be issued in writing within three (3) hours after the close of the hearing, and may be issued without opinion. If any party desires an opinion, one shall be issued within fifteen (15) days, but its issuance shall not delay compliance with, or enforcement of, the Award. The Arbitrator may order cessation of the violation of this Article by the Union o Employer, and such Award shall be served on all parties by hand or registered mail upon issuance.
 - 5.5.5 Such Award may be enforced by any court of competent jurisdiction upon the filing of this Agreement and all other relevant documents referred to hereinaboe in the following manner. The fax or electronic notice of the filing of such enforcement proceedings shall be given to the other party. In the proceeding to obtain a temporary order enforcing the Arbitrator's Award as issued under Section 5.5.4 of this Article, all parties waive the right to a hearing and agree that such proceedings may be ex parte. Such agreement does not waive any party's right to participate in a hearing for a final order of enforcement. The Court's order or orders enforcing the Arbitrator's Award shall be served on all parties by hand or by delivery to their last known address or by registered mail.
 - 5.5.6 Any rightscreated by statute or law governing arbitration proceedings inconsistent with the above procedure or which interfere withoutiance therewith are hereby waived by the parties to whom they accrue.
 - 5.5.7 The fees and expenses of the Arbitrator shall be borne by the party or parties found in violation, or in the event no violation is found, such fees and expenses shall be borne by the moving party.
- 5.6 The proceduresontained in Section 5.5 shall be applicable to alleged violations of this Article. Disputes alleging violation of any other provision of this Agreementincluding any underlying disputes alleged to be in justification,

explanation or mitigation of any violation of this Article, shall be resolved under the grievance procedures of Article 9.

- 5.7 Notwithstanding the provisions of Section 5.1 above, it is agreed that with twenty four (24) hours prior notice to the District, a Union retains the right to withhold

that may be adopted in the future by the Building and Construction Trades Department. Decisions rendered shall be final, binding and conclusive on the Employer and Union parties to this Agreement.

6.2.1 For the convenience of the parties, and in recognition of the expense of travel between Northern California and Washington, DC, at the request of any party to a jurisdictional dispute under this Agreement an Arbitrator shall be chosen by the procedures specified in Article V, Section 5, of the Plan from a list composed of John Kagel, Thomas Angelo, Robert Hirsch, and Thomas Pagan, and the Arbitrator's hearing on the dispute shall be held at the offices of the Sacramento-Sierra Building and Construction Trades Council. All other procedures sha

ARTICLE 8

MANAGEMENT RIGHTS

- 8.1 The Employe(s) retains full and exclusive authority for the management of their work forces for all work performed under this Agreement. This authority includes, but is not limited to the right to:
- A. Plan, direct and control the operation of all the work.
 - B. Decide the number and types of employees required to perform the work safely and efficiently. The law staffing provisions of the applicable

protocol shall be in compliance with 49 Code of Federal Regulations (CFR) section 382.105 (Testing procedures) which incorporates 49 CFR Part 40.

ARTICLE 9

GRIEVANCE PROCEDURE

9.1 It is mutually agreed that any question arising out of and during the term of this

Step 4

If the grievance is not settled in Step 3 within five (5) working days, within five (5) days thereafter, either party may ~~request~~ the dispute be submitted to neutral arbitration or the time may be extended by mutual consent of both parties. The request for arbitration and/or the request for an extension of time must be in writing with a copy to the District. Should the parties ~~be~~ unable to mutually agree on the selection of a neutral Arbitrator, selection for that given arbitration shall be made by seeking a list of seven (7) labor arbitrators with construction experience from the Federal Mediation and Conciliation Service and ~~alternately~~ striking names from the list of names on the list until the parties agree on an Arbitrator or until one name remains. The first party to strike a name from the list shall alternate between the party bringing forth the grievance and the party defending the grievance. District shall keep a record of the sequence and shall notify the parties to the grievance as to which party has the right to strike a name first.

- 9.5 The Arbitrator shall conduct a hearing at which the parties to the grievance shall be entitled to present testimonial and documentary evidence. Hearings will be transcribed by a certified court reporter. The parties shall be entitled to file written briefs after the close of the hearing and receipt of the transcript.
- 9.6 Upon expiration of the time for the parties to file briefs, the Arbitrator shall issue a written decision that will be served on all parties and on the District. The Arbitrator shall have the authority to utilize any equitable or legal remedy to prevent and/or cure ~~any~~ breach or threatened breach of this Agreement. The Arbitrator's decision shall be final and binding as to all parties signatory to this Agreement.
- 9.7 The cost of the Arbitrator and the court reporter, and any cost to pay for facilities for the hearing, shall be borne equally by the parties to the grievance. All other costs and expenses in connection with the grievance hearing shall be borne by the party who incurs them.
- 9.8 The Arbitrator's decision shall be confined to the issue(s) posed ~~by the~~ grievance, and the Arbitrator shall not have the authority to modify, amend, alter, add to or subtract from any provision of this Agreement.
- 9.9 Any party to a grievance may invite the District to participate in resolution of a grievance. The District may, at its own initiative, participate in Steps 1 through 3 of the grievance procedure.
- 9.10 In determining whether the time limits of Steps 2 through 4 of the grievance procedure have been met, a written referral or request shall be considered timely if it is personally delivered, sent by overnight mail or faxed within the five (5) working day period. Any of the time periods set forth in this Article may be

extended in writing by mutual consent of the parties to the grievance, and any written referral or request shall be considered timely if it is personally delivered, sent by overnight mail or faxed during the extended time period.

ARTICLE 10

UNION RECOGNITION AND REPRESENTATION

10.1 The Employers recognize the Unions signatory to this Agreement as the sole and exclusive collective bargaining agents for their respective construction craft employees performing Covered Work for the Project, and further recognize the traditional and customary craft jurisdiction of each Union.

10.2 All employees performing Covered Work shall as a condition of employment on or before the eighth (8th) cumulative day of absence in any calendar year.

(1) Possesseany license required by state or federal law for the Project work to be performed;

(2) Worked a total of at least one thousand (1,000) hours in the construction craft during the priorw (2) years;

(3) Has beenon the Employer's active payrollfor at least ninety(90) out of the one hundred and twer(120) calendar days prior to the contract award; and

(4) Hasthe ability to perform safely the basic functions of the applicable trade.

11.2 The Union will refer to such Employeeone journeyman employee from the hiring hall out-of-work list for the affected trade or craft, and will then refer one of the Employer's Core Employees as a journeyman. The process will then be repeated one for one, until such Employees new requirements are met, or until such

referred for Project work, including journeymen and apprentices covered by this Agreement, until at least thirty (30) percent of the positions for Project work for a particular Employer (including the Employer

- 13.2 All qualified (as determined by the District and applicable law) contractors and subcontractors may bid and be awarded work on a Project without regard to whether they are otherwise ~~part~~ to collective bargaining agreements provided they comply with the provisions of this Agreement.

ARTICLE 14

HOURS OF WORK, SHIFTS AND HOLIDAYS

- 14.1 The standard work day shall be in accordance with the applicable Master Agreements. Common start times may be established by the Employer during the standard work day established by the applicable Master Agreements. The standard work week shall be five (5) consecutive days of work commencing on Monday. Nothing herein shall be construed as ~~guaranteeing~~ ~~employee~~ eight (8) hours of work per day or forty (40) hours of work per week.
- 14.2 Common shifts may be established when considered necessary by the Employer. The Employer shall provide at least one week notice to the Council prior to any change in shift time. Any shifts established shall continue for the established work week.
- 14.3 Recognized holidays shall be in accordance with the applicable Master Agreements. Under no circumstances shall any work be performed on Labor Day except in cases of emergency involving life or property. In the event a holiday falls on Saturday, the previous day, Friday, shall be observed as such holiday. In the event a holiday falls on Sunday, the following day, Monday, shall be observed as such holiday. There shall be no paid holidays. If employees are required to work on a holiday, they shall receive the appropriate rate, but in no case shall such overtime rate be more than double the straight time rate

ARTICLE 15

GENERAL PROVISIONS

- 15.1 If any article or ~~provision~~ provision of this Agreement shall become invalid, inoperative and/or unenforceable by operation of law or by declaration of any competent authority of the executive, legislative, judicial or administrative branches of the federal or state government, the ~~Employer~~ and the Council shall suspend the operation of such article or provision during the period of its invalidity, and the District and the Council shall negotiate in its place and stead an article or provision that will satisfy the objections to its ~~validity~~ and that, to the greatest extent possible, will be in accord with the intent and purpose of the article or provision in question. The new article or provision negotiated by the District and the Council shall be binding on all parties signatory ~~to the~~ Agreement

- 15.2 If any article or provision of this Agreement shall be held invalid, inoperative or unenforceable by operation of law, or by any of the above mentioned tribunals of competent jurisdiction, the remainder of the Agreement or application of such article or provision to persons or circumstances other than to which it has been held invalid, inoperative or unenforceable shall not be affected thereby.
- 15.3 Except as enumerated in this Agreement all other terms and conditions of employment described in the Master Agreement of the Union having traditional and customary jurisdiction over the Covered Work shall apply.
- 15.4 The provisions of this Agreement shall take precedence over conflicting provisions of any Master Agreement or any other national, area or local collective bargaining agreement, except for all work performed under the NTL Articles of Agreement, the National Stack/Chimney Agreement and the National Cooling Tower Agreement. In addition, all instrument calibration work and loopwork Covered Work shall be performed under the terms of the UA/IBEW Joint National Agreement for Instrument and Control Systems Technicians, and work within the craft jurisdiction of the Elevator Constructors will be performed under the terms of the National Agreements of the International Union of Elevator Constructors. Notwithstanding the provisions of this section, Articles 7, 9 and 10 of this Agreement shall apply to all Covered Work.
- 15.5 Each person executing this Agreement represents and warrants that he or she is authorized to execute this Agreement on behalf of the party or parties indicated.
- 15.6 This Agreement may be executed in any number of counterparts, and each counterpart shall be deemed to be an original document. All executed counterparts together shall constitute one and the same document, and any signature pages may be assembled to form a single original document.
- 15.7 To the fullest extent consistent with the applicable Master Agreement and trust agreement, it is agreed that liability under this Agreement by District, the Council, a Union, or any other Employer shall be several and not joint. Any alleged breach of this Agreement by a party shall not affect the rights, liabilities, obligations, and duties among the other parties between that party and any other party.

ARTICLE 16

HELMETS TO HARDHATS

“Center”), a joint Labor Management Cooperation Trust Fund, established under the authority of Section 6(b) of the Labor Management Cooperation Act of 1978, 29 U.S.C. Section 175(a), and Section 302(c)(9) of the Labor Management Relations Act, 29 U.S.C. Section 186(c)(9), and a charitable tax exempt organization under Section 501(c)(3) of the Internal Revenue Code, and the Center’s “Helmets to Hardhats” program to serve as a resource for preliminary orientation, assessment of construction aptitude, referral to apprenticeship programs or hiring halls, counseling and mentoring, support network, employment opportunities and other needs as identified by the parties.

- 16.2 The Unions and Employers agree to coordinate with the Center to create and maintain an integrated database of veterans and members National Guard and Reserves interested in working on this Project and of apprenticeship and employment opportunities for this Project. To the extent permitted by law, the Employers and Unions will give credit to such veterans and members of the National Guard and Reserves for bona fide, provable past experience.

ARTICLE 17

DURATION OF AGREEMENT

- 17.1 This Agreement shall become effective on the day the District Governing Board ratifies this Agreement and shall continue in full force and effect until the completion of all Covered Work pursuant to Section 2.1 where the initial bid for any Project as defined in Section 1.6 Project is solicited on or before December 31, 2016. The parties may mutually agree in writing to amend, extend or terminate this Agreement at any time.

SIGNATURES

Sacramento City Unified School District

Name:

Date: _____

UNIONS

Asbestos Workers Local #6

Laborers Local #185

Bricklayers Local #3

Millwrights Local #102

Boilermakers Local #549

Northern California District Council of Laborers

Carpenters 46 Northern California Counties Conference Board

Operating Engineers Local #3

Cement Masons Local #400

Plasterers & Cement Masons Local #300

District Council #16 International Union of Painters & Allied Trades

Pile Drivers Local #34

District Council of Plasterers & Cement Masons of Northern California

Plumbers & Pipefitters Local #447

Drywall/Latherers Local #9109

Roofers Local #81

International Brotherhood of Electricians Local #340

Sheet Metal Workers Local #104

Elevator Constructors Local #8

Sprinkler Fitters Local #669

Iron Workers Local #8

Teamsters Local #150

ATTACHMENT A

PROJECT LABOR AGREEMENT

Project: _____
Bid Number _____

AGREEMENT TO BE BOUND

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

The undersigned hereby certifies and agrees that:

- 1.) It is an Employer as that term is defined in Section 1.4 of the Sacramento Unified School District Agreement ("Agreement") because it has been, or will be, awarded a contract or subcontract to assign, award or subcontract Covered Work on the Project (as defined in Section 1.6 and 2.1 of the Agreement), or to authorize

ATTACHMENT B

PROJECT LABOR AGREEMENT

Project: _____
Bid Number _____

Creation of a Construction Technology Academy The parties have agreed to create a Construction Technology Academy ("Academy") which will be operated at the Sacramento City Unified School District's comprehensive high schools to carry out the training and employment objectives of this Attachment B. The overall objectives are to:

- (a) offer opportunities and skill necessary to enter postsecondary study and to pursue lifelong learning within the broader context of the building trades industry; and
- (b) develop and reinforce academic course contents standards in order to maximize career opportunities and technical competency.

Creation of Academy Steering Committee. In order to facilitate the goals of the Academy, the District and Council agree to create a steering committee which will conduct meetings at least once a month during the District academic year to develop the goals of the Academy; plan for the presentation and content of Training. O t t c w 0.35 0 T d [(0 T c 1 I 7 T T w 0.28 0 C w 0.31 re

construction tools, general employability skills and drug and alcohol information. These sessions shall include classroom and job visit components.

- (b) Number of Interns. The goal for the summer program of 2015 shall be twenty (20) internships available for students nominated by the District and approved by the Academy Steering Committee. The Academy Steering Committee will thereafter annually set internship goals
 - (c) Number and Scope of Training Sessions. For the first year, the number of summer training sessions shall not be less than ~~(8)~~ with each session lasting a minimum of four (4) hours. The scope of the training sessions, and the presenters, shall be developed by the Academy Steering Committee. The location of the summer training centers will be at a JATC and the JATC's will provide presenters. Attendances at the training sessions are mandatory in order to be eligible for a summer internship.
- (2) Employment of Interns. Beginning the summer of 2015, the Council shall make arrangements for contractors working under the Project Labor Agreement and contractors signatory to the construction trades whose members will be working through the PLA, to employ up to twenty (20) interns selected by the Academy Steering Committee. The interns shall be paid no less than \$10.00 per hour on the job training, but not for periods of time attending the classroom training sessions. The training sessions shall occur over a minimum of four (4) and maximum of five (5) weeks. The number of interns each year will be determined by the Academy Steering Committee. Due to safety, prevailing wage and state law restrictions, the interns shall not be employed directly on the public works projects that are the subject of the Project Labor Agreement and this Attachment B.
- (3) Intern Program and Priority on California Apprenticeship Council Approved Program Apprenticeship Lists.
- (a) Post-graduate Training. The Academy Steering Committee will collaborate with postgraduate training programs, such as the Northern California Construction Training and American River College's Stripe Program, in order to assist graduates in obtaining an internship into a JATC.
 - (b) Priority on Apprenticeship List. The training and employment program of the interns shall be developed by the Academy Steering Committee such that graduating interns shall possess the skills, training, and educational background to help the graduate achieve priority on the lists of the building trades to the degree allowed under each JATC's application process including those programs that allow direct entry. It is recognized that the Apprenticeship Programs operate according to existing Standards approved

AGREEMENT OF SUBCONTRACTOR

I, _____, by affixing my signature hereto, understand that with this Project Labor Agreement establishes a Construction Technology Academy ("Academy") to provide construction career training opportunities for District students in order to support these objectives of the Project Labor Agreement, I agree:

1) To contact and provide the following information to the District or any Project Manager designated by the District or to the General Contractor, as determined by the District ("Project Manager"):

- a. All apprentice level job openings on the Project, including:
 - i. description of the job, including the trade;
 - ii. specific qualifications,

